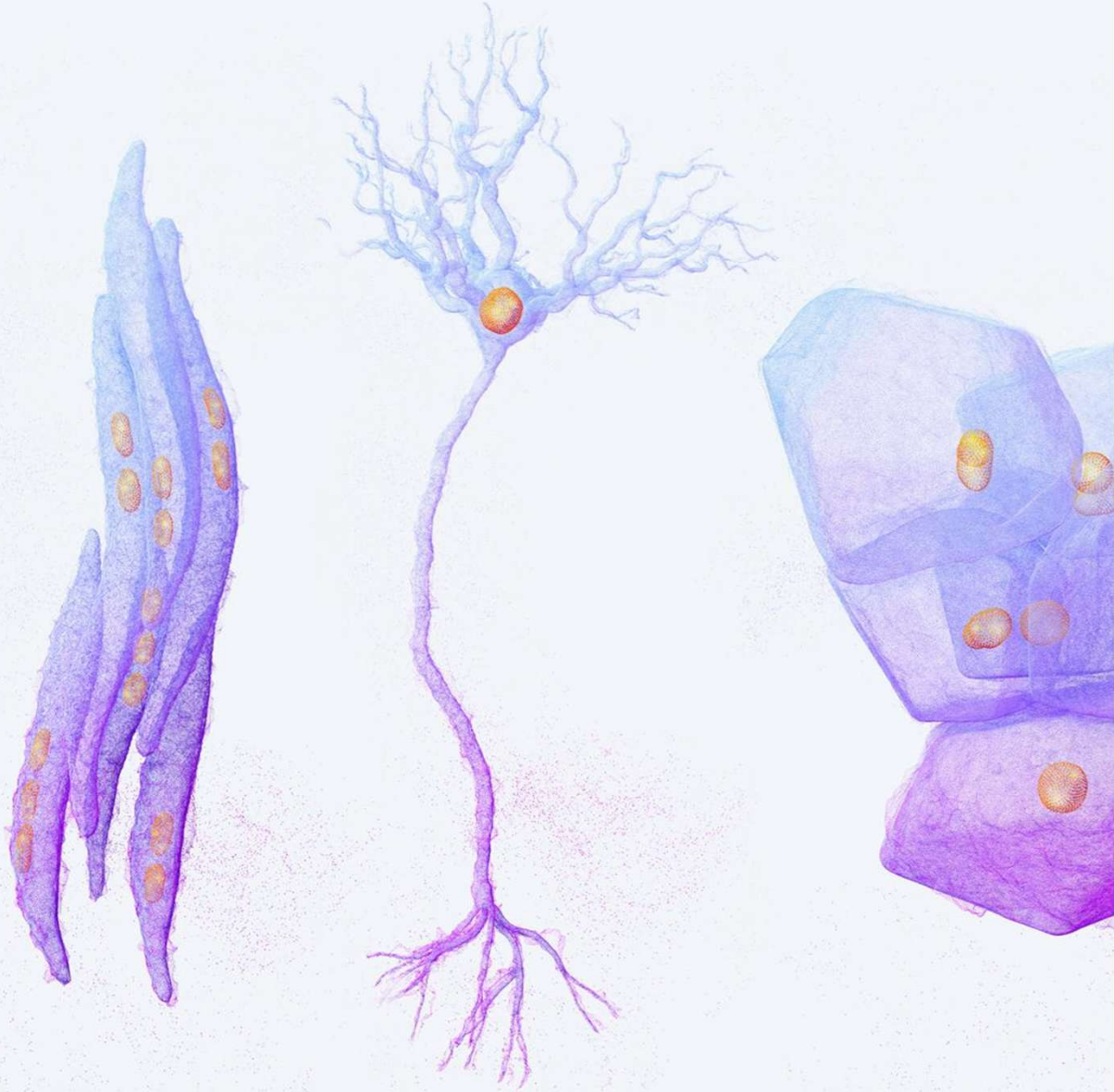
May 2026

2026 Sustainability Report



bit.bio
THE CELL CODING COMPANY

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Section I. About bit.bio

bit.bio is a synthetic biology company revolutionising access to human cells, with the goal of accelerating innovation in biomedical research and enabling next-generation therapies for good health and well-being. Built on Nobel Prize-winning discoveries in gene regulation and cell identity, our proprietary *opti-ox*™* technology allows for the precise and scalable conversion of induced pluripotent stem cells (iPSCs) into any human cell type in a single step. This process delivers consistent, highly pure cells within days and at industrial scale.

Our platform underpins key product lines for research and drug discovery. The ioCells portfolio continues to expand and includes ioWild Type Cells, ioDisease Model Cells, and CRISPR-Ready ioCells—each designed to meet the growing demand for reliable, high-quality human cells in pharmaceutical and biotech R&D.

We are committed to advancing the global adoption of New Approach Methodologies (NAMs). By delivering a reliable source of consistent human cells, we enable the scientific community to transition toward more predictive, human-relevant systems and reduce reliance on animal models.

Our Values

- **Purposeful:** We are guided by our purpose, aligned to that of our namesake: coding biology for the benefit of humanity. We overcome our daily challenges by putting purpose first.
- **Ambitious:** We are driven and ambitious in our creation of products that have value to society. Together we will change the world.
- **Collaborative and Trustworthy:** Our purpose and mission hinge on leveraging our combined knowledge and skills. We value diversity and the power of collaboration.
- **Empirical:** We embrace the scientific method and put facts above opinions. In the absence of data, we generate it. We see the world as full of opportunities and approach it with a mindset of abundance.

* For information on bit.bio's trademarks, visit www.bit.bio/trademarks

Section II. Message from Our CEO, Board and Sustainability Leaders

Przemek Obloj
CEO

Mark Kotter
Founder

Prof. Marie-Claire Cordonier Segger
Chair – Ethics & Sustainability Board

Yihan Pei
Director of Business Finance & Strategy

As we reflect on 2025, we are pleased to share the progress bit.bio has made across our Corporate Sustainability Strategy. These achievements reflect the dedication of our people and the continued deepening of sustainability within our business, as a core part of how we operate and grow.

The climate crisis remains one of the defining challenges of our time and we remain committed to addressing it with urgency. As a participant in the UN Race to Zero campaign, we have maintained strong momentum toward net-zero, well ahead of the global 2050 target. In 2025, improvements across production, packaging, and distribution reduced our environmental impact, contributing to a Platinum Award from Green Impact.

Our view of sustainability extends beyond the environment, as our work focuses on innovation for better human health (UN SDG3). Through the development of our cells, data and co-culture systems, we are actively contributing to New Approach Methodologies that reduce reliance on animal models in drug discovery. Central to this progress is our culture, which empowers employees to take ownership of change and fosters a collective sense of accountability. This spirit found tangible expression in late 2025, when our employee sustainability forum culminated in the launch of a new sustainability fund built entirely from employee-led initiatives.

> “The work bit.bio is doing sits at an important intersection of scientific ambition and ethical responsibility. The development of co-culture systems is a meaningful step toward reducing reliance on animal models in drug discovery, supporting more human-relevant and ethical research, which the team cares deeply about.
>
> When employees are empowered to lead change, commitments become lasting. I am confident this organisation is building something of genuine, enduring value.”

Lord David Prior
Chair of the Board

This third Annual Sustainability Report covers 2025 and provides a transparent account of our progress and the challenges that remain. We believe that businesses which align growth with broader societal value will secure enduring competitive advantage. Our commitment is to create long-term value for all our stakeholders: customers, employees, partners, investors, and the communities we serve.

Section III. Our UN Sustainable Development Goals (SDGs)

At bit.bio, we are committed to building a sustainable business from the outset as part of our responsibility to protect the planet for future generations. We align our approach with the SDGs, focusing on three primary goals and six supporting goals. These priorities underpin our Corporate Sustainability Strategy and guide both our day-to-day operations and long-term direction.

Each SDG includes specific targets set by the United Nations. We have identified the targets most relevant to bit.bio and measure progress against them through defined key performance indicators, with clear ownership assigned to employees responsible for delivery.

Our commitment to sustainability reflects the priorities of our employees, shareholders, and wider stakeholder community. Engagement with the SDGs is central to our strategy and future direction. We voluntarily publish our Sustainability Report to provide transparent disclosure of our progress and host an annual Sustainability Forum to engage and celebrate efforts across the company.

Our Corporate Sustainability Strategy

Our sustainability strategy aligns our operations with long-term environmental, social, and economic objectives. It sets clear priorities, establishes measurable targets, and embeds sustainability across core business functions. It strengthens risk management and regulatory compliance while supporting innovation, building stakeholder trust, and delivering long-term value.

We leverage our platform technologies to address major social and environmental challenges, with a focus on advancing NAMs to support a more ethical and predictive research landscape. We aim to lead in social responsibility and sustainability as we enable researchers to develop the next generation of therapies.

Corporate Sustainability Commitments	Customers / patients	Team	Society & environment
Mobilise expertise for health, life, and innovation	Democratise access to human cells for research, drug discovery and therapeutics	Promote a diverse and inclusive workplace to realise the full potential of our team	Deliver on our responsibilities towards others, our societies and planet
Steward ethical and sustainable enterprise	Maintain high standards of ethics, quality and safety	Protect human rights and workplace safety	Maintain carbon-negative footprint and prioritise sustainability across our operations
Contribute to community and world	Harness the power of our technology to do good	Enable team to innovate to make a better world	Lead in research, education and sustainability, locally and globally

bit.bio Green Team

The bit.bio Green Team is a volunteer-led group drawing on expertise from across the organisation. The team takes an active and central role in driving engagement with our sustainability initiatives, including Green Impact and the UN Race to Zero.

Our members are dedicated to advancing the sustainability of our office and laboratory operations — systematically reviewing processes and identifying meaningful opportunities to embed more sustainable practices. The team also leads internal initiatives and actively participates in sustainability activities across the Babraham Campus.

These contributions were recognised with bit.bio receiving the Green Impact Platinum Award for the second consecutive year in 2025 – a testament to the team's sustained commitment and impact.

Won the Bronze Award 2022

Won the Gold Award 2023

Won the Platinum Award 2024

Won the Platinum Award 2025

> "Securing Green Impact Platinum for a second consecutive year is a strong reflection of how deeply sustainability is embedded across bit.bio and a celebration of the consistent effort of our teams to turn ambition into action."

Megan Doe
VP, Business Finance & Strategy

bit.bio has joined the global effort to address climate change by committing to the United Nations Race to Zero. We are dedicated to reaching net zero and going beyond, ahead of the 2050 target. Specifically, we aim to reduce our greenhouse gas emissions by half by 2030 and achieve net zero before 2040. To support this commitment, we continuously review and strengthen our operations, including:

- Measuring and reporting our progress annually
- Implementing decarbonisation strategies aligned with the Paris Agreement by examining each stage of our operations to improve energy and resource efficiency
- Addressing any remaining emissions through additional offsets that are measurable, verifiable, permanent and deliver social value

In 2025:

- **Electricity consumption decreased by 11% in 2025 compared to 2024**
- **Gas usage fell significantly by 80% year-on-year, alongside a 22% reduction in heat consumption**
- **Travel emissions decreased by 48% compared to 2024**

3 GOOD HEALTH AND WELL-BEING

- Develop ioCells (wild types and disease models) that facilitate drug discovery and basic research in disease-relevant areas
- Provide biopharma and academic partners with scalable, consistent human cell systems

At bit.bio, our ambition is clear: to build a scalable technology platform capable of delivering consistent, high-quality batches of every disease-relevant human cell type. By enabling reliable access to human cells for research, drug discovery and cell therapy development, we aim to broaden access to advanced cellular models and support innovation in healthcare.

Mark Kotter
Founder

"From early-stage innovation to scaling globally, bit.bio is expanding what is possible with human cells. Our opti-ox technology enables the consistent production of high-quality iPSC-derived cells, supporting reliable research, advancing non-animal methods, and generating robust datasets for AI-driven discovery. Combined with our strong intellectual property, this positions us at the forefront of the field and accelerates progress in both research and next-generation therapies."

Through our ioCells™ portfolio, including ioWild Type, ioDisease Models and CRISPR-Ready ioCells, we provide researchers and drug developers with dependable, high-quality tools that support the discovery, development and access to new therapies.

In 2025:

- **~50 ioCells products related to non-communicable diseases**
- **10+ commercial and academic partnerships engaged**
- **>50% reduction in ioCells prices, increasing affordability**

Karl Firth
Senior Director,
Technical Operations

"Our ability to scale production from 2D to advanced 3D systems enables more efficient, consistent manufacturing at bit.bio. This reduces costs and makes high-quality human cells more accessible to researchers."

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Establish scientific infrastructure for bit.bio to support human well-being
- Lead scientific research, encouraging innovation and increasing research and development workers in UK and countries of operation

Innovation drives progress, shapes how we respond to emerging challenges, and enables us to remain at the forefront of biotechnology.

We regularly refine our processes to increase efficiency, remove bottlenecks and accelerate the development of scalable, high-quality human cell types for biomedical research and therapeutic applications. Continued investment in innovation and infrastructure is central to our mission of advancing human health while supporting a more sustainable future. By developing and providing advanced cell models, we equip researchers and industry partners with the tools needed to enable further discovery in their fields.

In 2025, we began tracking development of our discovery platform and cell foundry through increases in the number of perturbation screens, providing a measurable indicator of our growing discovery capabilities.

In 2025:

- **$17M and 79 employees were dedicated to research and development**
- **30,000+ perturbations were conducted to advance discovery platform**
- **40+ unique TF candidate cell lines were engineered to further cell foundry development**

Oliver Dovey
Senior Director,
Functional Genomics

“Our innovative efforts are centred on the large-scale generation of high-fidelity cellular data. By utilising perturbation screens, we are developing comprehensive datasets that underpin predictive modelling and expedite AI-integrated drug discovery. The advancement of our proprietary platform and cell foundry facilitates the realisation of predictive biology, enhances the efficiency of therapeutic development, and deepens our comprehension of cellular states and trajectories.”

15 LIFE ON LAND

- Contribute to NAMs development to reduce reliance on animal models
- Reduce emissions to zero in keeping with the UN Race to Zero campaign
- Support local green spaces for biodiversity and carbon sink

bit.bio is continuously working to advance human health while reducing reliance on animal testing. We incorporate ecosystem considerations into our strategy by advancing NAMs and supporting the principles of the 3Rs (Replacement, Reduction and Refinement). Equally, we remain committed to minimising our environmental footprint and promoting the responsible and equitable use of natural resources.

Oana Sadiq,
Associate Director, Building Ops and H&S

> “Reducing lab waste is a key priority for us, and it is encouraging to see meaningful progress this year. By improving processes and increasing awareness across teams, we are embedding more sustainable practices into our day-to-day operations and continuing to reduce our environmental footprint.”

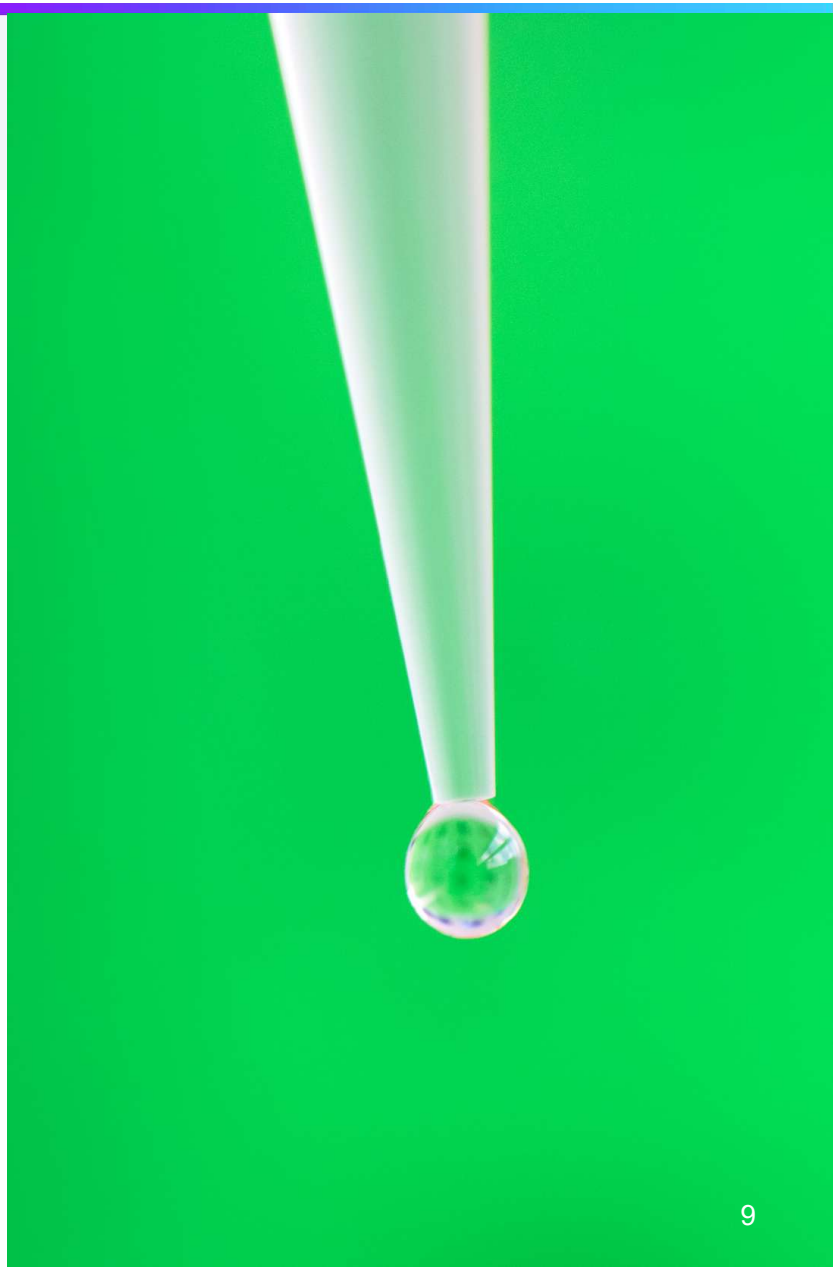
Our activities align with international agreements that support the fair and equitable sharing of benefits arising from the use of genetic resources and associated information. We track our progress through our ability to expand access to ioCells and cell therapies at lower cost.

In 2025:

- **4 co-cultures were developed as part of our effort to reduce reliance on animal models**
- **Reduced year-on-year lab waste by over 40%**
- **9 recycling streams across office and lab**

> “Developing co-culture systems is an important step towards more complex and physiologically relevant cell models. This supports our ambition to reduce reliance on animal models while enabling more predictive research.”

Will Bernard
Senior Director, Cell and Application Development



Secondary Targets

In addition to our primary SDGs....

We have identified six secondary SDGs to further extend our contribution to a sustainable future and ensure sustainability is embedded across all aspects of our business.

4 QUALITY EDUCATION

bit.bio supports the next generation of innovators. We understand the importance of professional and personal development for young people and aspire to provide opportunities to as many talented young people as possible.

In 2025:

- **Internships offered tripled**
- **Began tracking diversity across internships and vocational training programmes**

> “Supporting young people’s development is a priority. By expanding internships and strengthening how we track and support diverse talent, we are creating pathways for the next generation of innovators.”

Victoria Bell
Senior Director,
People & Culture

5 GENDER EQUALITY

bit.bio promotes gender equality by promoting fair representation, equal opportunity, and an inclusive workplace culture. We aim to maintain balanced gender representation across our workforce and leadership while ensuring equal access to career development opportunities.

In 2025:

- **Women hold 50%+ of roles at both the overall and leadership levels**
- **50/50 distribution of promotions by gender**

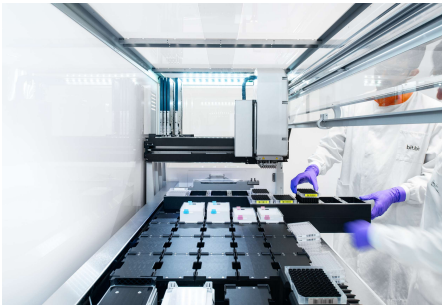
These commitments are supported by company policies that promote equal opportunities and inclusive recruitment practices.

Beyond our workforce, we recognise the importance of biological diversity in biomedical research. Our ioCells portfolio includes both female and male donor-derived cell types, such as ioMicroglia, enabling researchers to account for biological variation in disease studies.

8 DECENT WORK AND ECONOMIC GROWTH

bit.bio is committed to decent work, sustainable economic growth, and responsible stewardship of resources as we scale our cell engineering platform. We invest in our people, offering highly skilled roles, strong working conditions, and ongoing professional development, underpinned by rigorous risk assessment to secure workforce health and safety.

We continuously improve resource efficiency and work to decouple our growth from environmental impact.



In 2025:

- **Maintained a 134-person workforce**
- **Conducted 80 risk assessments, reinforcing workforce health and safety**

Secondary Targets

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

As producers, we are committed to ensuring the environmentally sound management of all chemicals and waste materials across their full life cycle.

In 2025, we introduced new packaging across our product lines, reducing material use and improving end-of-life recyclability as part of our broader effort to minimise environmental impact at every stage of production. We continue to strengthen our internal protocols for safe handling, storage, segregation and disposal, ensuring that our waste streams are managed responsibly and in line with best-practice standards.

In 2025:

- **Introduced new product packaging with lower environmental footprint**
- **Approved a total of 230 COSHH assessments**
- **Reduced water usage from 1450 m^3 to 1230 m^3**

13 CLIMATE ACTION

bit.bio is committed to becoming a more climate-resilient organisation, guided by our Race to Zero pledge.

In 2025, we reviewed and updated our travel policy to better reflect our climate commitments, encouraging more considered travel choices across the organisation. We continue to integrate climate considerations into our policies and operational strategies, while fostering a culture of awareness and action through our internal Green Team and ongoing sustainability education.

In 2025:

- **Achieved 495 points in Green Impact, nearly 100 points more than the threshold for Platinum award**
- **Held the first annual Employee Sustainability Forum**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Our Code of Business Conduct and Ethics, together with our Science, Research, and Conduct Ethics Policy, form the foundation of our workplace culture, supported by comprehensive policies on anti-corruption, dignity at work, whistleblowing, and career development.

In 2025:

- **243 governance and compliance training modules were assigned, with a completion rate above 90%**
- **76 corporate policies and codes, strengthening institutions**

> “Ethics and strong governance are central to how we operate at bit.bio. As we scale, we ensure scientific progress is matched by robust oversight and responsible decision-making.”

Orlaith Greenan
VP, Operations

Section IV. Looking Forward

A *message* from the CEO and ESB Chair

Przemek Obloj
CEO

Prof. Marie-Claire Cordonier Segger
Chair – Ethics & Sustainability Board

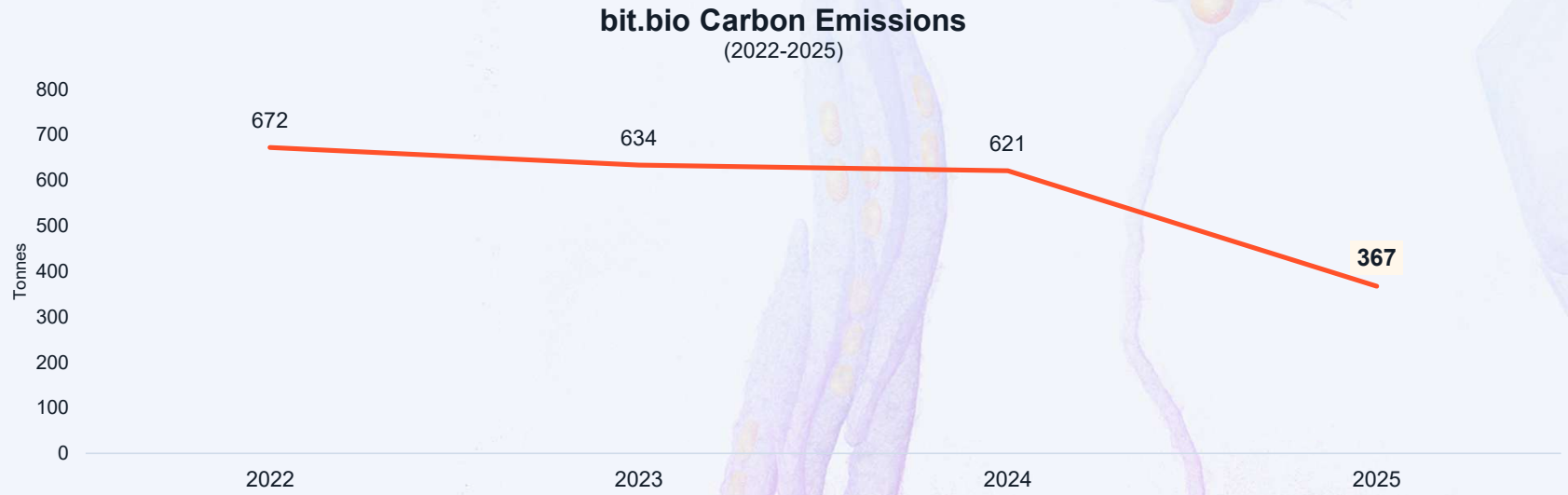
As we look beyond 2025, our sense of purpose has never been clearer. bit.bio's mission to create human cells and data with precision and scale sits at the heart of a broader ambition: to make drug discovery more effective, more ethical, and more human. The progress we have made this year, from advancing human-centric data and co-culture systems to embedding sustainability deeper into our operations, reinforces our belief that scientific innovation and responsible business are mutually reinforcing priorities.

Sustainability, for us, is a practice of continuous accountability. This third Annual Sustainability Report reflects another year of honest measurement against the SDGs that guide our work, acknowledging the progress made and the ground that remains to be covered. This year, that progress has been tangible: updates to our travel policy have contributed to a near 50% reduction in carbon emissions from business travel, a meaningful step in bringing our operational footprint in line with our climate commitments. We are committed to building on this foundation year on year.

None of this is possible without our people. bit.bio continues to attract individuals who bring expertise, curiosity, and a genuine sense of purpose to their work. The launch of our employee-led sustainability fund this year is one expression of that, a reminder that our most meaningful commitments are the ones our team chooses to own.

Looking ahead, we remain focused on a future where the tools of modern biology serve both patients and the planet. We will continue to lead with purpose, measure what matters, and hold ourselves to account.

Section V. Appendix



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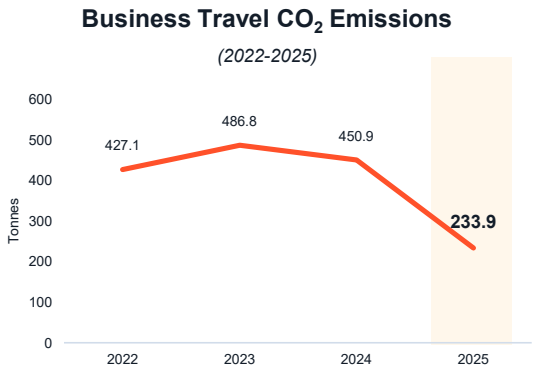
2025 Carbon Emissions

Business Travel

CO_2 emissions

We track emissions from our business travel (flights and hotels) using our travel platform.

Total employee travel generated **233.9 tonnes of CO_2 emissions in 2025**, a near 50% decrease from 2024.



Waste

KG of waste

In 2025, we generated approximately **12,344.5 kgs of lab waste**, a 43% fall from 2024.

Laboratory waste disposal remains a significant operational cost, reducing waste therefore not only lowers our environmental footprint but also creates opportunities to reduce operational costs.

Purchase	60L Clinical Bin **£12.10**
Disposal	One 4.43kg bin **£10.37**

= **£22.47** Per bin

Data on total waste usage was not available this reporting period.

Electricity & Gas

We monitor emissions arising from our operations and are committed to reducing them over time, with the long-term goal of achieving full elimination.

All electricity and gas consumed is sourced from 100% REGO-certified renewable energy.

Key KPIs	2023	2024	2025
Total Electricity *(kWh)*	645,814	608,763	540,085
Total Gas *(m^3)*	11,518	1,075	220
Carbon Emissions from energy *(tonnes)*	147.42	170.11	133.07

Total electricity and gas consumption have continued to decline year-on-year.

* Calculated using Carbon Footprint Calculator - Sustrax

Carbon Offsets

In addition to local and internal mitigation and resilience efforts that will help us to go carbon negative over time, bit.bio is investing in high impact and value international carbon reduction projects. Our chosen partners, The International Small Group and Tree Planting Program (TIST), Gold Standard, and Carbon Footprint, were selected by the staff together in a vote. This year, offsets are purchased from the latter two.

- Remaining emissions are offset externally, via strategically engaging with three offset beneficiaries outlined below. These partners and their respective weighting were selected by employees.
- We will complete these offsets by the end of 2026.

Gold Standard

carbon footprint™

External offset partner	External offset amount (Tonnes)
Gold Standard (50% weight)	184
Carbon Footprint (50% weight)	184
Total	368

2040 roadmap and emission reduction initiatives

As we progress in our commitment to reduce carbon emissions, we are continuing to undertake initiatives to limit our carbon footprint. Select examples include commuting, office and laboratory.

Commuting

- Support hybrid working
- Promote commuting methods with lesser carbon footprints (e.g. electric vehicle scheme, subsidised bus pass, car sharing, cycle to work scheme)

Office

- Choose sustainable suppliers for office supplies
- Offer subsidised majority vegetarian menu in café
- Implement new recycling schemes (e.g. crisp packages, batteries)

Laboratory

- Choose sustainable suppliers for consumables and reagents
- Implement glove and plastics recycling to avoid incineration
- Reduce carbon impact of shipping materials