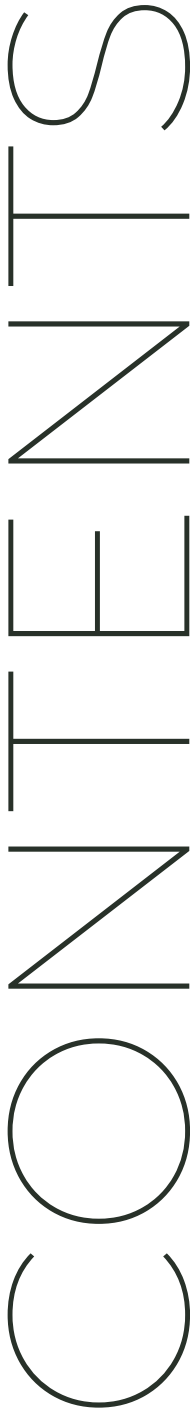




Corporate Sustainability Report

2025

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Introduction

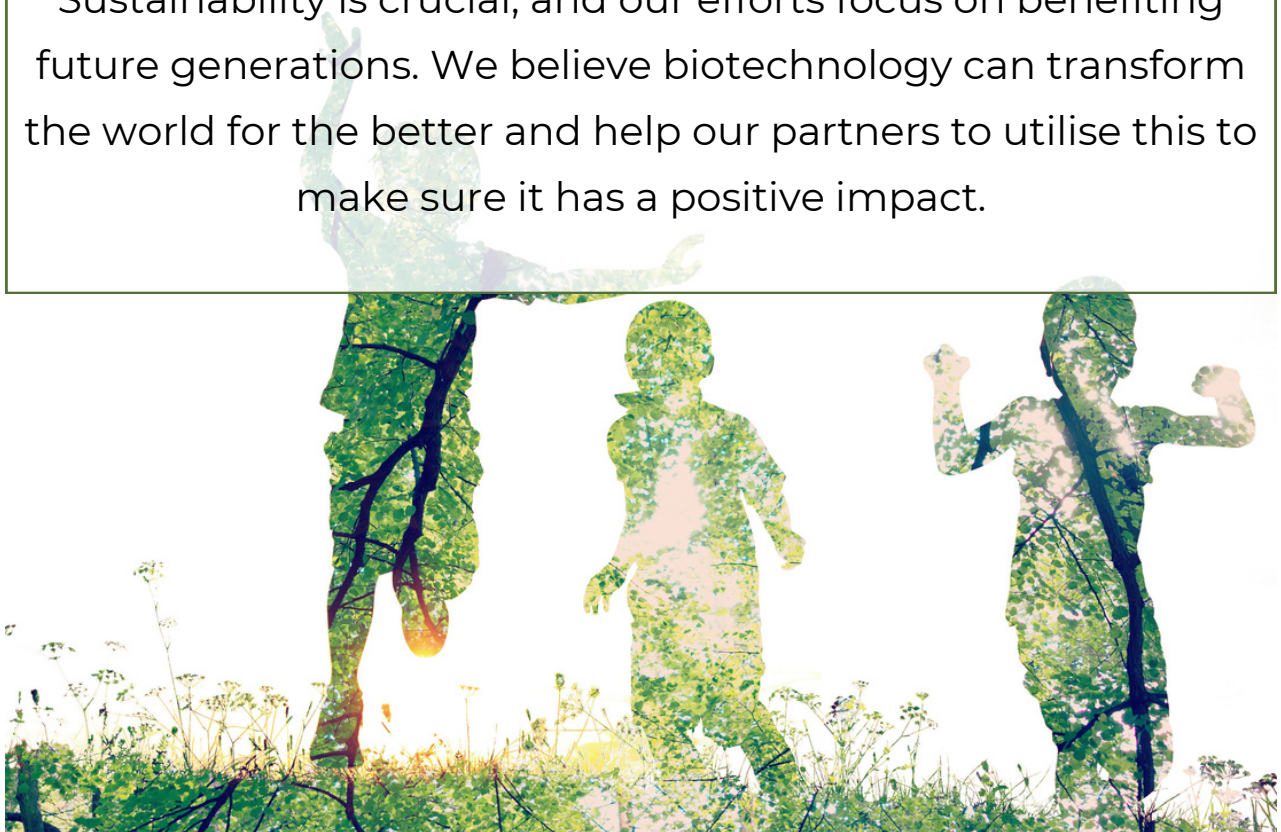
Isomerase Therapeutics Ltd. partners with companies to use microbes to generate a variety of products, including therapeutics, enzymes and consumer goods, in a sustainable and scalable way.

With decades of expertise working with bacteria and fungi, Isomerase leverages its knowledge in biology, chemistry, and process development to help partners commercialise their products.

Committed to socially responsible biotechnology, Isomerase aims to save lives and reduce environmental impact. We promote ethical working practices and prioritize health, safety, and environmental protection. We support science-based regulations to ensure safe biotechnology use.

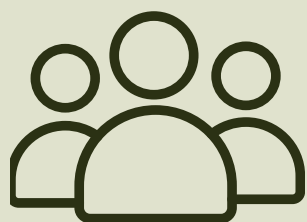
Ethical conduct guides our operations, from staff treatment to client and supplier selection. We recognize the impact of our work and strive for positive outcomes for all stakeholders.

Sustainability is crucial, and our efforts focus on benefiting future generations. We believe biotechnology can transform the world for the better and help our partners to utilise this to make sure it has a positive impact.



Management Structure

Corporate responsibility and sustainability is reported on regularly at Board level by Matt Gregory (CEO, CSO, director and co-founder). There is a corporate responsibility team at Isomerase with monthly meetings chaired by Dr Gregory and consisting of 4-6 volunteer staff members from across seniority levels. This team is able to raise issues and queries and is actively involved in decisions and proposals on sustainability issues and documentation.



SUSTAINABILITY REPORTING COMMITTEE



Matt Gregory

CEO, CSO & Chair of the
Corporate Responsibility
Team



Steven Moss

CTO & Chairman of
the Board



Karen Rednall

Financial Director
(HR remit)



Anna Stanley-Smith

VP of Quality
(IT remit)



Lesley Sheehan

VP of Operations
(H&S remit)

Health and Safety Performance

Isomerase management prioritizes health and safety, achieved through cooperation at all levels. We are committed to continuous improvement in health and safety, taking all necessary steps to protect our employees, visitors, the public and contractors.

Our NEBOSH-qualified H&S manager fosters a positive safety culture. We conduct process and COSHH risk assessments, enforce strict safety protocols, and involve staff in annual reviews. New employees receive induction training on basic H&S laws and are supervised until familiar with our protocols.

H&S committee meetings occur bi-monthly, with staff surveys to address safety concerns. Safety tours are conducted every six weeks to identify risks. New projects undergo thorough risk assessments to ensure proper protocols.

We have a lone working policy, with 'people safe' monitoring and WhatsApp groups for those working alone. Staff are trained in first aid and mental health first aid.

All accidents, incidents, and near misses are logged and reviewed to prevent recurrence. Despite a traditionally low incident rate, we actively monitor for trends to maintain safety.

KPI	2022	2023	2024	2025
Number of employees trained on H&S issues	35	35	36	36
Number of physiological & psychological incidents from company operations	0	0	0	0
Number of work-related incidents/accidents	7	5	4	4

KPI	2022	2023	2024	2025
Number of days lost to work-related injuries from work-related accidents and work-related ill health	0	1	0	5
Number of product recalls due to H&S	0	0	0	0
Number of customer H&S incidents	0	0	0	0
Number of average work-related incidents per FTE	0.2	0.14	0.11	0.11

Environmental Performance and Sustainability

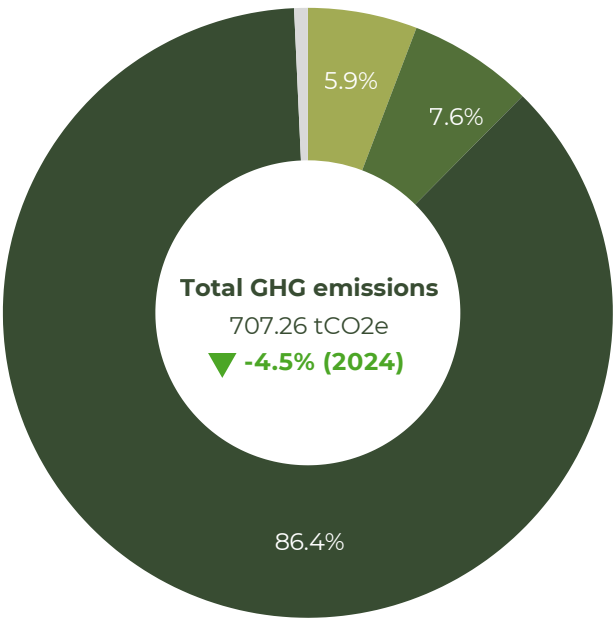
The management team at Isomerase is committed to improving sustainability and reducing our environmental impact. As part of this, we track a series of KPIs, with data is split between the Chesterford Research Park (CRP) and Solopark (SP) sites. The Corporate Responsibility team meets monthly and regularly discusses progress and ideas for improving sustainability. Regular posts on the corporate Teams site relating to sustainability with an aim to increase recycled materials, reduce plastic and energy usage, increase recycling and reuse and reduce waste.

Highlights in 2025

Reductions in electricity usage at the CRP site were made by limiting the temperature settings on the HVAC system and switching between winter and summer settings. We have also started tracking additional KPIs such as Stage 3 GHGs and water usage and have set targets for future reductions.



- Scope 1 | Direct GHG Emissions(tCO2e)
- Scope 2 | Indirect GHG Emissions (tCO2e)
- Scope 3 [1] | Upstream emissions (tCO2e)
- Scope 3 [1] | Downstream emissions (tCO2e)



[1] Scope 3 emissions include all indirect GHG emissions that fall within the following 15 categories (as defined by GHG Protocol): purchased goods and services, capital goods, fuel and energy related activities (not included in scope 1 or 2), upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, downstream transportation and distribution, processing of sold products, use of sold products, end-of-life treatment of sold products, downstream leased assets, franchises and investments.

KPI	2022	2023	2024	2025
Company's total energy consumption	not recorded	Total electricity: 254 MWh	Total electricity: 251 MWh [3]	Total electricity: 251 MWh [4]
Water consumption from company operations	not recorded	Data requested from site, but not yet available	236 m ³ [5]	265 m ³ [4]
Energy consumption and greenhouse gas emissions from company operations	not recorded	Total electricity: 254 MWh	Total electricity: 251 MWh Total Gas 240: MWh	Total electricity: 265 MWh Total Gas 223: MWh
Energy consumed from renewable sources [6]	not recorded	3.7%	3.5%	3.3%
Hazardous and non-hazardous air emissions [7]	not recorded	not recorded	Natural gas burnt (43.9 tonnes CO ₂ e) 240 MWh	Natural gas burnt (41.0 tonnes CO ₂ e) 223 MWh
Data on total gross Scope 1 GHG emissions from company operations [8]	not calculated	not calculated	43.9 tCO ₂ e	41.0 tCO ₂ e

KPI	2022	2023	2024	2025
Data on total gross Scope 2 GHG emissions from company operations [9]	not calculated	57.1 tCO ₂ e [10]	56.6 tCO ₂ e [11]	46.9 tCO ₂ e
Data on total Scope 3 in metric tons of CO ₂ equivalent [1]	not recorded	recording to start Jan 2024	639.99 tCO ₂ e	619.36 tCO ₂ e
Total waste sent to landfill	not recorded	not recorded	8.43 tonnes	5.41 tonnes
Total GHGs	not recorded	not recorded	740.49 tCO ₂ e	707.26 tCO ₂ e
Average annual energy consumption and production of greenhouse gases per FTE year	not recorded	not recorded	740.49/36= 20.57 tCO ₂ e/FTE	707.26/37= 19.12 tCO ₂ e/FTE
Average water consumption per FTE year	not recorded	not recorded	236/36= 6.56 m ³ /FTE	265/37= 7.16 m ³ /FTE
Average water consumption per FTE year	not recorded	not recorded	8.43/36= 0.23 tonnes/FTE	5.41/37= 0.15 tonnes/FTE

[2] Includes fuels before combustion and the amount of purchased energy inputs which include electricity, heat, steam and cooling for use by operations, [3] Values Oct-Sep, [4] Dec 2024 to Nov 2025 data, [5] 2023 data, [6] Estimated, [7] Does not include GHGs but does include SO_x, NO_x, VOC, PM, dust and other emissions polluting the local environment such as odour, noise, and light, pollution caused due to traffic resulting from the company's operation, [8] Scope 1 GHG emissions include the CO₂ emissions from the consumption of fuel owned or controlled by the company, [9] Scope 2 emission is the GHG emissions from the generation of purchased electricity consumed by the company, [10] 2023 UK grid 0.22499 kgCO₂/kWh, [11] 2024 UK grid 0.22535 kgCO₂/kWh

Human Resources

Recruitment and Team Diversity: Isomerase utilizes various recruitment channels, including internal ads, our website, LinkedIn, Indeed, and specialized science sites. Occasionally, recruitment consultants are used for niche roles. We select candidates based on skills and experience, fostering a diverse team with women in senior management and employees from Europe and various ethnic backgrounds. Our culture promotes openness, support, and development, with detailed policies on equal opportunities and harassment in our staff handbook..

Employee Development and Performance: Continuous development and improvement are key at Isomerase. Promotion is based on performance, qualifications, attitude, potential, and company needs. We offer internal training on scientific and management topics, and all staff undergo annual performance reviews. We support apprenticeships and further education, with employees pursuing degrees and advanced qualifications.

Compensation and Benefits: Isomerase offers competitive salaries and benefits, including bonuses, pensions, share options, flexible leave, insurance, healthcare plans, and employee assistance programs. Our HQ at Chesterford Research Park provides excellent facilities, including a gym, bar, cafeteria, shuttle bus, golf course, and nature walks.

Ethical Conduct: Ethical conduct is a core value, guiding our treatment of staff, client and supplier choices, and product development. We have policies on whistleblowing, gifts, and bribery. Communication with employees is maintained through our staff handbook, email, Microsoft Teams, and quarterly meetings.

Communication: Communication with employees is maintained through our staff handbook, email, Microsoft Teams, and quarterly meetings.

Notable successes in 2025 include a continued increase in percentage of female workers from 44 to 47%, completed training via iHasco for almost all staff on sexual harassment and discrimination in the workplace and training via Ecovadis for business ethics, corruption and sustainable procurement.

Highlights in 2025



47% female workforce

▲ +6.8% (2024)



All staff are trained on discrimination or harassment issues



10 promotions in 2025

▲ +6.8% (2024)

Isomerase is committed to sustainable procurement practices, ensuring that our purchasing decisions support environmental, social, and economic sustainability. We prioritize suppliers who demonstrate a commitment to sustainability, ethical practices, and reducing their environmental footprint. By integrating sustainability criteria into our procurement processes, we aim to minimize waste, reduce carbon emissions, and promote the use of renewable resources. This approach not only supports our sustainability goals but also encourages our partners to adopt more responsible practices, contributing to a more sustainable future for all.

KPI	2022	2023	2024	2025
Number of staff covered with healthcare	All staff 33	All staff 34	All staff 35	All staff 36
% of employees trained on business ethics	not recorded	0	14%	18%
Number of employees with personal development plans	All staff 33	All staff 34	All staff 35	All staff 36

KPI	2022	2023	2024	2025
Number of skills trainings provided or career development activities	not recorded	will start recording 2024	35 accessed online iHasco training	36 accessed online iHasco training
Number of employees trained on discrimination or harassment issues	0	0	34	36
Number of internal recruitment cases	7 promotions	5 promotions	6 promotions	10 promotions
Number of hours worked over one reporting year	not recorded	55,575 h	54,046 h	54,685 h
Number of lawsuits against the company on business ethics related violations	0	0	0	0
Number of confirmed corruption incidents	0	0	0	0

Sustainable & Ethical Procurement

Isomerase use a procurement company, Amici Procurement, for purchasing the majority of our lab consumable products. Amici provide a purchasing and supply chain management service and carry out their own procurement controls on these suppliers. Amici carry the **ISO 9001:2015** accreditation and are the market leader in terms of life science procurement.

Isomerase are in the process of sending out an improved supplier questionnaire to key existing suppliers and new key suppliers going forward to ensure these suppliers operate in an ethical, responsible and sustainable manner.

Procurement KPIs

KPI	2022	2023	2024	2025
Number of targeted suppliers that are covered by an assessment on their environmental and/or social practices	0	0 - new supplier questionnaire to be introduced	12	9
Number of targeted suppliers who have signed the supplier code of conduct or third party questionnaire during the reporting period	0	0 - new supplier questionnaire to be introduced	12	9
Number of procurement team(+) trained on sustainable procurement	0	0	2 (100%)	2 (100%)

IT Security

Isomerase takes the security of its own and partner's data very seriously. Isomerase uses the external IT support company Syplex to maintain and improve its IT security and other IT systems. The main aims of IT security actions are to: Reduce the risk of IT problems, Plan for problems and deal with them when they happen, Keep working if something does go wrong, Protect company, client and employee data, Keep valuable company information confidential, Meet our legal obligations under the General Data Protection Regulation (GDPR) and other laws and meet our professional obligations towards our clients and customers.

An important milestone was achieving ISO 27001 accreditation in April this year, reflecting the commitment Isomerase takes towards managing sensitive information, data security, protecting assets through risk management, ensuring confidentiality, integrity, and availability (CIA), and building resilience against cyber threats, which are increasing in frequency in the current cyber landscape.

One minor information security incident was reported in 2025 after a phishing email attempt. This was handled swiftly in line with established processes and no harm resulted from this due to the robustness of our systems. This was noted as a near-miss; a nonconformity process was completed and actions to further improve our processes determined.

We also noted an attempted cyber-attack on our systems; however this was discovered in a timely manner and no breach occurred. Additional measures to further improve our security were put in place following this.



IT security aims for 2026:

Our main aim is to maintain our ISO 27001 accreditation, which we were awarded in 2025.

IT SECURITY KPIs

KPI	2022	2023	2024	2025
Number of identified “near miss” information security incidents	0	0	0	1
Number of confirmed “cyber breach” information security incidents	0	0	0	0
Number of staff trained on cyber security	n/a	n/a	24	28



CONCLUSION

Corporate, environmental, ethical and sustainable responsibility has always been high on the agenda at Isomerase. Activities have been reported at board level for many years and the internal corporate responsibility team has supported work by the senior management team and others towards improving overall environmental and ethical performance.

The icon features a gold medal with a ribbon, a checklist, and a gear. The text on the medal reads "GOLD | Top 5%", "ecovadis", "Sustainability Rating", and "MAR 2025".

Highlight in 2025

Isomerase earned the **EcoVadis Gold** Medal for its top-tier sustainability efforts, ranking in the top 5% of assessed companies.

At Isomerase, we are dedicated to minimizing environmental impact and enhancing resilience to environmental risks. Our commitment is reflected in our qualitative objectives and quantitative targets. For more details, please refer to our [2026 Environmental Policy Statement](#).

PROGRESS AGAINST TARGETS

Our targets and progress against them are summarised as follows:

TARGET	PROGRESS
Reduce average annual energy consumption and production of greenhouse gases per FTE by 20% by 2030 from a 2025 baseline.	Our 2025 baseline was 20.57 tCO ₂ e/FTE. The figure in 2026 is 19.12 tCO ₂ e/FTE. This is a reduction of 7% .
Reduce overall scope 1 GHG emissions in 2040 by 20% from 2025 baseline.	Our 2025 baseline was 43.9 tCO ₂ e. The figure in 2026 is 41.0 tCO ₂ e, a reduction of 6.6% .

TARGET	PROGRESS
Reduce overall scope 3 GHG emissions in 2040 by 20% from 2024 baseline.	Our 2024 baseline was 639.99 tCO ₂ e. The figure in 2025 is 619.36 tCO ₂ e, a reduction of 3.2% .
Reduce overall scope 2 GHG emissions in 2040 by 20% from 2024 baseline.	Our 2024 baseline was 57.1 tCO ₂ e. The figure in 2026 is 46.9 tCO ₂ e, a reduction of 17.9% .
Reduce average water consumption per FTE by 10% by 2030 from a 2025 baseline.	Our 2025 baseline was 6.56 m ³ . The figure in 2026 is 7.16 m ³ , an increase from the baseline. This is disappointing, however there were mitigating circumstances including building water leaks outside our control that have now been fixed.
Reduce average waste sent to landfill per FTE by 15% by 2030 from a 2025 baseline.	Our 2025 baseline was 0.23 tonnes. The figure in 2026 is 0.15 tonnes, a reduction of 34.8% . This is already on target, so our aim is to maintain or improve this.
Reduce the number of average work-related incidents per FTE by 25% by 2030 from a 2022 baseline.	Our 2022 baseline was 0.2 incidents per FTE. In 2025 we had reduced this to 0.11 incidents per FTE – a reduction of 45% . This is already on target, so our aim is to maintain or improve this.
To maintain zero product recall or customer safety incidents through to 2030.	So far we have still not yet had a product recall or customer safety incident, so we are still on target.
To provide customers with visible Scope 1, 2 and 3 GHG emissions and carbon footprint of our services by 2026.	We have provided our visible Scope 1, 2 and 3 GHG emissions and carbon footprint of our services in our 2025 report. Therefore, we have met this target.