

CORPORATE RESPONSIBILITY REPORT

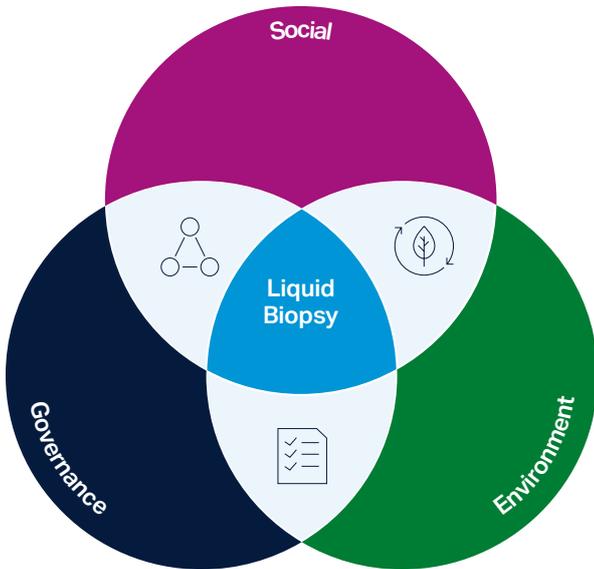
Sustainability and Environment, Social and Governance (ESG) overview

The importance of materiality

ANGLE measures and monitors its environmental, social and governance benchmarking against key policies, standards and frameworks that map directly to the United Nations Sustainable Development Goals (UN SDGs). In 2024, we continued our relationship with World Wide Generation (WWG), who provide the leading digital reporting platform, G17Eco, to support our social and sustainability reporting requirements.

In early 2024, ANGLE engaged with WWG to re-assess the environmental, social and governance metrics which are of **high materiality** and appropriate for the company size and industry setting within which ANGLE operates.

This targeted assessment has concentrated our **focus on six of the total 17 UN SDGs**, which includes reporting against international standards such as the Global Reporting Initiatives (GRI 2019, GRI 2021), United Global Compact, World Health Organisation and Sustainability Accounting Standards Board (SASB).



3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES

Liquid biopsy

Towards a sustainable future for cancer care

The analysis of CTCs harvested using the Parsortix system has the potential to transform the future of cancer care by improving the health and wellbeing of millions of cancer sufferers, whilst also helping to reduce the impact of healthcare provision on the environment.

ANGLE's Parsortix system has the potential to contribute to the health and wellbeing of millions of people in the community and worldwide by:

- reducing or eliminating many of the risks associated with the current methods of cancer diagnosis such as tissue biopsy
- providing complementary and additional diagnostic and prognostic information
- providing complementary information on suitable treatment, and the early detection of response or resistance
- enabling the monitoring of tumour evolution and metastasis
- detecting minimal residual disease (MRD) prior to current standard of care

The sustainable potential of the Parsortix system in reducing costs and patient burden

The Parsortix system has the potential to become a more sustainable path to cancer diagnosis and monitoring. As the system relies on blood rather than a tissue sample, the technology has the potential to reduce the consumption of healthcare resources. Blood can be drawn at local GP surgeries or mobile health clinics, reducing travel and healthcare costs associated with repeat visits to hospital for tissue biopsy and ongoing monitoring.





Social (community and employees)

Liquid biopsy – reducing cancer health inequalities in the community

There are a broad range of individuals and communities who may experience health inequalities in cancer diagnosis, care, monitoring and treatment. These include, but are not limited to:

- The elderly
- Individuals with physical, sensory and learning impairments or disabilities
- Individuals experiencing mental health conditions
- Individuals from a variety of ethnic, religious and cultural backgrounds
- Individuals experiencing homelessness
- Low-income individuals and families
- Individuals with poor health literacy
- Individuals and families living in deprived areas
- Individuals living in remote, rural or island locations

Available research demonstrates that these individuals and groups may experience a higher incidence of cancer and delayed diagnosis, resulting in reduced treatment success and lower survival rates¹.

Delayed diagnosis in these individuals and groups may be due to a variety of factors, including poor access to, and uptake of, available cancer screening, delay in seeking medical help due to lack of understanding of symptoms, reluctance in undergoing investigations when experiencing symptoms, difficulty in attending appointments or prioritisation of day-to-day survival over prevention or treatment of the disease¹. Inadequate access to diagnostic procedures, suboptimal treatment, and insufficient disease monitoring further impacts long-term outcomes. As a result, cancer is often diagnosed at a later stage, when treatment options are more limited.

CTC-based liquid biopsy, as an alternative to tissue biopsy, enables the capture of tumour cells from a simple blood draw at a local GP surgery, community clinic or mobile health unit, reducing the need for patients to travel to larger, potentially distant hospitals. Mobile health clinics have already demonstrated success in improving accessibility to cancer services for individuals and groups who may experience cancer-related health inequalities in the UK. Incorporating the Parsortix system for CTC assessment from blood samples obtained from patients using mobile health and community clinics may help enhance accessibility, facilitate earlier cancer diagnosis, and support improved treatment and ongoing disease monitoring, particularly among those facing cancer-related health inequalities.

The adoption of liquid biopsy to improve cancer care and monitoring aligns with the NHS Long Term Plan and the Cancer Strategy for Scotland 2023–2033, which prioritise the expansion of out-of-hospital care. By enabling improved accessibility via the provision of local and mobile community healthcare services and leveraging innovative technologies, liquid biopsy may help alleviate pressure on traditional outpatient and hospital services, ultimately enhancing accessibility to cancer care.

Donors from the local community progress the expanding use of the Parsortix system and downstream assay development

Members of the local community including employees from within Surrey Research Park, their family and friends, as well as hospital workers and students from the Royal Surrey County Hospital donated over 40L of blood to ANGLE via 1,068 donations in 2024.

These donations from healthy volunteers allow ANGLE’s Research and Development teams to develop and validate new imaging and molecular assays to expand our service offering and progress the use of liquid biopsy to deliver precision medicine in cancer care.

1. References can be provided on request.
 2. www.longtermpplan.nhs.uk/wp-content/uploads/2019/08/nhs-long-term-plan-version-1.2.pdf
 3. www.gov.scot/publications/national-cancer-strategy-scotland-2023-2033-island-communities-impact-assessment/pages/1

ANGLE – Better Together

ANGLE Away Day

Held on the 22 February 2024, ANGLE’s Away Day was designed to launch **ANGLE, Better Together** advocating the advantages and benefits of collaborative working, and supporting equality, diversity and inclusion at ANGLE.

The Away Day included an inspirational presentation by Key Opinion Leader Professor John O’Leary from Trinity College, Dublin, showcasing the work his team has undertaken using the Parsortix system. The Away Day also introduced ANGLE’s new People Group, Recognition Awards and upcoming Employee Survey, as well as including team building and collaborative exercises. CEO Andrew Newland commented: “We need to collaborate as a team to succeed, and every employee has something valuable to contribute. By working as a team to overcome challenges and reach our objectives, we can be better together.”

- ADAPTABILITY**
- RESILIENCE**
- GETTING IT DONE**
- LOYALTY**
- TOGETHERNESS**



Values Recognition Programme

The ANGLE Values Recognition Programme was designed to celebrate the core values that define the ANGLE company culture and drive our success. It aims to acknowledge employees who consistently exemplify our shared values in their everyday work, fostering a positive, cohesive, and dynamic environment. Employees can assign a badge to a co-worker via a ‘give thanks’ option in ANGLE’s HR platform and awards are given at regular intervals throughout the year. 200 badges were assigned in 2024.

Adaptability

We embrace change with resilience and innovation, we believe in the power of flexibility, continuously evolving to meet challenges and seize opportunities

Resilience

Our determination helps us navigate adversity, learn from setbacks and emerge stronger

Getting it done

Our go-getting attitude empowers us to achieve success with an optimistic, can-do spirit

Loyalty

The glue that keeps us together, we are honest and committed to our mission and each other

Togetherness

We embrace unity and collaboration; we foster a culture of togetherness that empowers every individual to contribute their unique strengths towards our shared success

CORPORATE RESPONSIBILITY REPORT *CONTINUED*

Social (employees)

Better Together – Employee survey

80%

of our employees agreed that the mission or purpose of the company makes their job feel important

79%

of our employees believe that their supervisor or someone at their workplace cares about them as an individual and a person

63%

of our employees had received recognition and praise for good work in the previous seven days prior to completing the survey

For comparison, a 2023 global Gallup survey found, on average, only 25% of employees had received recognition in the week prior to a wellbeing survey¹.

ANGLE People Group

The ANGLE People Group was designed as a steering group to help drive Company culture, improvements and awareness. The People Group is comprised of senior staff from across the Company who have a drive and enthusiasm for supporting people-oriented activities.

The People Group aims to:

- Contribute, implement and champion people-related ideas and initiatives
- Gather and act on employee feedback
- Respond to issues

Working Better Together Workshops

During 2024, Working Better Together Workshops were attended by staff from every department across ANGLE.

The workshops provided employees with the opportunity to engage in a discussion of:

- What processes work well?
- Where are the obstacles in your day-to-day work?
- How can we make improvements?

The workshops identified the processes that work well at ANGLE, and those that could be enhanced to promote positive change, collaboration and communication. This resulted in improvements being implemented to streamline processes relating to IT, Quality, HR and Finance, and initiatives to increase interdepartmental communication and collaborative working.

Mental health and resilience

ANGLE celebrated 2024 Mental Health Day with a week of planned activities from 13 to 19 May centered around the theme of 'Movement: moving more for our mental health'. Research shows that physical activity not only reduces stress, anxiety and depression but also boosts mood and self-esteem. The weeks activities were designed to encourage employees to find moments for movement in their daily routines.

In 2024 ANGLE also celebrated the globally recognised event 'Never Give Up Day.' A day which celebrates the power of perseverance and resilience, a core ANGLE value which helps us to navigate adversity, learn from setbacks and emerge stronger and more determined.

Fostering an inclusive, supportive working environment

ANGLE actively fosters and encourages a diverse, inclusive and collaborative workplace culture. ANGLE does not tolerate and takes strong action against discrimination or harassment of any kind. Our values-based corporate culture and ethical behaviour is underpinned by a stringent Code of Business Conduct and Ethics which applies to all ANGLE Directors, employees, contractors and subcontractors.

ANGLE provides benchmarked, competitive salaries and benefits and has an annual review process to provide feedback, guidance and set objectives for all employees. We offer flexible and part-time working, encourage ongoing training and development, preferring to promote staff internally, where possible. ANGLE supports a variety of wellbeing initiatives, and we encourage staff to take regular annual leave, provide Employee Assistance Plans, and the option to enrol for private health insurance.

119

staff at year end

34

nationalities represented

60%

female staff at year end, increase of 4% from 2023

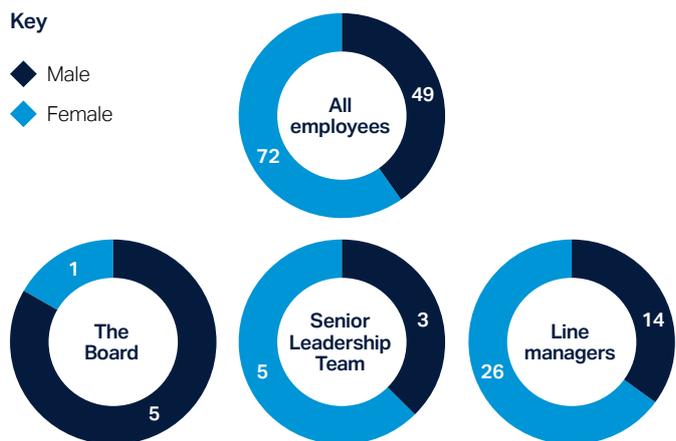
>40%

staff supported through further education

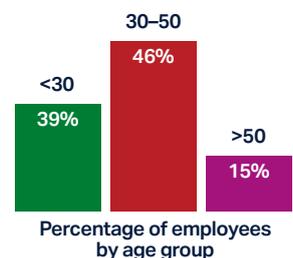
As of 31 December 2024, ANGLE employed 119 staff of which 60% were female. Of this 60%, two-thirds held either Line Manager or Senior Leadership roles.

Key

- ◆ Male
- ◆ Female



Age breakdown analysis shows a broad distribution of age of employees at ANGLE. 39% of employees are less than 30 years of age, while the majority, 46% of employees, are 30–50, and 15% are 50+. This aligns with data provided by the Office of National Statistics who state that the average age of workers in the UK is 42^{2,3}.



1. www.assets.ctfassets.net/hff6luki1ys4/2gLQxQeHWTXD4cNXneh3u5/6c97825b0fd14768573c44af39add7411/from-praise-to-profits-the-business-case-for-recognition-at-work_2_.pdf
 2. www.bbc.co.uk/news/business-65024452#:~:text=That%20is%20well%20below%20the,%20%22Britain%20needs%20you.%22
 3. www.ons.gov.uk



Health and Safety

ANGLE is committed to prioritising employee health, safety, and well-being by fostering a safe and compliant work environment. Employees and workers receive comprehensive information, training, and supervision tailored to their specific roles and responsibilities.

Health and Safety at ANGLE is a shared responsibility, with an expectation that all employees:

- Adhere to legal requirements and established safety protocols
- Follow best practices to minimise risks of injury and occupational disease
- Actively contribute to a culture of safety by identifying and addressing potential hazards

The company ensures that workplace safety remains a top priority at all levels, from executives to employees. ANGLE continuously monitors and enhances its health and safety programs, reinforcing a commitment to proactive risk management, compliance, and employee wellbeing.

Quality update

ANGLE is committed to fulfilling market and regulatory requirements to meet both customer needs and patient benefits. This commitment ensures the production of high-quality in vitro diagnostic devices (IVD) and accessories for the capture, harvest and analysis of cells present in blood, based on their larger size and deformability. ANGLE's medical devices conform, at a minimum, to the In Vitro Diagnostic Directive 98/79/EC (transitioning to In Vitro Diagnostic Regulation EU 2017/746), FDA GMP 21 CFR 820, and other applicable requirements in the countries where the device or services are intended for sale.

ANGLE's quality policy reflects the current state-of-the-art and post-market surveillance findings, with all quality procedures maintained in accordance with ISO 13485:2016 +A11:2021. This policy is regularly reviewed and communicated to all employees to ensure consistent understanding, implementation, and adherence.

ANGLE has a strict supplier onboarding criteria. A supplier's suitability is based on technical ability and quality system standards, along with wider requirements such as compliance with environmental and ethical practices and standards. We expect all suppliers to behave ethically and in line with ANGLE's own core values. Instances of supplier issues are logged and investigated as part of quality system procedures. ANGLE's supplier assessment process includes periodic re-evaluation which determines suppliers' ongoing suitability to work with ANGLE.

ANGLE endeavours, where possible, to work directly with a UK based supply chain, including the design, support and contract manufacture of our Parsortix system, to drive the use of UK based goods and services. We also undertake our own small-scale manufacturing of specialised assays in our UK headquarters using UK-based specialist sub-contractors and UK sourced reagents and materials.

Quality Management System

ANGLE's Quality Management System (QMS) operates under the scope of ISO 13485:2016 +A11:2021 and encompasses the design, development, manufacture, testing, storage, distribution, servicing, and sale of in vitro diagnostic devices, associated equipment, and consumables for the capture and harvest of cells present in blood. There are no exclusions within the Quality Management System. The QMS framework integrates customer requirements, national standards, regulatory directives, and statutory obligations, ensuring full compliance with industry best practices.

To maintain QMS effectiveness and continuous improvement, ANGLE:

- Establishes Key Performance Indicators (KPIs) to track quality performance
- Conducts systematic performance analysis to identify and address potential issues
- Implements ISO 13485:2016 Corrective and Preventive Actions (CAPA) and Defect Reporting Procedures to ensure prompt resolution of quality concerns
- Maintains documented evidence of CAPA resolutions, with verification through internal and external audits

This rigorous quality management approach ensures that ANGLE's products and processes meet the highest regulatory and performance standards, supporting patient safety, regulatory compliance, and continuous improvement.

Audits and continuous improvement

ANGLE's QMS undergoes regular inspection audits by an external Notified Body, the British Standards Institution (BSI), alongside a comprehensive internal audit program. Over the past eight years, ANGLE's QMS has matured, consistently achieving positive recommendations.

In 2024, ANGLE completed a recertification audit conducted by BSI, resulting in a positive recommendation and valuable feedback. This audit, which focused on all critical areas of the standard requirements and ANGLE's QMS, highlighted the organisation's robust practices in meeting ISO/EN/ BSI 13485:2016 standards.

The BSI auditors particularly commended several aspects of ANGLE's operations, including:

- State-of-the-art facilities and the exemplary laboratory conditions
- Robust risk management and analysis frameworks
- Effective automation systems
- Thorough internal audit procedures
- Efficient document management systems

These strengths were recognised as significantly enhancing the overall effectiveness of ANGLE's QMS.

ANGLE remains committed to continuous improvement, and ongoing accreditation. A BSI surveillance audit was conducted on 10 and 11 March 2025, with no nonconformities identified and no recommended actions.

CORPORATE RESPONSIBILITY REPORT *CONTINUED*

Governance

Ethical and responsible management

The Board of Directors is committed to high standards of corporate governance and adheres to the Quoted Companies Alliance (QCA) Corporate Governance Code for small and mid-size quoted companies (the QCA Code).

Section 172 statement

The Corporate Governance Report on pages 49 to 59 and this Corporate Responsibility Report set out how the Board has approached its duty under Section 172 of the Companies Act, which is summarised below, in order to meet these requirements. Specifically, it refers the reader to QCA Principle 1 (Establish a purpose, strategy and business model which promote long-term value for shareholders), QCA Principle 3 (Seek to understand and meet shareholder needs and expectations), QCA Principle 4 (Take into account wider stakeholder interests, including social and environmental responsibilities, and their implications for long-term success) and within this report, the sections headed 'Liquid biopsy – reducing cancer health inequalities in the community', 'ANGLE – Better Together', 'Health and Safety' and 'Environment' for the impact of the ANGLE's operations on the community, its staff and the environment. The Corporate Governance Report can also be found on ANGLE's website: angleplc.com/information-for-investors-angle-plc/corporate-governance.

In accordance with Section 172 of the Companies Act 2006, the Directors recognise the importance of our wider stakeholders to the sustainability of our business. The Directors behave and carry out their activities to promote the long-term success of the Group for the benefit of ANGLE's shareholders, employees, partners, customers, suppliers and other stakeholders such as regulatory authorities. The Group engages with stakeholders to reflect their insights and views when making decisions on strategy, delivering operational effectiveness, driving initiatives and delivering outcomes.

The culture and values promoted by the Directors (QCA Principle 2) create a focus across the Group on observing and maintaining high standards of regulatory compliance, quality control and business conduct whilst promoting the long-term success of the Group.

Employee share schemes are used as a means of encouraging ownership and aligning the interests of employees and external shareholders. Awards are generally made annually to all qualifying staff. This facilitates an inclusive environment, one where all staff benefit from ANGLE's success.

Marketing ANGLE's products and services

ANGLE has controlled processes in place to ensure compliance with medical device regulatory standards for the accurate marketing of in vitro diagnostic (IVD) medical devices and research use only (RUO) products across the territories in which it operates. The company is currently transitioning from IVDD to IVDR in Europe, while maintaining UK MDR 2002 status in the UK and US FDA status in the US.

On 24 May 2022, the US FDA granted a De Novo Class II classification for the Parsortix® PC1 System. This clearance authorises its use for the capture and harvest of circulating tumour cells (CTCs) from metastatic breast cancer (MBC) patient blood. Any downstream analysis or clinical interpretation of the harvested CTCs requires user validation and is not included within the scope of FDA clearance. This was followed by an IVD CE mark in Europe in May 2022 and registration with the UK MHRA in October 2022, along with compliance to 21 CFR 801, 809, 820, 830, and 1010 in the US.

ANGLE maintains ISO/EN/BSI 13485:2016 certification for ANGLE Europe Limited to ensure compliance with international quality standards. Meanwhile, its clinical laboratory is actively progressing toward ISO 15189:2022 registration in the UK, further reinforcing its commitment to high-quality diagnostic standards.

To retain CE IVD status in the European market, ANGLE maintains a Post-Market Performance Follow-up (PMPF) Report and Periodic Safety Update Report (PSUR) as part of the transition to IVDR. These reports contribute to ANGLE's ongoing post-market surveillance (PMS) and vigilance activities, ensuring that the Parsortix PC1 System remains aligned with the current state of the art while upholding scientific validity, safety, and performance throughout its lifecycle. PMPF activities are designed to monitor device usage, identify emergent risks, and assess potential misuse events. The PSUR consolidates PMS activities, including PMPF outcomes, device utilisation, vigilance reports, and quality assurance data, ensuring that the product's benefit-risk profile remains favourable and unchanged.

ANGLE is committed to patient and user safety, with a policy focused on zero harm and continuous improvement. The Company prioritises transparency, regulatory integrity, and stakeholder engagement, ensuring compliance with evolving medical device regulations while supporting sustainable healthcare solutions.



Environment

Waste management

ANGLE aims to recycle as much as is feasibly possible, both through our landlords, Surrey Research Park and via specialist recycling.

ANGLE follows strict protocols for the disposal of laboratory waste, with waste streams segregated into chemical waste (collected and disposed via approved, licenced companies), hazardous waste, contaminated plastics, uncontaminated plastics, sharps, glass, gas cannisters, aerosols, packaging and soft waste. ANGLE is currently investigating alternative recycling schemes for our laboratory plastics including investigating circular economy plastic recycling for our non-contaminated plastics.

Sustainable practices

ANGLE aims to encourage sustainable practices and minimise its energy use and resultant environmental impact by utilising sensor-controlled lighting and heating to reduce consumption and plumbed boiling water taps to improve energy efficiency. ANGLE will be examining further initiatives to reduce energy consumption and emission production.

ANGLE strives to reduce our environmental impact by:

- Encouraging the use of technology to reduce business related travel
- Carpooling
- Encouraging hybrid and flexible working
- Promoting a cycle-to-work scheme

As tenants of the Surrey Research Park, ANGLE is an active member of the Sustainability Working Group who are examining initiatives for:

- Encouraging the use of public transport
- Reuse/recycle initiative between park tenants
- Clean Air project – measuring the air quality of Surrey Research Park in collaboration with the Global Centre for Clean Air, University of Surrey
- Beryl eBikes Scheme – provision of electric bikes throughout Surrey Research Park

Introducing ANGLE's ESG Lead

**Dr. Lauren Arthy-Miles
ESG Lead**



ANGLE has taken steps to ensure that the Company reports accurately and appropriately against Environment, Social and Governance metrics. ANGLE has appointed an ESG Lead who, in 2024, successfully completed an Environment, Social and Governance Diploma through the Corporate Governance Institute. This highly rated and industry-recognised diploma has ensured that ANGLE's ESG Lead has a thorough understanding of the importance of ESG and sustainability reporting in order to provide a strong foundation on which to develop an ESG strategy that is bespoke and appropriate for the size and industry sector, while also of benefit to ANGLE.

ANGLE's ESG initiatives for 2025

- Continue development of a robust and material **ESG Strategy**
- Further integration of **ESG** reporting and strategy into **Business Continuity and Governance**
- Set appropriate **ESG KPIs and targets**
- Establish an **ANGLE ESG Working Group** comprised of stakeholders from across the business
- Evaluate **ESG reporting** throughout **ANGLE's value chain**
- **HR Policy** updates incorporating additional and relevant **ESG metrics**
- Undertake internal **ESG Workshops** to provide staff with the opportunity to contribute to and understand the value of ESG reporting
- **Evaluate** and breakdown **building energy emissions**
- **Evaluate waste streams** with the view to **reducing waste** and improving **cost efficiency**