



ENVIRONMENTAL • SOCIAL • GOVERNANCE

Sustainability Report

2026

APC Ltd. & VLE Therapeutics



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FOREWORD

Message from our CEO & COO



“Patients require innovation, speed, precision and more when it comes to medicine delivery. In my capacity as CEO and setting the mission for the business to accelerate medicine deliver, it is only possible to even consider this mission with ESG at the heart of our strategy, culture and delivery. Without pride and excellence in our team’s welfare and a drive to positively impact the environment we simply could not deliver. Sustainability is our enabler”

Mark Barrett

Group CEO, APC Ltd. and VLE Therapeutics



“Our purpose is to accelerate the development of life-changing medicines for patients. We will ensure we do this whilst doing the best for our employees, our community and our planet. Our ambition is to be the greenest, most sustainable Irish BioPharma company. Led by our award winning BeGreen@Cherrywood cultural pillar, we aim to be trailblazers in Ireland’s BioPharma sector”

Paul McCabe

Group COO, APC Ltd. and VLE Therapeutics

ABOUT US

Who We Are

APC Ltd. was founded by Dr Mark Barrett and Prof. Brian Glennon in 2011, and our HQ is based in Cherrywood, Co. Dublin, Ireland. APC was created out of a passion for science and research. Mark and Brian embarked on a mission to disrupt the pharma and biotech industries with a hyper-focused, accelerated approach to drug process development. APC has grown organically to become a global powerhouse in Process Development, partnering with BioPharma and Pharma companies large and small to bring life-saving medicines to patients at unprecedented speed.

VLE Therapeutics is a start-up GMP Manufacturing company based in Cherrywood, Co. Dublin, Ireland. It was launched in June 2021, spun out of the award-winning APC Process Development business. Our vision is to create a premium & unique offering – **the ‘Medicine Accelerator’**, where, working with APC Process Development, we can be lifecycle partners for our clients and support them getting their critical therapies to patients. As an Irish Pharma SME, we have ambition & opportunity to leverage the talent, experience, and track record in Ireland’s BioPharma sector to become global trailblazers in the industry.

We at APC Ltd. and VLE Therapeutics foster a culture of sustainability-driven innovation that has made us a global leader in process development. Our vision is ***“To be externally recognised as the greenest, most sustainable Irish pharmaceutical company, so we can lead by example to bring medicines to patients in a responsible manner, safe for our people and our planet.”***



01

SECTION 01

Our Approach to Sustainability

Our strategy, stakeholders and the material topics that shape how we act.

Sustainability is at the heart of everything we do. We aim to support the transition towards sustainable pharmaceutical by bringing medicines to patients in a responsible manner which is safe for both our people and planet. The company has a vision of being externally recognized as the greenest, most sustainable Iris pharma company in Ireland.

This is the first sustainability report of APC Ltd. and VLE Therapeutics and is based on the outcomes of an impact materiality analysis covering an assessment of impact across our own operations.

Sustainability Strategy (5 – Year Climate Strategy)

APC Ltd. and VLE Therapeutics have developed a detailed five-year Climate Strategy Roadmap covering the period from 2024 through 2028 and beyond. This roadmap sets out a structured and collaborative approach to defining strategic ambitions, translating them into actionable targets, engaging key clients, evaluating progress on a regular basis, and leveraging collaboration to support the delivery of Science Based Targets initiative (SBTi) commitments.

The strategy is organized into eight key pillars—Foundations, Governance, Measurement, Targets & Commitments, Engagement, Disclosure & Communication, Action, and Offsetting. Each pillar further outlining specific actions to be implemented on a year-by-year basis. Accomplishing these actions will not only reduce our environmental impact but will also help us to align with EU's net-zero targets. Progress against the strategy is monitored through regular governance, conducted quarterly by the EHS and Sustainability Lead with Chief Operating Officer (COO) and biannually by the Board.

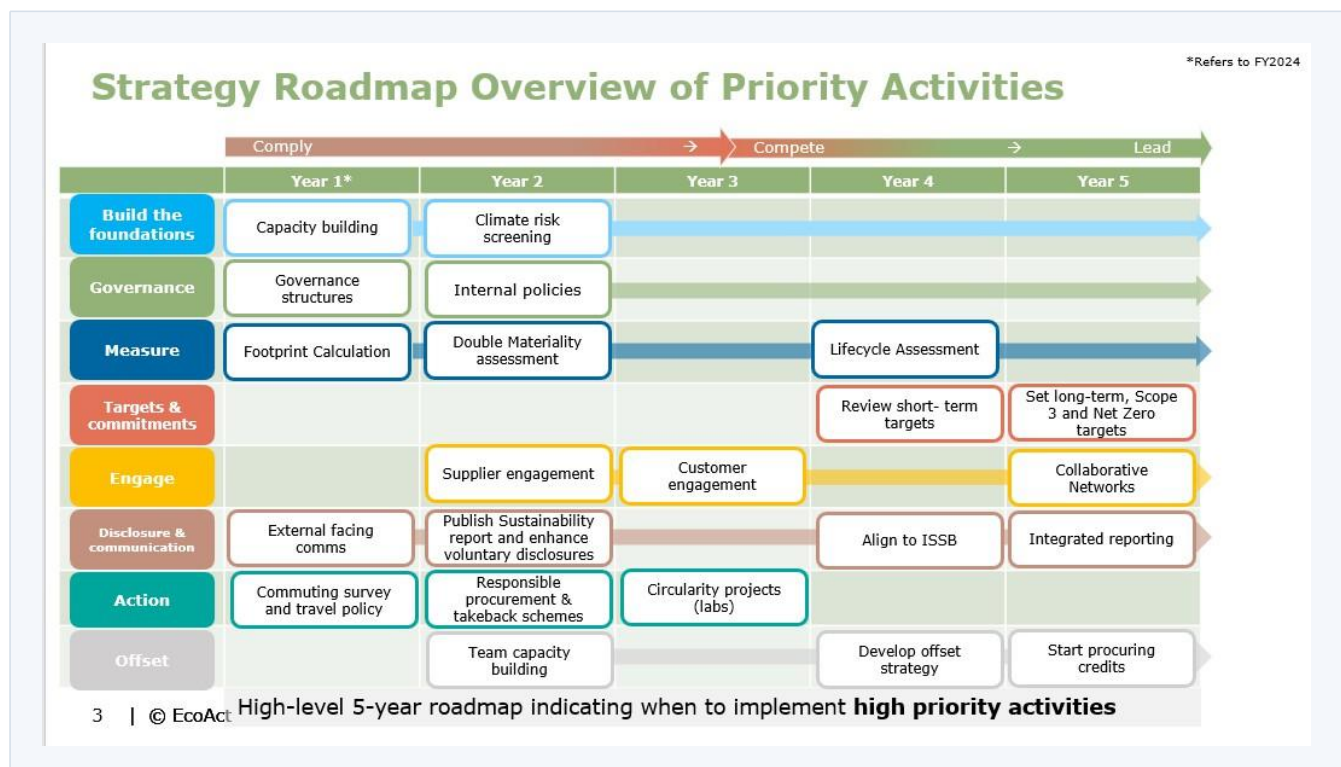


Figure 1: Roadmap (2024-2028) indicating when to implement high-priority activities

Our Key Stakeholders

We continuously engage with stakeholders to ensure that material matters are identified, prioritised and incorporated into the company's business activities and procedures. Our interaction with key stakeholders mainly includes surveys and direct dialogue to understand their feedback so that their feedback can be incorporated into our business strategies.

Table 1: Our Key Stakeholders

Stakeholders	Description	Engagement Channels	Prioritized ESG Areas
Clients	Understanding, meeting and exceeding our clients' needs and expectations is fundamental to the success of our business and scaling our sustainability initiatives.	Direct Dialogue and Survey	Patient safety and product quality, process optimisation, transparency and traceability, ethical practices, regulatory compliance, and data integrity.
Employees	Our employees play a vital role in putting our sustainability initiatives into action.	Direct Dialogue and Survey	Employees' working conditions, wages, health and safety, wellbeing, equality, inclusion and diversity, data security and privacy.
Communities	We engage with external communities so that their input can enhance our internal actions. We are committed to delivering medicines to the patients in a manner that is affordable, safe, and environmentally responsible.	Events and Collaboration	Beach Clean-up activities, Earth Day events, the Re-turn Scheme, industry-focused challenge and learning based module with DCU, STEM programmes, and recycling initiatives in collaboration with the landlord to reduce on-site waste.
Suppliers	We have developed internal policies for sustainable procurement and supplier diversity.	To be implemented through surveys.	The implementation of these policies has been delayed due to unforeseen operational changes and resource constraints within the internal Supply Chain team.

Materiality Analysis

In line with our commitment to responsible and sustainable business practices, APC Ltd. and VLE Therapeutics have established an Environmental, Social and Governance (ESG) Double Materiality Matrix to identify, assess and prioritise the sustainability matters most relevant to our business and stakeholders.

Our double materiality approach considers two complementary dimensions:

Financial materiality — how ESG-related matters may influence the Company's business performance, strategy, operational resilience and long-term value creation; and

Impact materiality — how the Company's activities, operations and value chain impact the environment, society and wider stakeholder groups.

This assessment enables the Company to take a holistic view of sustainability by evaluating not only the financial implications of ESG risks and opportunities, but also the broader societal and environmental consequences of our operations. The process supports informed decision-making, strengthens risk management practices and helps align our sustainability strategy with stakeholder expectations and evolving regulatory requirements. Key ESG topics identified through the assessment are evaluated based on their significance to the business and the impact of the business on people, communities and the environment. The resulting Double Materiality Matrix serves as a strategic tool to guide sustainability priorities and reporting disclosures, inform risk management and operational planning, and enhance transparency and accountability across the organisation.

The Double Materiality Matrix is reviewed and approved by the COO and endorsed by APC Ltd. and VLE Therapeutic's Boards. To ensure continued relevance and responsiveness to emerging ESG risks, opportunities and stakeholder expectations, the assessment is formally reviewed and updated annually.



Figure 2: ESG Double Materiality Matrix 2026

The topics presented below have been determined to be material based on a dual assessment of financial and impact materiality. This means that each topic is considered significant not only in terms of its potential influence on the company's financial condition, operational performance, and enterprise value, but also with respect to its positive or negative impacts on stakeholders, society, and the environment. As a result, these topics are classified as having overall materiality and constitute key areas of focus for the company's sustainability strategy, governance, and disclosure efforts.

Table 2: ESG Materiality

ESG Topic	Financial Materiality	Impact Materiality	Materiality Level
Carbon Footprint	High	High	High
Energy Efficiency	High	Medium	High
Waste Management & Circular Economy	High	Medium	High
Water Management	High	Medium	High
Sustainable Sourcing	Medium	Medium	Medium
Accelerate Medicines to patients	Very High	Very High	Very High
Patient Safety & Product Quality	Very High	Very High	Very High
Employee Health, Safety & Well-Being	Medium	High	High
Diversity, Equity & Inclusion	Low	Low	Low
Community Engagement	Very Low	Low	Low
Regulatory Compliance	High	High	High
Data Security & Privacy	High	Low	Medium
Transparency in Reporting	Medium	Medium	Medium
Ethical Practices	Medium	Medium	Medium
Stakeholder Engagement	Medium	Medium	Medium

02

SECTION 02

Environment

Reducing our footprint across energy, emissions, water and waste.

Communities and ecosystems around the world are experiencing the effects of climate change firsthand. Emissions of the anthropogenic greenhouse gases (GHG) that drive climate change are increasing. Human activities, principally through emissions of greenhouse gases, have caused global warming, with a global surface temperature reaching 1.1°C above 1850 – 1900 in 2011 – 2020¹. Human-caused climate change is already affecting many weather and climate extremes in every region across the globe which has led to widespread adverse impacts on food and weather security, human health and loss of biodiversity. According to climate scientists, limiting global warming to well below 2°C or 1.5°C above pre-industrial levels is critical to avert the worst impacts of climate change.

The role of pharmaceutical industry in improving global healthcare and improving quality of life is both significant and far-reaching. However, alongside these achievements, the industry also recognizes its contribution to global greenhouse gas emissions through energy-intensive manufacturing processes, research activities, complex supply chains, and temperature-controlled logistics. At APC Ltd. and VLE Therapeutics, we acknowledge our responsibility to actively address climate change and reduce the environmental impact associated with our operations and value chain activities. We understand that meaningful climate action is essential not only for protecting the environment, but also for ensuring the long-term resilience and sustainability of our business and the communities we serve.

A large part of our environmental impact occurs in our upstream value chain; hence, we recognize that achieving meaningful environmental progress requires collaboration across the wider pharmaceutical sector and engagement with suppliers, partners, and industry stakeholders. Through collective action and shared accountability, we aim to support the systemic changes needed to reduce environmental impacts, improve resource efficiency, and decrease the sector's dependence on finite natural resources.

At APC Ltd. and VLE Therapeutics, we believe that sustainable practices not only contribute to environmental stewardship but also create long-term economic and operational benefits through improved efficiency, innovation, and risk management. To support this commitment, we have established both internal and external sustainability targets designed to drive continuous improvement across our operations.

Our aim is to improve energy efficiency, advocate behavioural changes, transition to renewable energy sources, reduce waste generation and implement greener practices both in labs and office space. By investing in greener technologies, sustainable infrastructure, and responsible operational practices, we aim to minimise our carbon footprint while maintaining the highest standards of scientific innovation and product quality. Through these efforts, APC Ltd. and VLE Therapeutics remain committed to supporting global healthcare needs in a manner that is environmentally responsible, socially conscious, and aligned with a more sustainable future.

SBTi and Internal Targets

In 2023, APC Ltd. and VLE Therapeutics established near-term science-based emissions reduction targets aligned with the Science Based Targets initiative (SBTi). We are committed to reducing our Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 42% by 2030, using 2022 as the base year. In addition, we are committed to measuring and reducing our Scope 3 emissions across the value chain. Our targets were approved through the streamlined target validation route designed specifically for small and medium-sized enterprises (SMEs).

¹ Intergovernmental Panel on Climate Change (IPCC) Assessment Report 6 (AR6)



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Target dashboard

Resource library

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COMPANY/FINANCIAL INSTITUTION ▲	TARGETS			ORGANIZATION TYPE ▼	
	NEAR TERM ▼	LONG TERM ▼	NET-ZERO ▼		
APC Ltd and VLE Therapeutics Ireland, Europe	1.5°C	-	-	Small or Medium Enterprise	View less ^

Date published/updated
2023

Sector
Pharmaceuticals, Biotechnology and Life Sciences

Target summary
Near term: 1.5°C by 2030

Target
This target was approved using a streamlined target validation route exclusive to small and medium-sized enterprises (SMEs). <https://sciencebasedtargets.org/faqs-for-smes/>
APC Ltd and VLE Therapeutics commits to reduce scope 1 and scope 2 GHG emissions 42% by 2030 from a 2022 base year, and to measure and reduce its scope 3 emissions.

Figure 3: SBTi short-term targets

Alongside our SBTi-aligned commitments, we have also implemented a range of internal sustainability targets to support ongoing emissions reductions and strengthen our readiness for a net-zero future. Below mentioned are our internal sustainability targets:



Sourcing 100% of renewable energy by 2030.



Promote employees to shift to sustainable travel methods to minimise employee travel emissions.



Prioritize the use of greener solvents in our processes.



Recycling 70% of municipal waste by 2028* and zero waste to landfill by 2030.



Improve water efficiency across our operations.

(*Baseline Year = 2024)

Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. There are 17 Sustainable Development Goals (SDGs) with 169 targets in total. While all SDGs are interconnected and significant, APC Ltd. and VLE Therapeutics is particularly focusing on goals that align most closely with the nature of our business operations and strategic priorities. We will continue to include more goals into our business operations as we grow as a company.



Goal 3 – Good Health and Well-Being

Advancing good health and well-being is central to our mission as a pharmaceutical company and remains our highest priority. We are committed to accelerating the delivery of innovative medicines to patients by leveraging breakthrough scientific research, first-in-class digital technologies, and modernised approaches to Good Manufacturing Practice (GMP). Our goal is to bring the medicines to the patients in a faster and safe manner by eliminating process engineering barriers, reducing the associated time, cost and risk during the development, clinical supply and manufacture of pharmaceutical compounds.



Goal 5 – Gender Equality

The Company is committed to advancing gender equality and fostering an inclusive workplace free from all forms of discrimination. We maintain a transparent and equitable compensation framework, ensuring that remuneration is determined by objective job-related criteria rather than gender. Employees are informed of their rights to access information regarding equal pay and pay practices. To support employee wellbeing, we provide training, awareness initiatives, and resources related to domestic violence. We also comply with the EU Pay Transparency Directive and publish our EU Pay Transparency Report annually to promote accountability and transparency. Furthermore, we are dedicated to enhancing women's representation and ensuring their full and effective participation in leadership and decision-making roles across the organisation.



Goal 7 – Affordable and Clean Energy

We are committed to supporting access to affordable and clean energy through responsible energy management practices. Our initiatives include monitoring and reducing energy consumption, adopting energy-efficient technologies, sourcing 100% renewable electricity, and promoting energy-conscious behaviours across our office, laboratory and GMP environments.



Goal 13 – Climate Action

Addressing climate change is an important part of our sustainability strategy. We are committed to understanding and reducing our environmental impact by measuring and verifying our carbon footprint, establishing science-based targets through SBTi, maintaining transparency in reporting, implementing emissions reduction initiatives, and increasing employee awareness through education and knowledge-sharing activities related to sustainability and climate action.

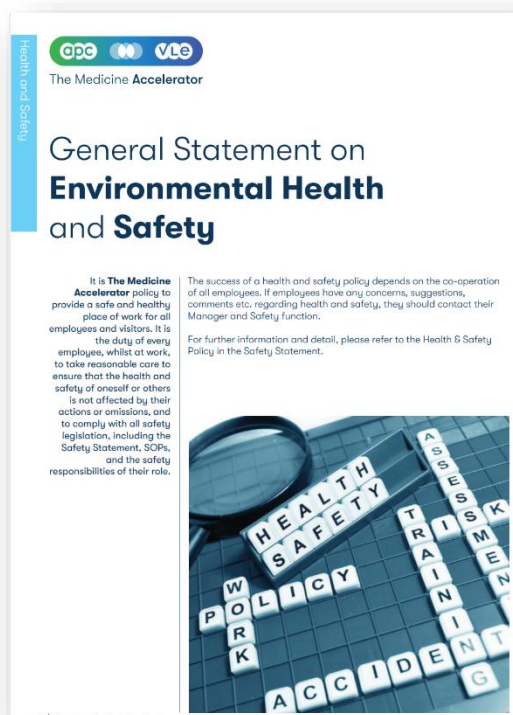


Sustainability Policies

The company has implemented a comprehensive set of sustainability policies, to ensure that sustainability principles are systematically integrated into its day-to-day operations and supply chain activities. These frameworks provide employees, suppliers, and business partners with clear expectations and guidelines for making environmentally and socially responsible decisions. By embedding sustainability considerations into operational processes, procurement practices, and business travel arrangements, the company aims to reduce its environmental footprint, promote ethical business conduct, and enhance resource efficiency across its value chain.

Table 3: An Overview of Sustainability Policies

Policies	Description	Own Operations and/or part of value chain
Sustainability Policy	We will ensure we comply with all the relevant environment legislation/regulation and be transparent in our process using external audits. Integrate sustainability concepts and opportunities into our everyday business decisions through awareness, internal communications and green initiatives. Reduce our organisation's energy and water usage by investing in environment- efficient technologies. Reduce the waste generated on-site and raise awareness among employees on the Climate Change and the Sustainability approaches.	Our Own Operations
Supplier Diversity Policy	We are committed to providing fair and equal purchasing opportunities to certified diverse suppliers, including those that are minorities, small businesses, local businesses, LGBTQ-owned businesses, women-owned businesses, people with disabilities. Integrating supplier diversity into our business strategies and procurement processes. Continually striving to improve our spending with diverse suppliers.	Our Own Operations & Part of value chain
Sustainable Procurement Policy	We are committed to embedding sustainability into our procurement processes to reduce environmental impact, uphold ethical standards, and support societal well-being. We strive to build a responsible and resilient supply chain by prioritizing suppliers that demonstrate strong environmental practices and actively work to reduce their carbon footprint. We promote the adoption of sustainable materials and products, including those with reduced packaging and recyclable or biodegradable characteristics, while collaborating with suppliers to enhance energy efficiency across transportation and logistics and reduce overall emissions.	Our Own Operations & Part of value chain



Green House Gas Emissions

APC Ltd. and VLE Therapeutics calculates its carbon footprint on an annual basis. The following table details greenhouse gas emissions of the company since 2022.

Table 4: GHG Emissions

	2022*	2023	2024*	2025**
Scope 1: Direct GHG Emissions	202.673	200.4	245.9 ± 5.385%	246.802 ± 5.385%
Scope 2: Indirect GHG emissions from imported energy (Location -Based)	517.9	340.5	269.6 ± 28.071%	388.8 ± 28.071%
Scope 2: Indirect GHG emissions from imported energy (Market-Based)	Not calculated	Not calculated	13.4 ± 28.071%	20.2 ± 28.071%
Scope 3: Other Indirect Emissions	Not calculated	Not calculated	1,582.8	1427.91
Category 1: Purchased Goods & Services	Not calculated	Not calculated	651.2 ± 70%	652 ± 70%
Category 2: Capital Goods	Not calculated	Not calculated	391.8 ± 70%	195.7 ± 70%
Category 3: Fuel- and energy related activities	Not calculated	Not calculated	116.7 ± 30%	157.61 ± 30%
Category 4: Upstream Distribution & Transportation	Not calculated	Not calculated	0.155 ± 63%	8.2 ± 33%
Category 5: Waste Generated in Operations	Not calculated	Not calculated	14.8 ± 50%	12.8 ± 68%
Category 6: Business Travel	Not calculated	Not calculated	208.5 ± 42%	137.2 ± 45%
Category 7: Employee Commuting	Not calculated	Not calculated	199.6 ± 30%	255.5 ± 31%
Category 8: Upstream Leased Assets	Not Applicable	Not Applicable	Not Applicable	8.9 ± 63%
Category 9: Downstream Transportation & Distribution	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Category 10: Processing of sold Products	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Category 11: Use of sold products	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Category 12: End-of-life treatment of sold products	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Category 13: Downstream Leased Assets	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Category 14: Franchises	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Category 15: Investments	Not Applicable	Not Applicable	Not Applicable	Not Applicable

*Baseline for Scope 1 and Scope 2 is 2022 and the baseline for Scope 3 is 2024. ** The GHG inventory for 2025 has been verified (except Scope 2 market-based) by a third-party assessment using a reasonable assurance.

Water Stewardship

A few employees have successfully completed Water Stewardship Training, supporting APC Ltd. and VLE Therapeutics in strengthening their approach to responsible water management. The training aims to improve water stewardship across the site by enhancing monitoring, analysis, and reporting of water consumption.

Its key objectives are to promote efficient water use, reduce waste, and increase employee awareness of the importance of sustainable water management. Beyond these immediate benefits, APC Ltd. and VLE Therapeutics are committed to

implementing long-term initiatives that enhance environmental sustainability while ensuring ongoing compliance with regulatory requirements. As the site is spread across two floors in a rented office building which is shared with other tenants, we can't directly monitor our own water use. Water usage at APC Ltd. and VLE Therapeutics is currently monitored through a main meter managed by the landlord, with readings shared among all building tenants.

However, in August 2024, we rolled out a water dashboard which lets us analyse trends in water use more effectively, spot inefficiencies sooner, and put targeted conservation measures in place. We have been calculating our water consumption since 2023 and below table provides metrics related to water consumption for the site.

Table 5: Water Consumption

Years	Total amount of water withdrawn from all sites (cubic meters, m ³)	Amount of water withdrawn at sites located in areas of high water-stress (cubic meters, m ³)
2023	3411	0
2024	3620	0
2025*	7061	0

*Water consumption increased in 2025 primarily due to some water leaks and increased business activities. The leaks have since been identified and rectified, and the company continues to implement measures to improve water efficiency and reduce overall consumption.

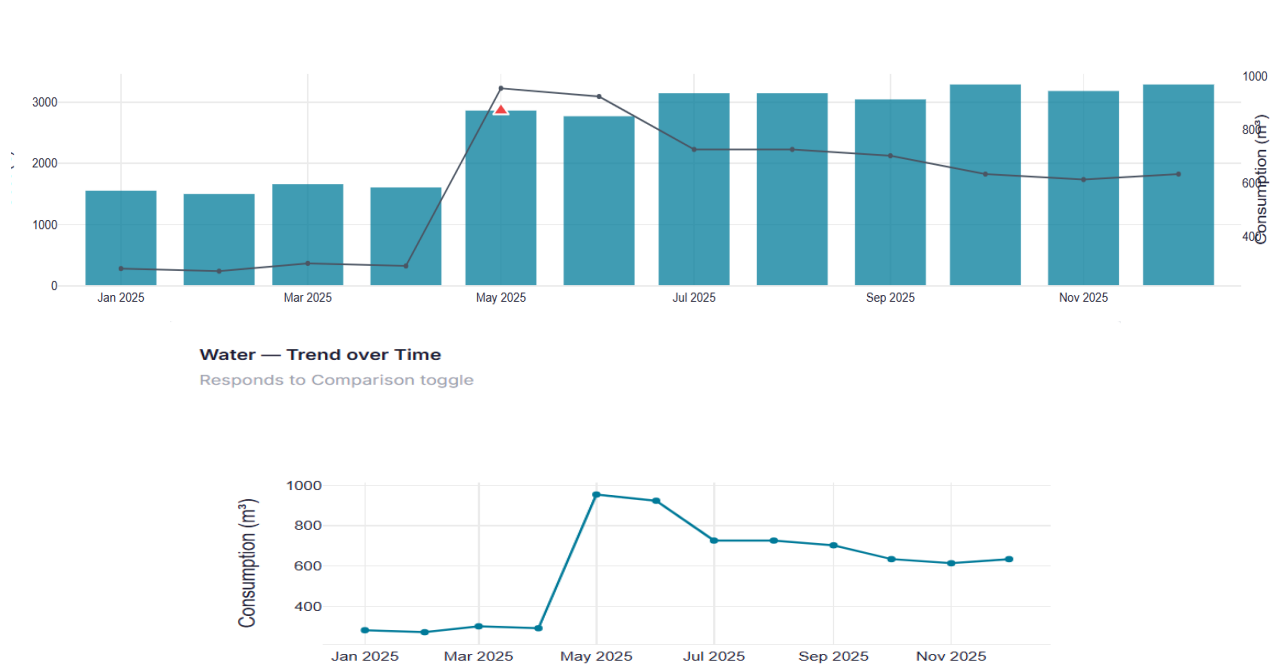


Figure 4: Water Dashboard

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Environmental Initiatives and Recognitions

Energy Reduction Initiatives:

In 2026, the team undertook a focused review of energy consumption across the APC Ltd. and VLE Therapeutics site, targeting HVAC systems, lighting, and general services. A comprehensive audit of over 80 HVAC units led to optimised operating schedules, eliminating unnecessary weekend runtime and standardising temperature and fan-speed settings for efficiency. Within the first two weeks of implementation, this delivered a 2,124 kWh reduction in energy consumption, equating to projected annualised reduction of 470 kg of CO₂ emissions. The company has also switched from traditional sources of energy to more energy-efficient and renewable forms of energy. To support ongoing visibility and decision-making, the team developed and launched a live energy and utilities dashboard, providing real-time tracking of electricity, gas, and water consumption with the ability to drill down to individual meters and load types at fifteen-minute intervals. This tool now underpins continued lab-by-lab and area-by-area efficiency initiatives across the site. These efforts reflect the team and the leadership's commitment to embedding sustainable practices and reducing the company's environmental footprint, supported by data-driven decision-making and cross-functional collaboration.

Sustainability Awareness and Waste Management:

To further strengthen our sustainability culture, we provide regular training sessions and have introduced a dedicated Sustainability learning module focused on climate change, environmental responsibility, and sustainable workplace practices. To improve waste segregation, we have implemented a QR code-based waste guidance system, enabling employees to dispose of waste accurately.

In addition, we have partnered with our waste service provider, KeyGreen, to enhance sustainable waste management across our highly regulated pharmaceutical and laboratory operations. This collaboration supports improved waste segregation, increased recycling, regulatory compliance, and the continuous advancement of our environmental performance.



Figure 5: Waste Compliance Certificate

Repurposing of IT Equipment

APC Ltd. and VLE Therapeutics have partnered with Camara Education to give surplus IT equipment a second life through responsible reuse and refurbishment. This collaboration reflects our shared commitment to sustainability and social responsibility by extending the lifespan of valuable technology assets while supporting communities.

By diverting IT equipment from disposal and enabling its reuse, the initiative helps conserve natural resources, reduce carbon emissions, and advance the principles of the circular economy. Every laptop reused avoids approximately 300 kg of embodied carbon emissions, while each desktop reused prevents around 600 kg of embodied carbon emissions.

In addition to reducing greenhouse gas emissions, the environmental benefits are significant. Each reused laptop saves approximately 190,000 litres of water that would otherwise be required during the manufacturing process and avoids the extraction of approximately 1,200 kg of earth material needed to source rare earth minerals. Through this initiative, APC Ltd. and VLE Therapeutics are making a tangible contribution to reducing environmental impact while creating lasting social value.

Beyond the environmental benefits, this partnership is creating meaningful social impact. The responsible reuse of our IT equipment supports Camara Education's mission to improve access to digital learning for students in underserved communities across Kenya, Ethiopia, Zambia, and Tanzania. The income generated through the reuse of the equipment not only funds refurbished computers, but also supports teacher training, technical support and the creation of sustainable Digital Learning Centres, helping to maximise the long-term impact in schools.

This initiative reflects our ongoing commitment to sustainability, responsible resource management, and creating lasting positive impact. It shows how extending the life of technology can benefit both people and the planet.

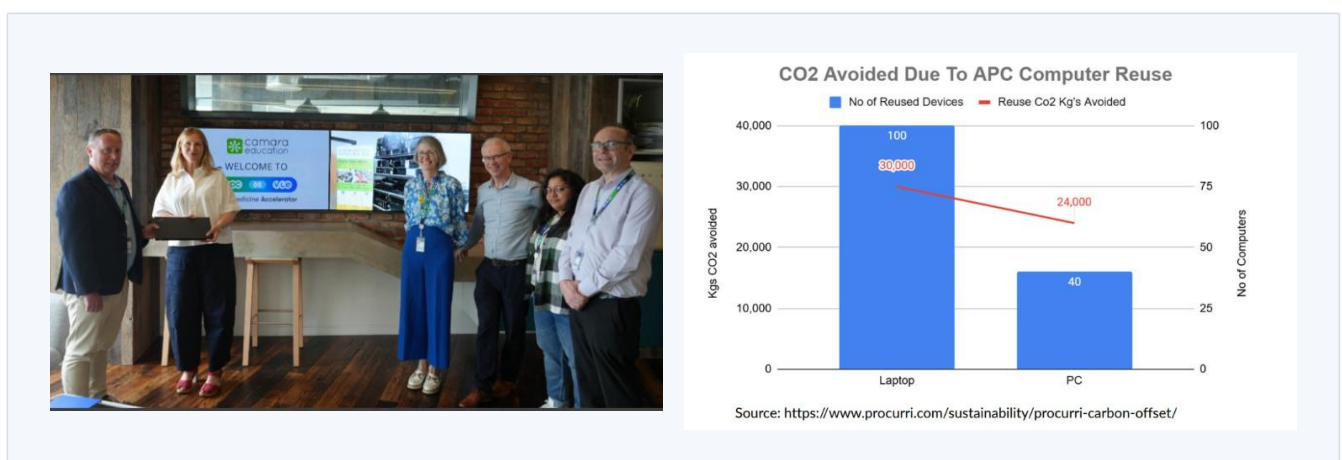


Figure 6: Collaboration with Camara Education

Sustainability Recognitions

Our commitment to sustainability has been recognised through several prestigious industry awards, reflecting the progress we have made in embedding environmental, social, and governance (ESG) principles across our business. In 2025, APC Ltd. and VLE Therapeutics were honoured at the Green Transformation Awards, receiving both the Team of the Year and Medium-Sized Organisation awards. Building on this success, in 2026 we were recognised as Green Medium-Sized Organisation of the Year at the Green Awards. We also received the Best Sustainability Project – ESG award from the Dún Laoghaire Rathdown Chamber of Commerce.

These achievements recognise the dedication of our employees and the collective efforts across the organisation to drive continuous improvement in sustainability performance. They reinforce our commitment to integrating sustainable practices into our operations and encourage us to continue advancing our ESG ambitions for the benefit of our people, our communities, and the environment.



Figure 7: Sustainability Recognitions

Platform Disclosures

APC Ltd. and VLE Therapeutics annually report sustainability performance data to a range of recognised international and national sustainability assessment and disclosure platforms. At the global level, the companies participate in the EcoVadis sustainability assessment and the Carbon Disclosure Project (CDP) disclosure framework, demonstrating their commitment to transparency and continuous improvement in Sustainability performance. In addition, sustainability data is submitted annually to IBEC BioPharmaChem Ireland², Ireland's largest business representative and lobbying organisation, supporting national benchmarking and sustainability reporting initiatives.

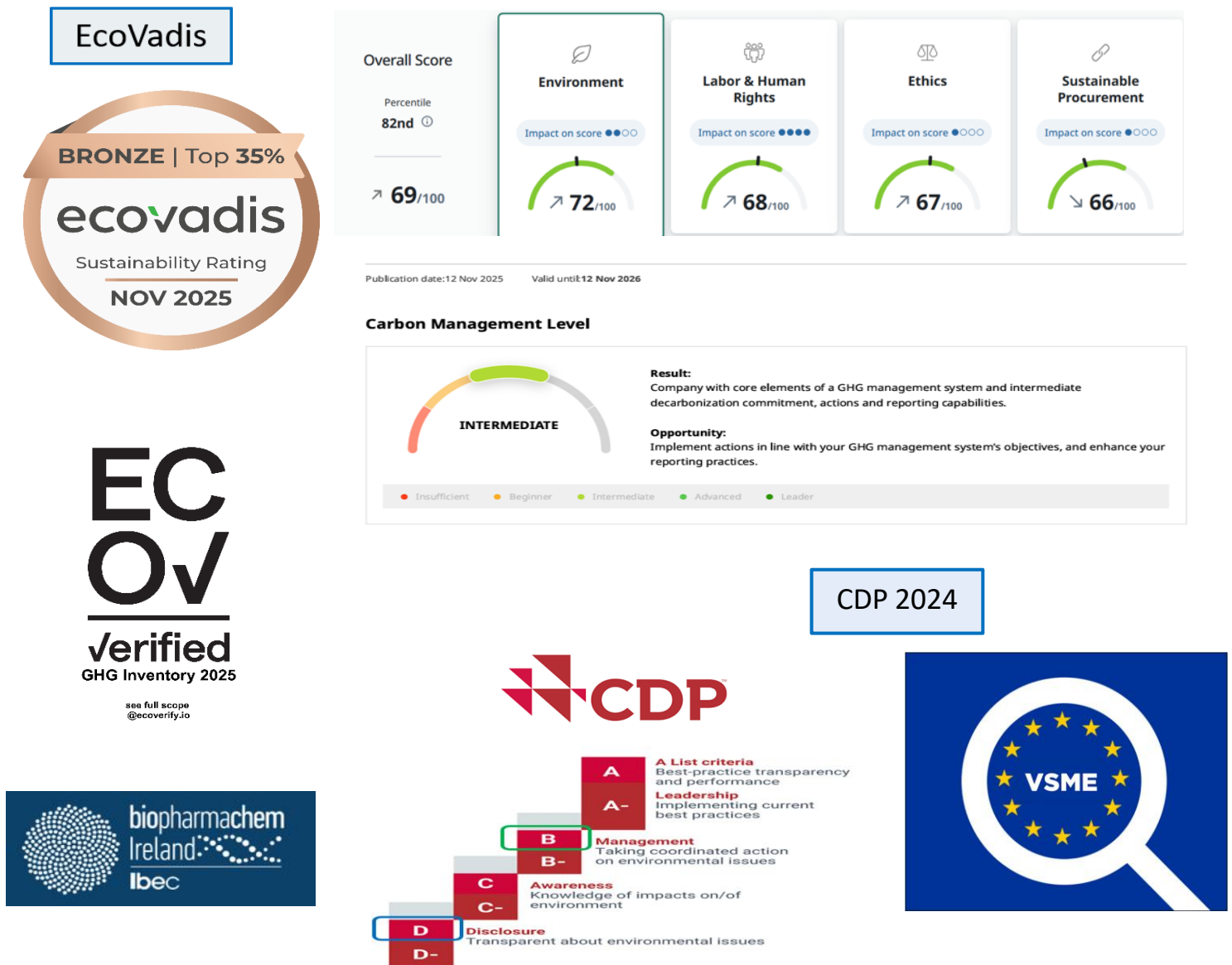


Figure 8: Sustainability Data Disclosures

² APC/VLE Ibec Responsible Care 2025 Case Study report: <https://cdn.ibec.ie/-/media/documents/connect-and-learn/industries/bpci/rc-report/vle-apc-case-study.pdf?rev=24185715a296435e81ec8341475b86f8>

03

SECTION 03

Social

Human rights, our people and the communities we support.

As a pharmaceutical company, we engage with number of people in our operations and across value chain, and we are committed to respecting the human rights of all the people we impact through our business activities.

Human Rights

We believe all people deserve to be treated equally, with respect and dignity. At APC Ltd. and VLE Therapeutics, human rights are also about leading with organisation's values and empowering people to be who they want to be. The company has published and implemented various policies at a company level to protect the rights of their own workforce and value chain.

APC Ltd. & VLE Therapeutics salient human rights issues

The following salient human rights issues have informed our impact materiality assessment and as a company we have taken several measures so that the rights of everyone can be intact and people in the organisation work with utmost dignity, equality and safety.

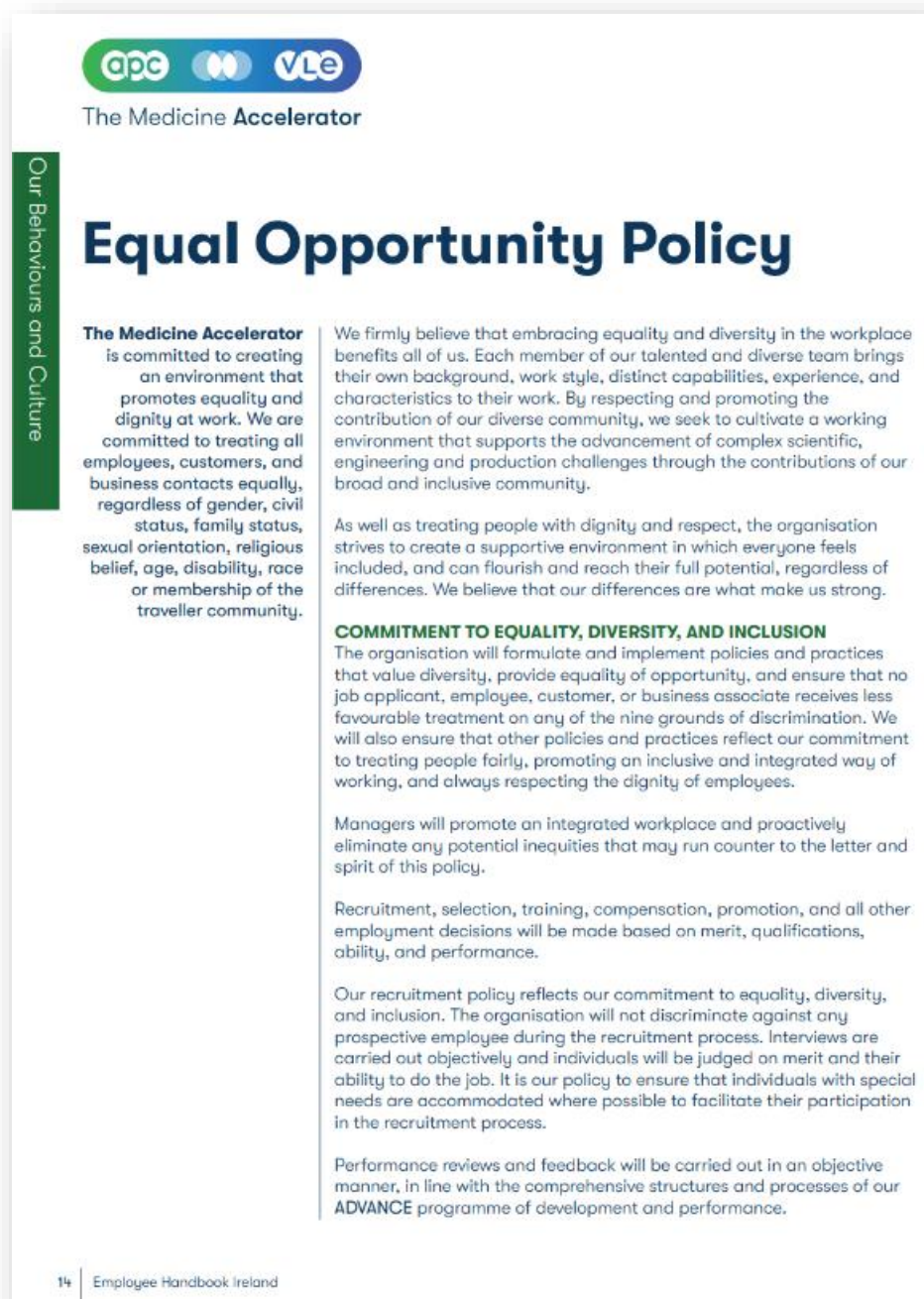


Table 6: Human Rights Issue

Issue	Definition	Own Operations and/or part of value chain	Actions taken to address the issue
Health, Safety & Wellbeing	Health, safety and wellbeing of employees, and patient across the value chain, such as safe and healthy working conditions, and product safety.	Own Operations	It is the company's policy to provide a safe and healthy place of work for all employees and visitors. It is the duty of every employee, whilst at work, to take reasonable care to ensure that the health and safety of oneself or others is not affected by their actions or omissions, and to comply with all safety legislation, including the Safety Statement, SOPs, and the safety responsibilities of their role.
Compensation & Benefits	Wage levels for a regular work week to be sufficient and should meet Irish minimum wage framework.	Own Operations	The company believes in providing competitive salaries, together with a suite of benefits that reflects the needs of our employees for financial security and future financial planning.
Product Safety & Quality	Maintaining the safety and standards of the product so that it doesn't cause any harm to the consumers and environment.	Own Operations	The company is committed to maintaining the highest standards of safety to ensure the medicines reach patients in a safe and sustainable manner.
Discrimination & Equal Treatment	Discrimination/unequal treatment on the grounds of gender, sexual orientation, race, colour, age, pregnancy, marital or social status, religion, political opinion, nationality, ethnic origin, disease or disability. This includes equal remuneration for equal work and other aspects of equal treatment at work including discrimination in the form of gender-based violence and harassment (GBVH) against women, directed towards a woman because she is a woman or that affects women disproportionately.	Own Operations and value chain	The company is committed to creating an environment that promotes equality and dignity at work. We are committed to treating all employees, customers, and business contacts equally, regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of the traveller community.
Data Privacy & Integrity	The right to privacy is the right to keep one's personal matters and information out of the public domain & government interference. The right to privacy is essential to human dignity.	Own operations, related to employees' and clients' data.	The company is committed to ensuring compliance with data protection laws, including the General Data Protection Regulation, the Data Protection Act 2018 and any other Irish statutory instruments or legislation dealing with data protection ("Data Protection Laws"). All personal data held by the company (including employees' personal data) whether it is held electronically or in manual files must be managed in compliance with Data Protection Laws.
Child Labour	Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development – i.e., is mentally, physically, socially or morally harmful to children; interferes with their schooling by depriving them of the opportunity to attend school; obliges them to leave school prematurely; or requires them to attempt to combine school attendance with excessively long and heavy work.	Own operations and value chain.	Our organisation is firmly committed to upholding the highest standards of human rights and ethical labour practices. We unequivocally denounce and prohibit all forms of human trafficking, child labour, and inhumane treatment in the workplace. As part of our recruitment and selection processes, we ensure that all employment is freely chosen, and that working conditions are safe, fair, and respectful of individual dignity. We expect all partners, suppliers, and contractors to adhere to these principles and reserve the right to terminate relationships with any party found to be in violation.

Own Workforce

Our business activities could potentially impact on the health, safety and wellbeing of employees within our own operations. We believe all our employees are entitled to a safe and fair working environment where every individual is treated with respect.

At APC Ltd. and VLE Therapeutics we are guided by our share values, and we believe that our employees are a vital driving force to deliver on our business idea. Inclusion and diversity are the cornerstones of our business strategy, fostering a workplace where every individual feels valued and included. To enable our employees to thrive, we actively work to create and maintain a respectful and welcoming workplace for all.

Policies and Procedures

APC Ltd and VLE Therapeutic's commitment to respect the rights of our own workforce is set out in our employee handbook through equal opportunity policy, data privacy policy, and health and safety policy. These include our grievance policy, disciplinary policy, whistleblowing policy, dignity at work policy and right to disconnect policy. In addition to this, we have also included continuous professional development policy, leave policies, recruitment and selection policy, and good practices in our employee handbook.

The salient human rights issues which have informed the impact materiality assessment connected to our own workforce are:

- Health Safety & Wellbeing
- Compensation & Benefits
- Product Safety & Quality
- Discrimination & equal treatment
- Data Privacy & Integrity

Targets and actions

As we progress, it is essential to prevent and mitigate identified negative impacts on our employees. Our target for own workforce is to maintain our high level of internal engagement and satisfaction, which we measure annually through our employee net promoter survey.

Fair and Equal Wages

APC Ltd. and VLE Therapeutics believe in providing competitive salaries, together with a suite of benefits. Salaries are reviewed on an annual basis, and reviews are merit-based. This process is supported by our Development and Performance Programme ('ADVANCE') and by a comprehensive system of checks and balances to ensure fairness. We also have Incentive scheme, Pension and Life Assurance, Health Insurance, and Illness Benefit to support the wider needs of our team and recognising the variety of individual circumstances and life stage. In addition to this, we also support on-going learning and development, whether 'on-the-job' or formal, in-house or potentially externally.

A safe and healthy working environment for all employees

We have a dedicated Environmental Health and Safety (EHS) function at APC Ltd. and VLE Therapeutics, and we are committed to working in accordance with the provisions of the Safety, Health, Environment and Welfare Work Act 2005. We have implemented Alcohol and Drug Policy to provide a work environment which is free of the dangers of people under the influence of an intoxicant to the extent that s/he may endanger his/her safety, health or welfare at work, or that of any person. The company also has a strict Smoking/Vaping Policy which prohibits smoking, including Vaping, on any premises occupied by the company except in limited outdoor designated areas. As part of our commitment to employee health, safety, and wellbeing, we have implemented a Pre-Employment and Health Screening Policy, which requires all new employees to undergo a medical examination before commencing employment. This process helps ensure that employees are medically fit for their roles while supporting a safe and healthy workplace. In addition, given the nature of our

operations, we have established a Vaccination Policy to protect employees from occupational health risks. The policy ensures that employees identified as requiring immunisation receive the appropriate vaccinations and undergo serological testing to confirm adequate immunity. Through these measures, we strive to safeguard our workforce and reduce workplace health risks and promote a culture of wellbeing and resilience.

Recruitment and Selection

We have a recruitment and selection policy, and the objective of the recruitment and selection policy is to identify the best candidate for each position, by having a thorough, fair and efficient recruitment and selection process, in line with our policies and our values. It is the policy of APC Ltd. and VLE Therapeutics to recruit nationally and globally the most suitably qualified candidate for the open position. Open roles will be advertised via our career websites, through a recruitment talent partner or internally whereby current employees can refer potential candidates for the position.

Data Privacy and Integrity

The organisation maintains a comprehensive framework of policies and procedures to ensure the responsible management of information, technology, and business operations. Our Data Protection Policy sets out how personal information is collected, processed, stored, and protected in compliance with the General Data Protection Regulation (GDPR), the Data Protection Act 2018, and other applicable data protection legislation. We are committed to maintaining the highest standards of integrity, confidentiality, and security for all personal data under our control.

To support effective governance of technology assets, we have implemented a Standard Operating Procedure (SOP) for IT Asset Management, which establishes a structured approach for the onboarding, documentation, management, and secure retirement or disposal of Information and Communication Technology (ICT) assets throughout their lifecycle.

Our Data Breach Response Policy provides a standardised framework for identifying, managing, and responding to information and data breaches, ensuring timely action to minimise potential impacts and maintain regulatory compliance.

The organisation also operates an IT User Policy, which defines the responsibilities and acceptable use requirements for employees and other authorised users of the organisation's IT systems, promoting secure and appropriate day-to-day use of technology resources.

In addition, our IT Information Security Policy establishes the principles and controls required to safeguard information assets, protect business systems from security threats, and support the continuity and resilience of business operations through the prevention and mitigation of cybersecurity risks.

Recognising the growing role of emerging technologies, we have adopted an Artificial Intelligence (AI) Policy that provides guidance for the responsible, ethical, and effective use of AI technologies across APC Ltd. and VLE Therapeutics.

To strengthen organisational resilience, we have also implemented a Business Continuity and Disaster Recovery Policy, which outlines the measures and capabilities required to maintain critical business operations and facilitate the timely recovery of systems and services in the event of significant disruptions or emergencies.

Inclusion and Diversity

Discrimination, victimisation and harassment are not tolerated in the workplace under any circumstances. The company expects all employees to conduct themselves in a manner appropriate to the workplace and to conduct relationships with the appropriate behaviour and integrity. We are committed to providing a working environment where all employees have the freedom to conduct their work free from any activity or behaviour that adversely affects their dignity. The company has set both informal and formal procedures to deal with instances of improper conduct, harassment, discrimination or bullying. All complaints by employees under this policy will be treated with fairness and sensitivity and in a confidential manner as possible.

APC Ltd. and VLE Therapeutics have also implemented Grievance Policy, and the purpose of this process is to provide employees with a process to raise any issues or problems that they may experience at work, that have not been resolved informally. Further details of the grievance process are available in the company's Employee Handbook.

The following tables detail the metrics around our workforce.

Table 7: Gender Diversity

Workforce – Gender 2025	
Gender	Number of employees
Male	124
Female	137
Other	0
Not Reported	0
Total employees	261

Table 8: Characteristics of employees

Workforce – Types of Contracts 2025	
Type of Contract	Number of employees
Permanent Contract	207
Temporary Contract	54
Total employees	261

Table 9: Health and Safety Metrics

Workforce – Health & Safety 2025	
Number of recordable work-related accidents	15
Number of hours worked by one full-time employee	2000.00
Total number of hours worked in a year by all employees	522000.00
Rate of recordable work-related accidents	5.75
Number of fatalities because of work-related injuries and work-related ill health	0

Table 10: Characteristics of employees

Workforce – Management Level	
Gender	Number of employees
Number of male employees at management level	14
Number of female employees at management level	15
Female-to-male ratio at management level	52%:48%

Social Initiatives and Accreditations

At APC Ltd. and VLE Therapeutics, our people are at the heart of our sustainability strategy. Our Culture@Cherrywood provides a structured framework for employee engagement, empowering colleagues to actively contribute to initiatives that support our environmental, social, and governance (ESG) commitments while fostering a positive and inclusive

workplace culture.

The Culture@Cherrywood is built around five employee-led pillars—BeGreen@Cherrywood, BeWell@Cherrywood, BeYou@Cherrywood, BeResponsible@Cherrywood, and BeExcellent@Cherrywood. Each pillar is driven by volunteers from across the organisation who collaborate to develop and deliver initiatives that create value for our employees, our communities, and the environment. The Culture@Cherrywood is supported by the Leadership Team, ensuring alignment with our organisational values and long-term sustainability objectives.

BeGreen@Cherrywood promotes environmental responsibility by encouraging sustainable behaviours and supporting initiatives that reduce our environmental footprint. The pillar raises awareness of environmental issues, encourages responsible resource use, promotes waste reduction and recycling, and engages employees in activities that contribute to our broader sustainability goals.

BeWell@Cherrywood is dedicated to supporting the health, and wellbeing of our employees. Through a range of initiatives focused on physical, mental, emotional, and social wellbeing, the pillar helps create a workplace where employees feel supported, connected, and empowered to perform at their best. By prioritising employee wellbeing, we strengthen workforce resilience and contribute to a safe, healthy, and productive working environment.

BeYou@Cherrywood champions diversity, equity, inclusion, and belonging by fostering a culture where everyone is respected, valued, and encouraged to contribute their unique perspectives. The pillar supports initiatives that celebrate diversity, promote inclusive practices, and enhance employee engagement, while helping to attract, develop, and retain a talented and diverse workforce.

BeResponsible@Cherrywood extends our commitment beyond the workplace by strengthening relationships with our local communities. The pillar coordinates charitable fundraising, volunteering opportunities, and community engagement initiatives that enable employees to make a positive social impact while supporting causes aligned with our values.

BeExcellent@Cherrywood promotes operational excellence and lean operations. The aim of this pillar is to create the best processes and high-performance organisation.

Through the Culture@Cherrywood, employees play an active role in shaping a workplace that reflects our commitment to sustainability, wellbeing, inclusion, and social responsibility. Supported by the leadership, the Culture@Cherrywood continues to evolve as an important platform for embedding sustainability into our everyday activities and creating lasting value for our people, our communities, and the environment.

The Culture@Cherrywood at the APC Ltd. and VLE Therapeutics have implemented a range of initiatives to promote environmental stewardship, sustainability awareness, and employee well-being. These programmes encourage active employee participation while supporting our commitment to responsible environmental practices and positive community engagement.

Beach Clean-Up:

Our annual Beach Clean-Up event brings employees together to help protect the local coastal environment. Volunteers collect litter from nearby beaches, preventing waste from entering marine ecosystems, safeguarding wildlife, and contributing to the preservation of coastal habitats. This initiative also fosters environmental awareness and community involvement among employees.

Re-turn Scheme:

Through our participation in Ireland's Re-turn Scheme, we promote responsible recycling practices while supporting local charitable causes. The initiative encourages employees to recycle beverage containers and increases awareness of the importance of waste reduction and the circular economy. In 2025, a total of 4,346 cans and bottles were returned, with all associated deposits donated to local children's charities, delivering both environmental and social benefits.

Sunflower Growing Competition:

Each year, employees are invited to participate in our Sunflower Growing Competition by cultivating sunflowers from seeds provided by the company. In addition to promoting employee engagement and well-being through a fun and collaborative activity, the initiative highlights the environmental value of biodiversity. Sunflowers attract pollinators and beneficial insects, support soil health through their deep root systems, and contribute to carbon sequestration, reinforcing the importance of nature-based sustainability practices.



Figure 9: Social Initiatives

Dublin City University Partnership (DCU):

Dublin City University's School of Biotechnology and School of Chemical Sciences has teamed up with APC Ltd. and VLE Therapeutics to deliver an innovative Challenge-Based Learning module that connects academic study with real-world sustainability issues. This Sustainability module brings together 4th year "DCU Future" students from Schools of Biotechnology and Chemical Sciences with AI courses to tackle pressing industry challenges in circular economy and sustainable manufacturing. For 2025, APC Ltd. and VLE Therapeutics have provided a series of live challenges drawn from their own work, giving students the opportunity to develop solutions with direct industry impact³.

Sports and Social Committee:

The Sports and Social Committee plays an important role in fostering employee engagement by creating opportunities for colleagues to connect, collaborate and build meaningful relationships beyond their day-to-day work. Over recent years, the committee has organised a diverse programme of social and well-being initiatives, including bowling, table quizzes, music bingo, games nights, comedy evenings, theatre outings, axe throwing, walking tours, pottery and pumpkin painting, as well as seasonal activities such as Secret Santa.

The committee also has promoted employee wellbeing through a range of sporting initiatives, including football, tag rugby, Pilates and running groups. These activities encourage participation across the organisation, supporting physical and mental wellbeing, and strengthening connections between colleagues from different teams, contributing to a more inclusive and engaged workplace culture.

Workplace Wellbeing Initiatives and Accreditations:

At APC Ltd. and VLE Therapeutics, employee wellbeing is a core priority and an integral part of our organisational culture. We are committed to fostering a supportive, healthy, and inclusive workplace through the implementation of our comprehensive Mental Health and Wellbeing Policies, which promote awareness, early intervention, and access to appropriate support. Throughout the year, we regularly communicate with employees on topics related to mental health and wellbeing, raising awareness of the importance of maintaining positive mental health while highlighting the range of internal and external support services available to those who may need assistance. These ongoing initiatives encourage open conversations, reduce stigma, and reinforce our commitment to creating a psychologically safe working environment. To further support employee wellbeing, we have two trained Mental Health First Aiders on-site who provide confidential, immediate support to colleagues experiencing mental health challenges or a mental health crisis. They offer initial assistance and guidance until appropriate professional support is accessed or until the crisis resolves. In addition, our

³ <https://www.youtube.com/watch?v=j86h8TAekrE&list=PLJTaasGmu6A7fTUAYEe4byHXNoLnupvYe>

'Coffee Buddy Programme' provides employees with access to trained peer volunteers who offer a safe, supportive, and confidential space to talk. Coffee Buddies are equipped to listen with empathy, respond responsibly, and recognise when concerns should be escalated, ensuring individuals receive the appropriate level of support while maintaining dignity and respect.

To strengthen and demonstrate our commitment to employee wellbeing, APC Ltd. and VLE Therapeutics actively participate in recognised workplace wellbeing programmes, including the Shine Accreditation and the KeepWell Mark. We are proud to have achieved accreditation under both programmes, reflecting our dedication to embedding best practices in health, wellbeing, and employee engagement across our organisation.

In 2025, we were honoured to receive the Pharma Industry Health and Safety Award, recognising our unwavering commitment to fostering a safe, healthy, and resilient workplace. This achievement reflects the strength of our health and safety management systems, our proactive approach to identifying and mitigating workplace risks, and our ongoing investment in employee wellbeing.

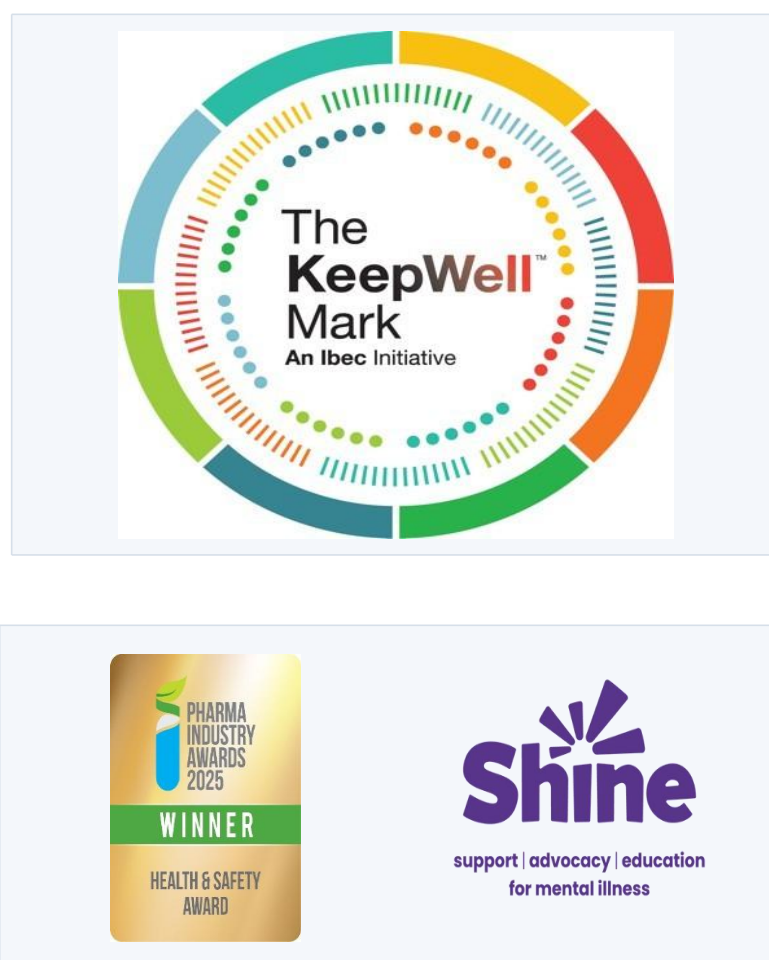


Figure 10: KeepWell Mark, Shine Accreditation and Health & Safety Award

Collaborating Sector-Wide to Shape a Sustainable Future:

We recognise that achieving meaningful sustainability progress requires collaboration across the life sciences sector. Through active participation in industry initiatives, our leadership team contributes to the development of strategies, standards, and best practices that support Ireland's transition to a more sustainable future.

Our Chief Operating Officer serves as a Board Member of the BioPharmaChem Ireland Sustainability Steering Group, in parallel to his responsibilities as Group COO of APC Ltd. and VLE Therapeutics. In this role, he helps shape industry-wide sustainability priorities, including advancing energy efficiency, renewable energy integration, and sustainable infrastructure to support the transition to low-carbon manufacturing. The Sustainability Steering Group also focuses on reducing Scope 3 emissions across complex pharmaceutical value chains, strengthening harmonised sustainability data and reporting frameworks to support Corporate Sustainability Reporting Directive (CSRD) compliance and voluntary reporting standards, and fostering a culture of sustainability through enhanced communication, engagement, and knowledge sharing across the sector.

Our COO also played a pivotal role in the development and launch of Ireland's first Indigenous BioPharmaChem SME Strategy, **Together, for Others**, helping to establish a shared vision for the sustainable growth and long-term competitiveness of the sector.

Complementing this leadership, our EHS & Sustainability Lead chairs the Data and Standards Task Force within the BioPharmaChem Ireland Sustainability Working Group, collaborating with industry peers to advance consistent sustainability metrics, reporting standards, and best practices across Ireland's life sciences sector. We believe that by sharing knowledge, driving data-led decision-making, and working collectively, we can shape tomorrow's standards and accelerate meaningful progress towards a more sustainable future.



Figure 11: Leadership Beyond Our Organisation

04

SECTION 04

Governance

Ethical, transparent and accountable business conduct.

At APC Ltd. and VLE Therapeutics, we aim to conduct our business in a way that is economically, socially, and environmentally sustainable. To be a successful business and meet our sustainability commitments, we believe we must act responsible and develop medicines in a way which is safe for both people and planet.

Strategy and Governance Structure – Sustainability

At APC Ltd. and VLE Therapeutics, our approach to Sustainability is driven by strong leadership and a clear governance framework that promotes accountability at every level of the organisation. We recognize that embedding sustainable business practices requires commitment from the highest levels of governance, ensuring that sustainability considerations are integrated into strategic decision-making and day-to-day operations. Our top-down governance approach begins with the Board, which provides strategic direction and oversight into our sustainability agenda. The Board establishes the organisation's vision, approves key policies and objectives, and monitors progress against commitments. The Senior Leadership and the Leadership team translate this strategic direction into actionable initiatives, integrating ESG priorities across business functions and ensuring alignment with our corporate objectives.

Through this structured governance framework, sustainability principles are cascaded throughout the organisation, empowering employees at all levels to incorporate responsible business practices into their daily activities. This approach fosters a culture of ethical conduct, transparency, accountability, and continuous improvement, enabling us to create long-term value for our stakeholders while minimising our environmental impact and contributing positively to society. The figure below illustrates how responsibilities flow from the Board through management and across the organisation, demonstrating our integrated approach to embedding sustainability into our business.

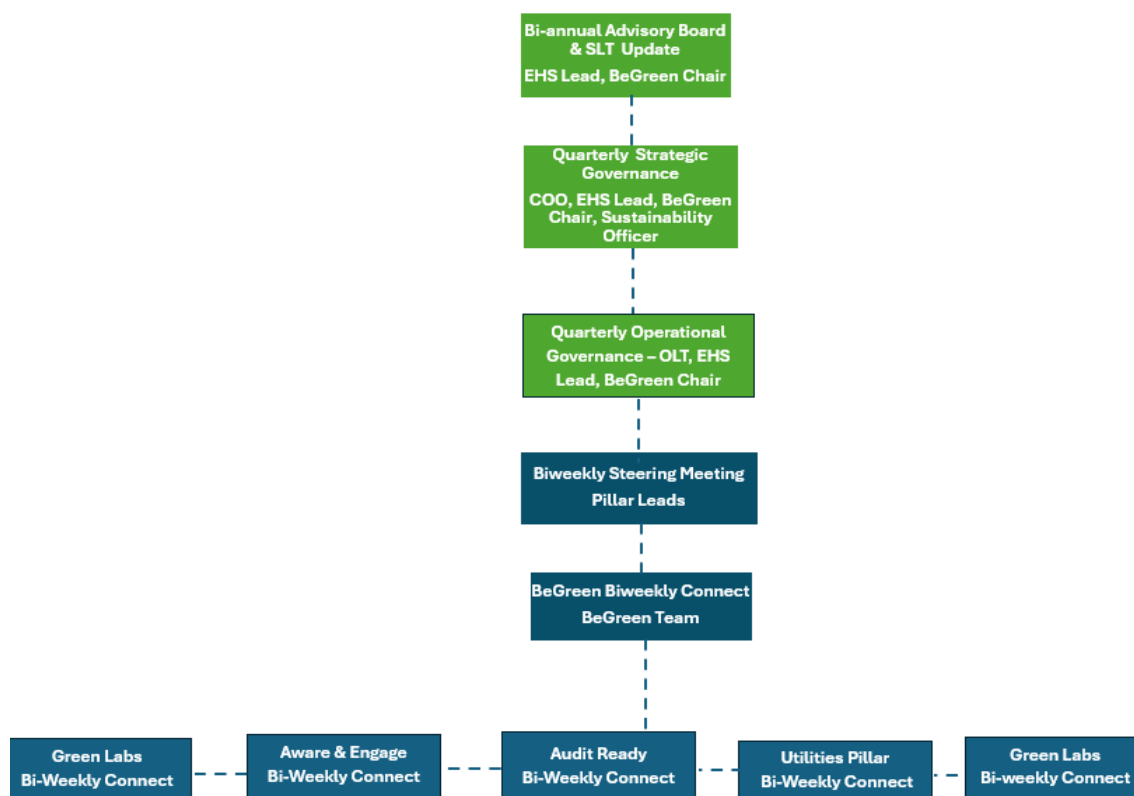


Figure 12: Governance Structure

Business Conduct

It is of the utmost importance for APC Ltd. and VLE Therapeutics to always act ethically, transparently and responsibly across all parts of the business – from collaborating with our suppliers to engaging with our clients. This starts at board level and runs throughout the organisation. Our ambition is to establish a corporate culture that promotes ethical and responsible business conduct. Our internal control processes ensure that we are compliant with relevant legislation and have control over our risk exposure.

Code of Ethics

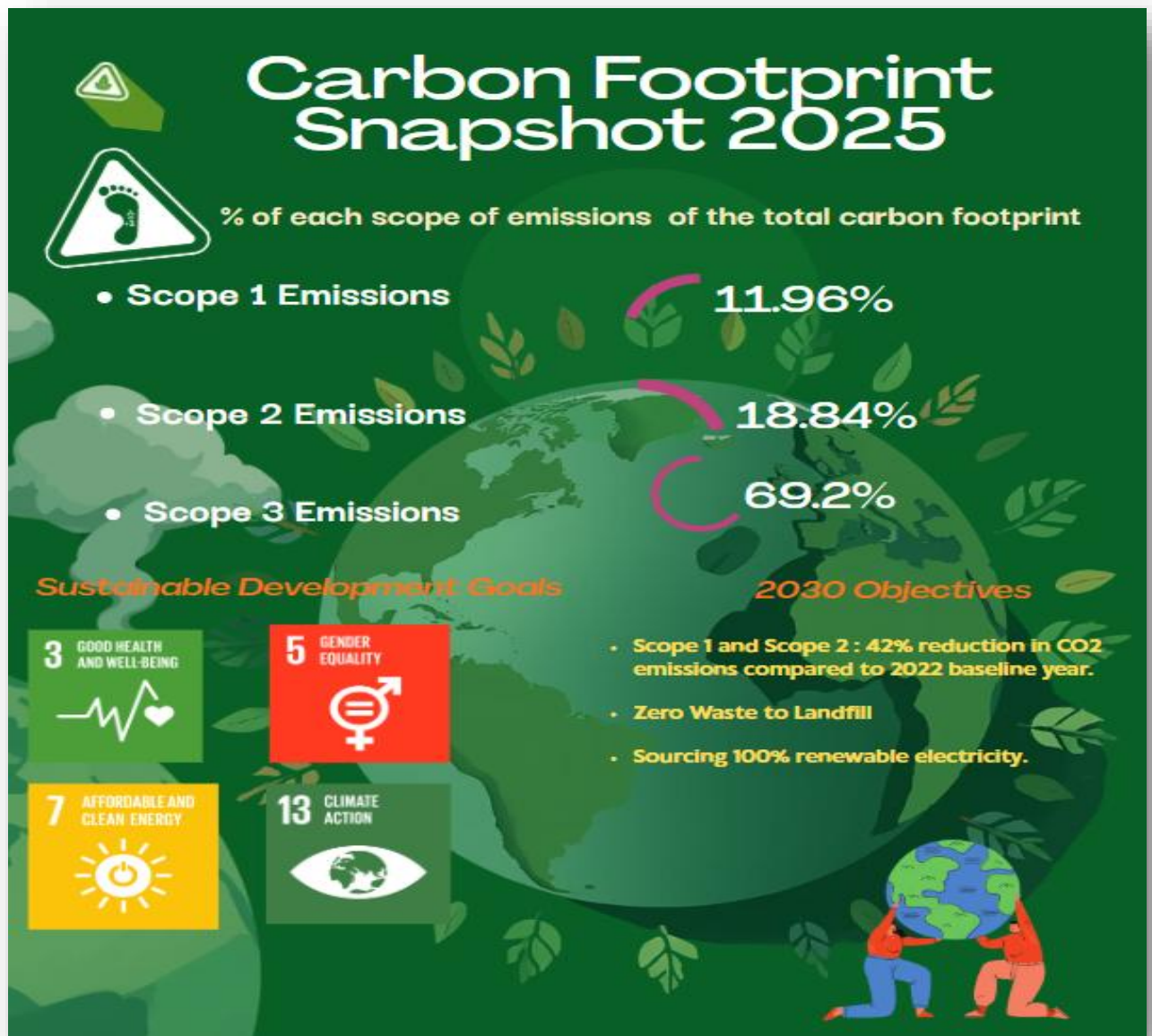
At APC Ltd. and VLE Therapeutics, our commitment is to conduct business with a high standard of honesty, integrity, transparency and fair play. Our employee handbook details the company's expectations on employees. All business carried out with or on behalf of APC Ltd. and VLE Therapeutics should always be conducted in accordance with applicable laws and regulations in the country of business. The employee handbook includes details about our zero- tolerance policy on bribery and corruption, which applies to all business dealings. At APC Ltd. and VLE Therapeutics, we take any allegation of misconduct in our business seriously. Misconduct can include discrimination, harassment, theft, fraud, corruption, other violations of our policies and guidelines regarding ethical behaviour, or violation of laws. All reports are investigated, and appropriate actions are taken against proven misconduct. People should feel safe and supported when they raise concern, and we make every effort to keep their identity strictly confidential.

Whistleblowing Mechanism

Our whistle-blowing policy is intended to encourage and enable any team member to raise concerns within our workplace, in line with and preserving our culture of integrity and fair play. Under this policy an employee is entitled to raise concerns or disclose information without fear of penalisation or threat of less favourable treatment, discrimination or disadvantage. The APC Ltd. and VLE Therapeutics are committed to maintaining an open culture with the highest standards of honesty and accountability where our team members can report any concerns in confidence. The organisation is committed to protecting the identity of the employee, raising concern and ensuring that relevant disclosures are treated with confidentiality.

Anti – Bribery and Corruption Policy

APC Ltd. and VLE Therapeutics are committed to conducting their business activities with the highest standards of integrity. We have an absolute zero tolerance attitude towards any form of bribery and/or corruption. The objective of this Policy is to ensure that the activities are conducted in line with all anti-bribery and corruption laws and regulations applicable in all the countries where the organisation operates. The policy provides APC Ltd. and VLE Therapeutics, together with their employees and stakeholders, with guiding principles for conducting business activities and for identifying practices that may constitute or give rise to a risk of bribery and/or corruption.





The Medicine Accelerator

The information presented in this report has been prepared by APC Ltd. and VLE Therapeutics and the report presents the best available data and practices at the time of preparation. This report will be reviewed and updated on an annual basis.

Accelerating the development of life-changing medicines for patients — responsibly, and sustainably.

ENVIRONMENTAL · SOCIAL · GOVERNANCE

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