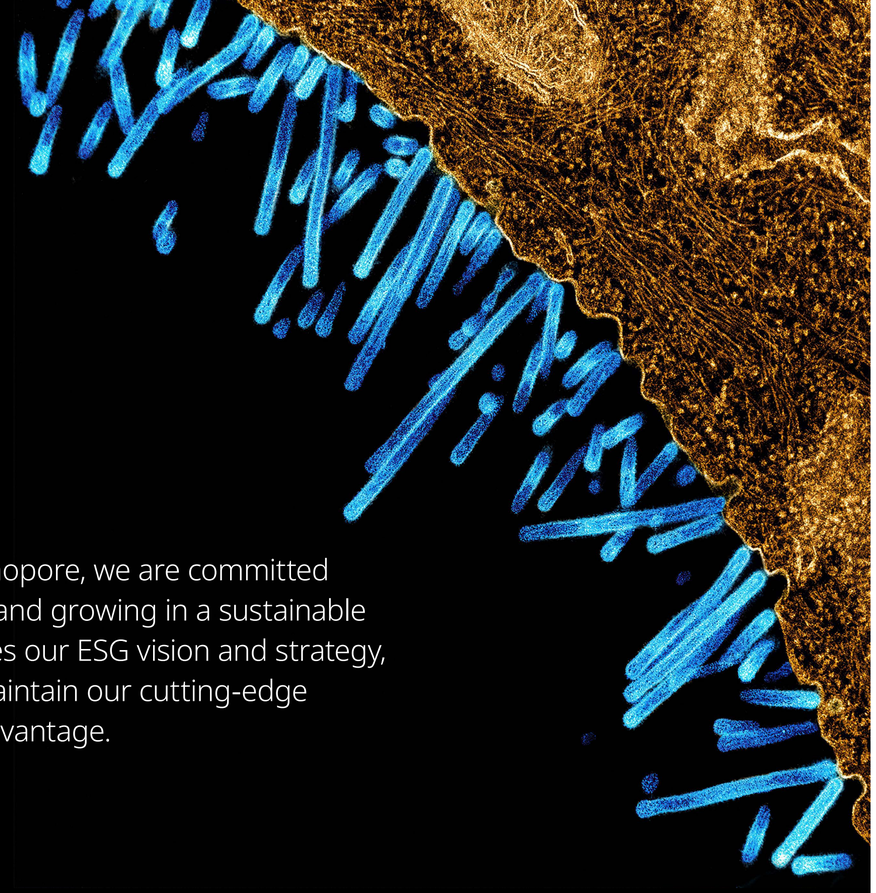
Oxford Nanopore Technologies

Our Sustainable Impact

Sustainability Report FY 2025

nanoporetech.com



Introduction

At Oxford Nanopore, we are committed to innovating and growing in a sustainable way that serves our ESG vision and strategy, even as we maintain our cutting-edge technology advantage.

About this report

This report, Our Sustainable Impact 2025, outlines our sustainability strategy and related policies, our approach to responsible growth and covers our activities for the 2025 financial year. This report considers sustainability issues that are priorities for our business and the way in which we address these. This report should be read alongside our Annual Report 2025 and our Net Zero Transition Plan 2025.

Advancing human and environmental health and improving food and agricultural outcomes are consistent with and enabled by our products and business model. And yet, we recognise that a commitment to sustainability and positive impact must extend through our business, from our products to our footprint and our team. In 2025, we continued with our sustainability strategy focused on the three areas of Product, People, and Planet, but with refined strategic pillars guided by an updated double materiality assessment. As a result, we have been better able to prioritise sustainability matters as we continue to grow.

Letter from Board Chair: Duncan Tatton-Brown

Duncan Tatton-Brown
Chair of the Board, Oxford Nanopore Technologies

Introducing Oxford Nanopore's third annual Sustainability Report

Welcome to Oxford Nanopore's 2025 Sustainability Report. This year, the Company continued to advance its sustainability agenda while strengthening the operational and governance capabilities required for long term, responsible growth. In a year of change and sector uncertainty, the Board focused on disciplined execution, effective oversight and ensuring sustainability considerations remain embedded across our strategy and risk management processes.

Progress and execution

In 2025, we refined our sustainability priorities through an updated double materiality assessment, aligned to emerging UK Sustainability Reporting Standards. This work clarified the sustainability related risks and opportunities most relevant to the organisation, with material topics covering human health, accessibility, product stewardship, product quality & safety, data security, employee health & safety, business ethics, and climate change. See page 13 for our materiality assessment in full.

We also strengthened the operational foundations that support responsible scaling, including improved cross functional coordination and clearer decision making pathways for sustainability-related topics. These enhancements enable sustainability considerations within planning, product development, and operational practices.

Technology-enabled impact

We continue to enable high impact applications across research, clinical, environmental and industrial contexts. Real time, scalable sequencing capability enables faster public health response, more resilient food systems, expanded biodiversity monitoring and more efficient biomanufacturing – all contributions that align strongly with our material topics. We also expanded initiatives such as ORG.one and Education Beta, which broaden access to genomic insight, placing sequencing capability closer to communities, researchers and educators who can use it to drive locally relevant outcomes.

"We continue to enable high impact applications across research, clinical, environmental and industrial contexts"

People and organisational capability

Sustained progress depends on a capable, engaged and inclusive workforce. Across the year we advanced leadership development, strengthened technical and professional training, and expanded opportunity and belonging initiatives. This work reinforces a safe, supportive environment and aligns with our focus on employee health & safety, and organisational resilience. As part of the latter we conducted a strategic planning review in 2025 to ensure Oxford Nanopore is prioritising the applications and opportunities that best leverage our technology, allowing us to focus and optimise our workforce on the areas where most benefit can be observed.

In 2025 Gordon Sanghera announced his intention to step down as Chief Executive Officer. Following a comprehensive global search we are pleased to announce Francis Van Parys as his successor. Gordon has been a passionate, leading voice in advancing sustainability topics at Oxford Nanopore, bringing his significant personal experiences to bear over the past 20 years. Francis has a strong track record of using efficiencies and process optimisation to embed sustainability within operational excellence, and his past experiences align strongly with Oxford Nanopore's drive for equitable access to technology. We are confident Francis will continue to develop our progress in this area in the years to come.

Governance, ethics and responsible growth

Strong governance remains central to the Board's responsibilities. In 2025 we enhanced our sustainability governance framework, advanced climate related reporting, and reinforced robust ethical, compliance and data governance practices – reflecting material areas including business ethics, product stewardship, data security and climate change. These measures help ensure that as Oxford Nanopore grows, it does so transparently, responsibly and in line with regulatory and stakeholder expectations.

Looking ahead

As we enter 2026, the Board is confident in Oxford Nanopore's position to deliver sustainable, long term value. Our continued integration of material sustainability topics into strategy, governance and execution – combined with ongoing investment in innovation, people and capability – provides a strong foundation for Oxford Nanopore's next phase of growth.

On behalf of the Board, I extend my thanks to our employees, customers, partners and shareholders for their continued commitment and support as we advance together.

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Who we are, what we do

Oxford Nanopore's vision is to enable the analysis of anything, by anyone, anywhere. The Company has developed a new generation of nanopore-based sensing technology that is currently used for information-rich, rapid, accessible and affordable DNA and RNA analysis. The platform is also being developed for the analysis of proteins.

We deliver high-performance innovations that enable broad scientific communities to access, understand and use biological information for research, and enable sustainable, accessible impact in health, food, agriculture and environments.

We have developed, commercialised and continue to innovate a new generation of sensing technology that uses nanopores – nano-scale holes – embedded in high-tech electronics to perform comprehensive analyses of single molecules. Our first products sequence DNA/RNA but we intend to adapt the technology for the sequencing of proteins and other molecules.

A global impact beyond research

The data produced by our technology is used throughout scientific research, whether in university, government, or industrial research groups, to help biologists answer a range of questions. The impact of our technology can be felt across the world, in a range of disciplines, including research into human genetics, cancer, plants, animals and the environment. Outside scientific research, DNA/RNA information can be used to support 'real-life' decision making, whether that is in healthcare, industrial or other environments. Oxford Nanopore is in the foothills of enabling these use cases; our goal is to drive new applications that have a profound, positive impact on society, with a new generation of accessible technology.

Global footprint

As of 31st December 2025

Peer-reviewed publications
~20,000

Countries served
>125

Global offices
11

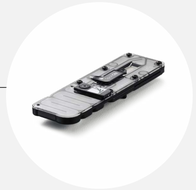
Distributors
79

Employees
>1,300

Active patents
>3,100

Oxford Nanopore sensing technology: Our first application – DNA/RNA sequencing

Flow cells

Flongle	MinION	PromethION
		

Devices

MinION Mk 1D	GridION and GridION Q	PromethION 2	PromethION 24	PromethION 48
				
Truly portable, real-time devices for DNA and RNA sequencing	Compact benchtop devices. GridION Q, from our regulated Q-Line product range, delivers a stable, frozen version of hardware, software and chemistry.	Flexible, high-output nanopore sequencing for every lab	Flexible, large-scale, direct DNA and RNA sequencing	

How it works

All Oxford Nanopore sequencing devices use flow cells which contain an array of tiny holes – nanopores – embedded in a membrane. Each nanopore is individually addressable and is connected to an Application Specific Integrated Circuit (ASIC).

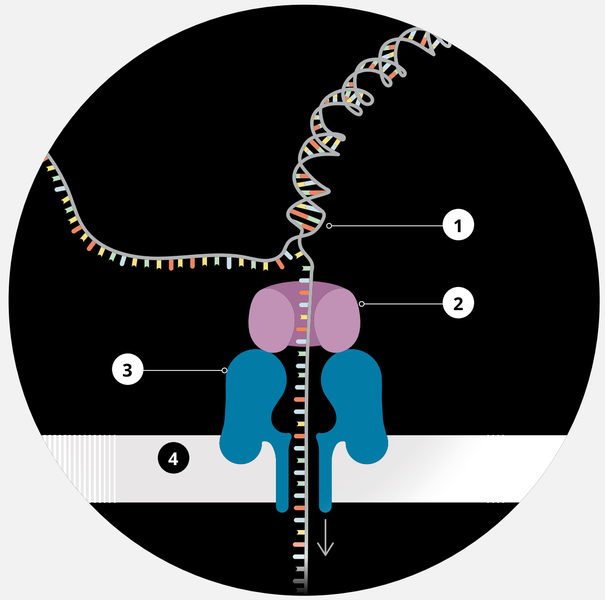
One core technology, deployable at any scale

Our nanopore-based sequencing chemistry is integrated into consumable flow cells, which include arrays ranging from tens to thousands of electronic sensing channels. Users may deploy a range of different devices with these flow cells, which are designed to support any level of sequencing experiment, from go-anywhere, on-demand small devices to ultra-high output devices for projects such as human population-scale sequencing. All devices run the same nanopore-based sequencing chemistries, enabling users to scale their applications according to their needs.

Oxford Nanopore sequencing features and benefits

A unique combination of features and benefits meets unmet customer needs, providing rich multiomic data, and generating complete and comprehensive genomes, setting a higher standard in genomics

Features of Oxford Nanopore sequencing	Richer insights Highly accurate genomic data captures more types of generic variation	Faster results From near sample, real-time workflows that don't require batching	Accessible and affordable With scalability that enables more use cases
Sequence any length fragment from short to ultra-long	◉	○	○
Direct/native DNA/RNA sequencing	◉	○	○
Real-time, fast data generation	○	◉	○
Scalable formats from small handheld to ultra-high output devices	○	◉	◉
Cost effective; low barriers to entry	○	○	◉
Plug-and-play easy-to-use solutions	○	◉	◉



1 — The nanopore processes the length of the DNA or RNA fragment presented to it. The user can control fragment length through the sample preparation methods, enabling users to characterise anything from short, long and/or ultra-long fragments of DNA.

2 — An enzyme motor feeds the DNA or RNA strand through the nanopore. Once the DNA or RNA has passed through, the motor protein detaches and the nanopore is ready to accept the next fragment.

3 — Nanopore reader – when a molecule passes through the nanopore, the current is disrupted. Fluctuations in the current are decoded using basecalling algorithms to determine the DNA or RNA sequence in real time.

4 — The DNA or RNA bases are transferred to an analysis platform, EPI2ME, where users can identify species, genetic variations and other information that can then lead to an outcome.

Applications of our technology

Oxford Nanopore has developed a new generation of nanopore-based sensing technology that is currently used for information-rich, rapid, accessible and affordable DNA and RNA analysis. The platform is also being developed for the analysis of proteins.

Life science research:
understanding the biology of any organism

Human genetics

With real-time, multiomic Oxford Nanopore sequencing, you can discover previously hidden human genomic, epigenomic, and transcriptomic variation – from the population level down to the single-cell level.

Cancer

Revealing more cancer biology with ultra-rich Oxford Nanopore sequencing data delivering a streamlined and rapid solution for complete characterisation of cancer and tumour samples.

Plants

Offering reads of unrestricted length, from short to ultra long, Oxford Nanopore technology enables accurate assembly of large, highly repetitive plant genomes – resolving structural variants, transposons, and transgene insertions – to deliver new insights into plant biology, evolution, and breeding strategies for biodiversity studies and agrigenomics.

Animals

Animal genomics provides valuable insights into many scientific research areas – from the use of model organisms to the study of human diseases, through to animal health, breeding, conservation, and evolution.

Microbial organisms

Microorganisms are the most abundant and diverse forms of life on Earth, with estimates ranging from millions to trillions of species; however, only a small percentage have been identified, even fewer sequenced.

As a foundation for emerging **real-world impact**

- **Health**
- **BioPharma**
- **Agriculture**
- **Industry**
- **Environment**
- **Biosecurity**
- **Education**

Our vision, mission, purpose and values

Our vision

To enable the analysis of anything, by anyone, anywhere.

Our mission

We empower people to explore and answer biological questions with our transformative technology platform.

Our purpose

By enabling biological insights, we strive to improve life on Earth and beyond.

Our values

We are a mission-driven company, and we are guided by strong values that motivate our teams to deliver accessible, high-performance products that have positive, global impact.

We have ambitious goals to develop market-leading, disruptive technology and grow customer communities around the world and across disciplines.

With a clear vision and ambitious culture within our teams, we value:

— Determination

— Good judgement

— Ability to positively contribute

Our sustainability strategy

Our mission is to empower people to explore and answer biological questions with our transformative technology platform. Creating positive, lasting impact is at the core of what we do.

In 2022 we launched our sustainability strategy to exist along with our wider business strategy, but our recognition of the ever-changing and evolving sustainability landscape has led to our updated double materiality assessment this year. With guidance from its findings, we have enhanced our sustainability strategy and updated our governance structure, reflecting both external and internal changes in the business landscape.

We are focused on delivering sustainable, long-term growth by making sequencing more valuable and more accessible to genomics researchers worldwide, building on research advances with methods that provide actionable insights for real-world problems across health, agriculture, food, and the environment.

Our long-term growth strategy is based on three strategic pillars:

— Disruptive innovation

— Commercial execution

— Operational excellence

These strategic priorities are designed to create sustainable long-term growth by expanding our market share, growing existing markets, and by creating entirely new markets.

Double materiality assessment

Oxford Nanopore is continuously monitoring the regulatory landscape regarding our sustainability reporting and note we are likely to fall within the scope of the UK Sustainability Reporting Standards (UK SRS) as a UK-listed company. The UK SRS will set out corporate disclosures for UK-based companies, using the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards as a baseline to develop their reporting framework.

To prepare for reporting on these standards, this year we conducted a materiality assessment in alignment with the 'IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information' standard and guidance from the 'Sustainability-related risks and opportunities and the disclosure of material information' education material.

This standard only takes a financial perspective, specifically those sustainability-related risks and opportunities that could influence the company's prospects. However, to align with best practice, taking inspiration from the European Sustainability Reporting Standards (ESRS), we have also considered our impact on people and planet as part of a double materiality assessment.

Methodology

The first stage involved a comprehensive review of Oxford Nanopore's business model, operations, and value chain including how its business depends on and affects key resources and relationships, to identify where Oxford Nanopore has an impact on people and planet, and how these dependencies and impacts may create risks and opportunities that could influence Oxford Nanopore's prospects.

This was followed by a scoping exercise referencing the SASB topics, per IFRS S1 guidance, and assessing these against ESG frameworks, such as SASB and GRI, and rating agencies such as MSCI and Sustainalytics, as these reflect which topics are most relevant to Oxford Nanopore's industry.

Peer disclosures, including materiality assessments, TCFD reports, and principal risk statements, were reviewed to benchmark sector priorities and further guide which topics would be relevant to Oxford Nanopore. Based on this research, a long-list of sustainability-related impacts, risks and opportunities (IROs) was drafted across the relevant topics.

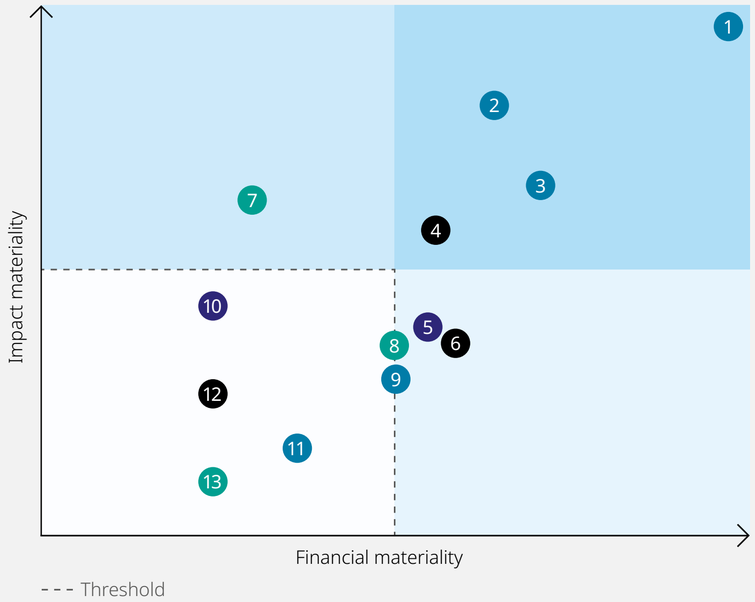
To assess which of these IROs were material to Oxford Nanopore, we engaged various stakeholders to understand their perspectives. This included Oxford Nanopore's primary users of financial information (shareholders) and other key stakeholder groups such as customers, channel partners, employees, research partners, and suppliers.

The insights from stakeholders were then used to inform the scoring of the IROs across magnitude and likelihood. To ensure consistency with Oxford Nanopore's business risk management practices, the magnitude and likelihood scales aligned with Oxford Nanopore's existing Enterprise Risk Management Framework. This approach enables the integration of sustainability-related IROs into Oxford Nanopore's broader risk oversight processes.

Results of the Double Materiality Assessment

Results

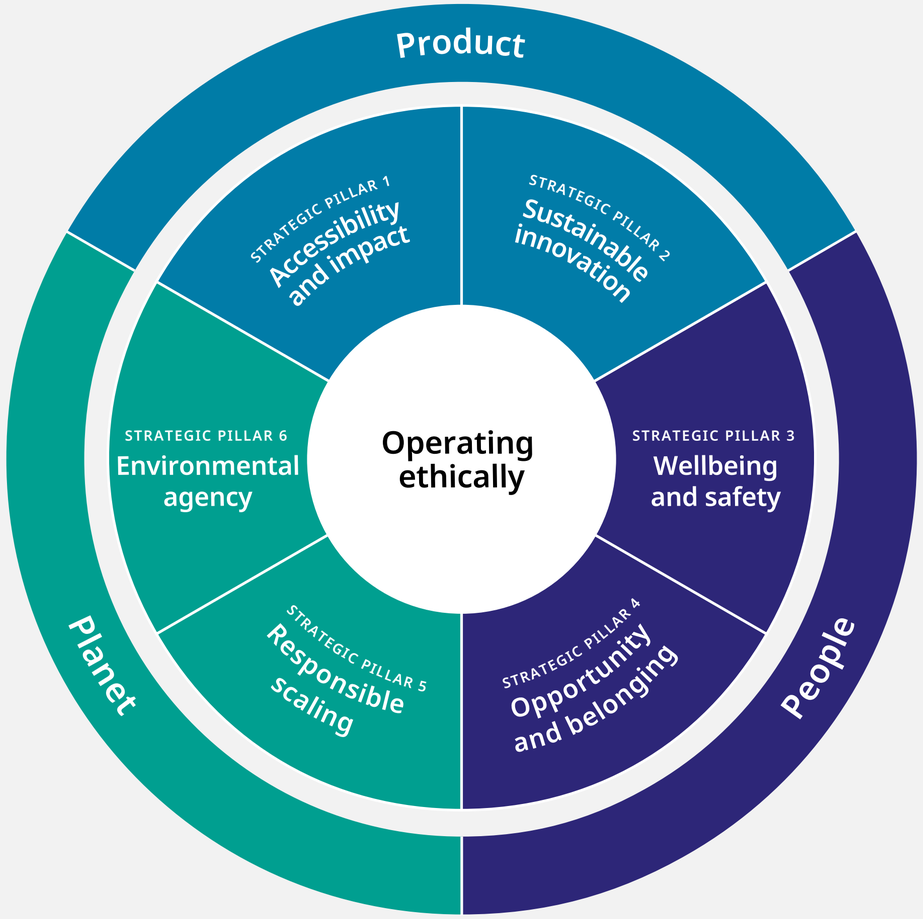
The resulting matrix (below) maps each topic[1] against impact and financial materiality based on its highest-scoring underlying impact or risk/opportunity.



Operating ethically	Topic ID
Data security	4
Business ethics	6
Modern slavery and human rights	12
Product	**Topic ID**
Human health impacts	1
Accessibility	2
Product stewardship	3
Product quality and safety	9
Resource efficiency	11
People	**Topic ID**
Employee health and safety	5
Employee engagement, opportunity and belonging	10
Planet	**Topic ID**
Ecological impacts	7
Climate change	8
Waste & hazardous materials management	13

Topics identified as material in the adjacent matrix have been prioritised within our sustainability strategy and are the focus of targeted actions and management oversight. In addition, Oxford Nanopore considers it appropriate to continue reporting on certain topics that, while not determined as material under the updated materiality assessment, are retained in our disclosures to ensure alignment with ESG rating agency requirements, and to demonstrate progress in areas where the Group is actively engaged. We believe discontinuing disclosure in these areas would be inconsistent with stakeholder expectations and would not adequately reflect the Group's ongoing initiatives and achievements.

1 SASB topics have been renamed where appropriate to reflect Oxford Nanopore's context.



UN SDG Alignment

We support the United Nations' Sustainable Development Goals (UN SDGs) and believe that we can play a role in solving these global development challenges. Our sustainability strategy is inspired by the UN SDGs and our strategy takes into account the positive, global impact of our products, while acknowledging that we do not operate in isolation and must also account for the wider social, environmental, and economic implications of our wider business operations and value chain

Strategy Pillar 1: **Accessibility and impact**	Design our business and products to increase accessibility across broader scientific communities who are driving solutions to a range of global challenges
Strategy Pillar 2: **Sustainable innovation**	Continuous innovation of our products through creative and flexible approaches to maintain our competitive advantage whilst serving our ESG vision and strategy
Strategy Pillar 3: **Wellbeing and safety**	Create a safe, healthy, and supportive working environment that prioritises both physical and mental wellbeing.
Strategy Pillar 4: **Opportunity and belonging**	Promoting a culture which is inclusive and prioritises the development of our people
Strategy Pillar 5: **Responsible scaling**	Maintain high growth in a responsible way by protecting the planet through energy efficiency, and ensuring that our commitment to sustainable practices extends beyond our internal operations to encompass our entire value chain.
Strategy Pillar 6: **Environmental agency**	Enable users of our products to become environmental stewards by empowering them to investigate, understand, and address environmental challenges

Operating ethically

Business ethics

Underpinning our sustainability strategy and at the foundation of our operations, is our commitment to conducting our business in an honest and responsible manner, and we are proud of our ethical standards across our global operations and throughout our value chain. Our approach to sustainability is directly linked to our business strategy and our vision to enable the analysis of anything, by anyone, anywhere. Robust corporate governance and embedding a culture of risk identification and mitigation is a key part of achieving our strategy.

We have policies and procedures in place that reflect our ethical standards. Our Code of Conduct, which is published on our website applies to all directors, employees, consultants and temporary workers of Oxford Nanopore, and applies principles to help guide us to act legally, ethically and in line with stakeholder expectations.

Topics covered in the Code of Conduct include but are not limited to conflicts of interest, anti-bribery, political donations, money laundering, human genomic data, modern slavery and data protection.

Through continuous training, guidance, and development, we promote ongoing awareness of ethics and compliance, reinforcing a culture of integrity throughout our organisation.

In 2025, training was provided to all employees regarding anti-bullying and harassment, insider trading, anti-bribery and corruption, trade compliance, whistleblowing, modern slavery, tax evasion, fraud and market abuse, social media policy, GenAI policy, unconscious bias, recall management, data protection and evacuation and fire safety. All employees are required to read and agree to our compliance policies.

Anti-bribery and corruption (ABC)

Oxford Nanopore prohibits bribery[1] in all forms. We are committed to conducting all of our business in an honest and ethical manner, and we are proud of our ethical standards. We have zero-tolerance to bribery and corruption at all levels with the organisation globally and expect high standards of integrity from our people, agents, consultants, interns, and subcontractors, and any other person associated with us in business dealing and relationships worldwide.

Our Anti-Bribery and Corruption Policy, including our policy on gifts and hospitality, is available for all of our people to access on our internal policy hub. The Policy is mandatory and should be considered an integral element of the Group's workplace rules. The Board is ultimately accountable for the policy, and the responsibility for reviewing the Company's systems and controls for preventing these are delegated to the Audit and Risk Committee.

The Company provides comprehensive, annual mandatory online training to ensure our people understand all elements of the Anti-Bribery and Corruption Policy. We take compliance with the policy very seriously and any employee who breaches the policy may face disciplinary action up to and including dismissal for gross misconduct. In FY25 and the two previous years, no employees left Oxford Nanopore due to non-compliance with our Anti-Bribery and Corruption Policy.

Facilitation payments[2] are prohibited and the Group's employees or related third parties must never offer, pay, solicit or accept bribes in any form, including facilitation payments.

1. Bribery is an inducement or reward offered, promised, provided, or accepted in order to improperly gain any financial, commercial, contractual, regulatory, or personal advantage, which may constitute an offence under the Act, namely:
   — Giving or offering a bribe
   — Receiving or requesting a bribe
   — Bribing a foreign public official
2. Facilitation payments, (facilitating', 'speed', 'back-hander' or 'grease' payments) are any payments, usually small cash payments made to low-level officials, as a bribe to secure or expedite the performance of a routine or necessary action or level of service.

Tax transparency

The Group is committed to acting with integrity and transparency in all tax matters and is committed to anti-facilitation of tax evasion as part of its Corporate Governance policies. The Group has policies and procedures in place designed to promote and commit to compliance with all applicable tax laws and regulations, which are continually reviewed as the Group expands its operations in existing and new jurisdictions. The Board approved the prevention of facilitation of tax evasion policy and any changes to the policy. Oxford Nanopore operates in a transparent manner, committing not to transfer value to low tax jurisdictions and not use tax structures for tax avoidance.

Oxford Nanopore does not operate a trading subsidiary in any countries blacklisted or grey listed by the EU as at 31 December 2025.

Political and charitable donations

The Group prohibits political contributions or donations (whether in cash or in kind) to political organisations or independent political candidates, nor do we incur any political expenditure. We respect the right of individual employees to make personal contributions, provided they are not made to obtain advantage in a business transaction and/or do not in any way connect the Group with such contributions. In 2025, we made no political contributions or donations. Charitable contributions may only be given to recognised non-profit charitable organisations, and if given on behalf of the Company must be:

- transparent, not used as a scheme to conceal bribery and properly recorded in our books and records
- receipted or have a letter of acknowledgement from the charity to ensure that the donations receive the proper tax treatment and
- be compliant with local law, regulations or local or internal policies

In 2025, we made no charitable group cash donations to not-for-profit organisations.

Whistleblowing

Oxford Nanopore is committed to an open environment where employees can raise any issue about any aspect of our business.

Our Whistleblowing Policy applies to all employees, contractors, and temporary workers, working for and on behalf of the Company, including any connected entity or subsidiary, subject to applicable local laws that impose any additional requirements on the Company.

A confidential and anonymous incident reporting facility is available 24 hours a day, seven days a week. It is provided by an independent specialist company called SafeCall. SafeCall runs in every country that we operate in, other than China. Whistleblowing claims from China can be reported to our General Counsel. SafeCall is available in the local languages of the locations it operates in.

Any potential incidents that are reported, via the anonymous reporting facility or directly to individual line managers or leadership, are followed up and investigations are launched where appropriate.

Ongoing investigations and their outcomes are subsequently reported to the Audit and Risk Committee. Oxford Nanopore protects employees who are whistleblowers from any detrimental treatment resulting from any whistleblowing, providing they acted in good faith. In the UK, whistleblowers are protected against dismissal or detriment by the Public Interest Disclosure Act 1998.

Whilst no calls were made to Safecall during the year, one matter was formally raised under the Company's internal whistleblowing procedures and an investigation is ongoing. Three other matters were escalated internally and investigated in accordance with the Company's whistleblowing procedures. One of these investigations is ongoing. In respect of the other two matters, the first concluded that there had been a miscommunication internally but no misconduct, and the other was a personnel-related matter which was dealt with under the Company's disciplinary policy. Two incidents were reported in 2024, and none in 2023 and 2022.

Data security

The protection of sensitive personal and proprietary information is a core priority for Oxford Nanopore and we maintain rigorous data governance practices to uphold this commitment. This is especially critical in the handling and processing of human genomic data generated through our devices and software, which are widely used in human health applications. Safeguarding this data is integral to our product design and service offering, reflecting both regulatory expectations and the trust placed in us by our customers.

We implement strict measures to ensure that human genomic data is not associated with personally identifiable information, preventing any possibility of re-identification. Where we generate human genomic data ourselves, we apply robust pseudonymisation procedures and store consent documentation separately from the data and any derived outputs.

Additionally, we require all providers of human genomic data, the individual or the organisation to explicitly confirm that they have obtained valid consent in full compliance with application data protection legislation.

To support our customers with data security, our sequencing devices, including MinION, GridION, PromethION, and ElysION, are designed to allow secure local data storage, ensuring that sensitive human genomic information remains under the control of the user. The Oxford Nanopore software ecosystem, including MinKNOW, EPI2ME, and our analysis pipelines, support encrypted data transfer, role-based access controls, and optional cloud integration that meet international privacy regulation.

Oxford Nanopore considers that it has appropriately robust and secure information technology systems and has a Data Protection Policy in place.

Responsibilities:

- The Oxford Nanopore Board is responsible for ensuring that Oxford Nanopore has appropriate technical and organisational measures in place to ensure compliance with the GDPR and all other relevant data protection legislation, and to be able to demonstrate compliance
- General Data Protection Regulation (GDPR) practices employed to limit data processing
- All Oxford Nanopore users are responsible for complying with the policy, and for consulting the Data Protection Officer (“DPO”) if they need clarification, guidance or support
- Oxford Nanopore’s DPO is responsible for overseeing the implementation of this policy and for monitoring compliance with all relevant legislation, and with this and all other relevant policies
- Oxford Nanopore “Data Owners” are responsible for ensuring the compliance of their part of the business with the policy, and with the Company’s information security policies and controls

The Group has processes in place to reduce risk such as internal vulnerability testing on a regular basis, and penetration testing. Oxford Nanopore is certified to ISO 27001:2022, Information Security Management System as at 31 December 2025. Business continuity plans and incident response procedures are in place and are tested at least every three years. Regular cybersecurity training and awareness is provided to staff with at least an annual requirement to read Company policies.

We have not experienced a reportable data breach in 2025 or the previous two years.

Modern slavery and human rights

Oxford Nanopore supports the Modern Slavery Act 2015 and is committed to ensuring that slavery, human trafficking, child labour, forced labour, or any other abuse of human rights has no place in its business or its supply chain. All employees who engage in purchasing activities are trained to ensure they are aware of the Modern Slavery Act and both the Company's, and their own responsibilities. The Board is ultimately responsible for compliance. We have published our Modern Slavery Statement on our website.

We support the principles set out in the UN Declaration of Human Rights. We respect and uphold human rights and fully comply with applicable human rights legislation in all the countries in which we operate. This includes upholding the right to freedom of association and collective bargaining, equal remuneration, minimum living wages, prohibition of child labour and forced labour, and protection against discrimination.

We have delivered training in a number of areas of human rights, including modern slavery. Our modern slavery statement confirms that Oxford Nanopore is committed to ensuring that slavery, human trafficking, child labour, or any other abuse of human rights has no place in our business or supply chain.

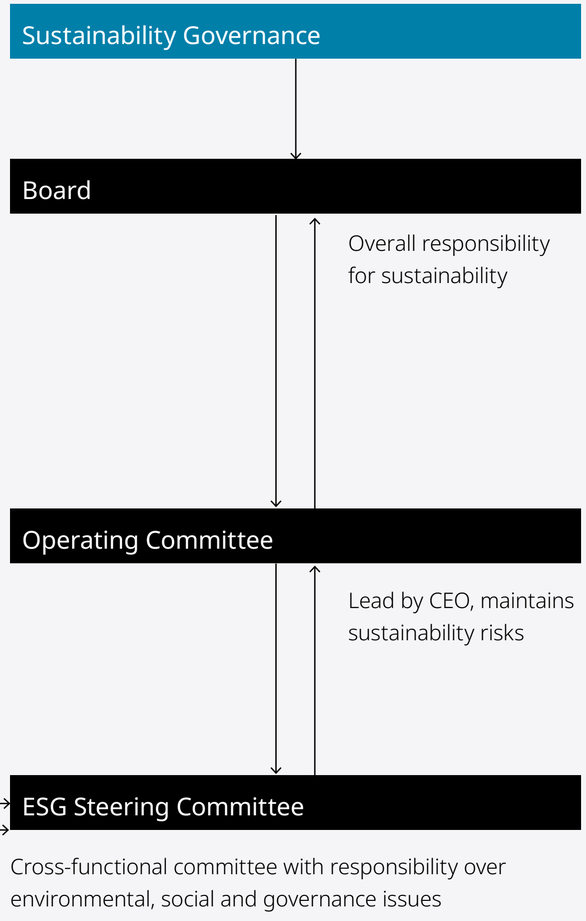
In 2025, we had no incidents of human rights violations.

Conflict minerals

Oxford Nanopore is committed to the responsible sourcing of minerals throughout its global supply chain. We have a Conflict Minerals Policy in place, approved by the Board. Oxford Nanopore is not mandated to directly register with the U.S. Securities and Exchange Commission ('SEC') on its dealings with conflict minerals. However, as a responsible organisation, we follow the guidelines set by the Responsible Minerals Initiative. We routinely evaluate our suppliers to ensure that they are adhering to our expectations and values. We will immediately suspend or discontinue engagement with any suppliers where we identify a reasonable risk that they are sourcing from, or linked to, any party committing human rights abuses.

Sustainability governance structure

As sustainability has become more complex, increasing stakeholder and regulatory requirements, we require a broader range of expertise to complement the maturing of our sustainability journey. Accordingly, our sustainability governance structure has been reshaped to integrate these new skills and perspectives and establish clearer decision-making channels and a more robust framework for managing sustainability-related impacts, risks and opportunities. This ensures that sustainability considerations are embedded into strategic choices, operational practices, and long-term planning.



Board

The Board has overall responsibility for sustainability. This includes overseeing performance and evaluating and monitoring risks. The Board will review our Sustainability Report prior to publication. ESG and sustainability is an agenda item for the Board at least twice each year. The Board is supported by the Audit and Risk Committee.

Operating Committee

The Operating Committee's role is to develop the Company's purpose, values, objectives, culture, and strategic and long-range plans. The Operating Committee also discusses and considers risks and reviews the Sustainability Report prior to approval by the Board.

ESG Steering Committee

An operational and strategic pathway feeds into the Board through the Operating Committee, supported by the ESG Steering Committee.

The ESG Steering Committee aims to meet on a quarterly basis and is led by a cross-functional core team with environmental, social, and governance-focused business roles. It has responsibility to inform on and seek solutions to ESG-related risks, impacts and opportunities facing Oxford Nanopore.

We are currently fully compliant with the UK Corporate Governance Code. The company is committed to, and recognises the benefits of, diversity at all levels throughout the organisation. The Company places great importance on ensuring the members of the Board reflect diversity in its broadest sense and believe that greater diversity is essential to deliver Oxford Nanopore's strategy and can provide the Company with a competitive edge.

The Nomination Committee will promote equal opportunity and will consider diversity of gender, ethnicity, race, country of origin, social, cultural and ethnic backgrounds, neurodiversity, and cognitive and personal strengths in relation to future appointments to the Board.

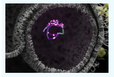
We remain committed to our target of 40% female representation on our Board in accordance with our Board Diversity Policy. As at 31 December 2025, we maintained Board gender diversity of 33%, therefore we do not currently meet our target. We do, however, meet the proposed FCA recommendation that at least one of its senior board positions is held by a female director. During the year, the Board's focus was on CEO succession and stability following a period of evolution and refresh. We will continue to focus on Board diversity, including gender and ethnic diversity, through future Non-Executive Director appointments, alongside skills, experience and independence. 40% of our employees in management positions[3] are women.

All direct reports to our Operating Committee now identify their ethnicity as a contribution to transparent data reporting.

3. Defined as Director and above

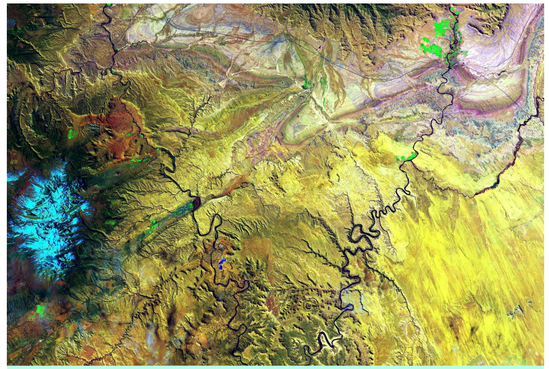
Sustainable impact highlights

Product

GridION Dx	The first In Vitro Diagnostic device from Oxford Nanopore, the GridION Dx, was registered in the UK and Europe, positioning Oxford Nanopore for future adoption in regulated clinical markets.
	We hosted our flagship London Calling conference for the 11th year running, an ISO 20121-accredited event where a diverse array of scientists across a breadth of research areas shared their research using Oxford Nanopore sequencing.
9%	9% increase in used flow cells returned to Oxford Nanopore for recycling vs 2024.
	The Biopharma Day in Philadelphia brought together industry leaders sharing how their workflows could be transformed and modernised with Oxford Nanopore sequencing.
72%	115 tonnes of packaging (72%) came from renewable sources and was also biodegradable/compostable; 72 tonnes of this was also recyclable.
	Oxford Nanopore and ViruSure launched the world's first Good Manufacturing Practice (GMP)-validated viral safety test based on nanopore sequencing, enabling broader, faster detection of adventitious viral agents in regulated biopharmaceutical manufacturing.
	AmPORE-TB, a sequencing-based solution to rapidly characterise drug-resistant tuberculosis, was launched by Oxford Nanopore and bioMérieux.
	The P2i joined the MinION Mk1D and GridION as devices with packaging formed entirely of sustainable materials.
21%	We avoided purchasing 33 tonnes of plastic through our use of wool-based and paper-based insulation solutions and Credo boxes (reusable iceless insulating containers), a 21% increase on last year.
10,000	Oxford Nanopore's Education Programme achieved a milestone in reach, assisting 10,000 students since its inception, and continuing to give students and educators affordable tools, training and resources to gain hands-on genomics experience.
Zero	No product recalls regarding compliance or safety issues in the current or last three fiscal years.

People

	Range of new health and safety courses were rolled out, including but not limited to: electrical safety, Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR), Display Screen Equipment (DSE) policy procedure, ESH inspections, and ergonomics.
	Further enhancements made to our EcoOnline EHS system, including implementation of a DSE module, permit to work module modification, trial with Staysafe and asset module, and checklists and training registers.
2,418	Received 2,418 applications for admission to our 2026 internship programme, comparable with the previous year, despite a reduced 2-week application window.
66	A total of 66 active learners joined an Evolving Leaders cohort representing 2,325 programme (module) hours and 131 coaching hours.
	As the year represented Oxford Nanopore's 20th anniversary, a programme of 'Nanoversary' celebrations launched in March with significant support from the Values in Action (ViA) community.
22,952	22,952 total training hours, 50% dedicated to mandatory training assigned by the organisation, 50% spent on professional development courses and technical training.
206	206 unique employees completed a My Mastery or Manager Mastery Programme, accumulating a total of 1,701 hours of instructor-led training for delegates.



Planet

11%	We successfully reduced Scope 1 and 2 tonnes of CO_2e per £m revenue by 11% in 2025, beating our target of a 2.5% reduction.
150	Achieved further expansion of genomic resources for endangered species, with 150 genomes for IUCN Red List species now complete as part of the ORG.one programme.
	Students on Rapa Nui, one of the most remote islands on earth, deployed Oxford Nanopore sequencing for native species biodiversity monitoring.
	Recognised as Overall Winner at the 2025 CIPS Excellence Awards for transforming global supply chain performance through our integration of demand-driven planning.
	Stage 1 ISO 14001 certification for Environmental Management Systems completed during the year, with Stage 2 being scheduled for Q2 2026.

Product

Product innovation is central to our mission of increasing global access to genomic information leading to positive impacts on people and planet.

STRATEGY PILLAR 1:

Accessibility and impact

Our commitments

Guiding principle

Design our business and products to increase accessibility across broader scientific communities who are driving solutions to a range of global challenges.

Commitments

- Continue to establish global support and logistics to fulfil our vision to enable anyone, anywhere to use Oxford Nanopore products
- Continue to iterate on product design for ease of use and to deliver best-in-class customer experience, across a range of reliable and robust products for varied customer types and use cases
- Focus resources on applications where our technology can deliver the biggest impact and value across the short and long term, with unique multiomic capabilities on top of our disruptive technology platform

Related SDGs

Human health impacts

Oxford Nanopore technology is positioned to provide solutions to many of the world's greatest challenges. Scientists continue to use our technology in more traditional laboratory environments in universities, industry or government facilities, but many are also expanding the reach of science by sequencing in new environments such as jungles, deserts, in the Antarctic and on the International Space Station.

Our technology provides a more comprehensive insight into genomics with the ability to read short-to-long fragments of DNA, as well as being able to look directly at the individual bases that make up DNA and RNA in a way not possible using other sequencing technology. As a result, a new generation of research is pushing biological science further than previously possible.

We continue to engage with the diverse array of scientists who use our sequency technology across a breadth of research areas to highlight and encourage the incredible impact of their work on people and the planet. For the 11th year running, we hosted London Calling 2025, an ISO 201201 accredited event, where scientists were able to share their research, learn about the latest breakthroughs in Oxford Nanopore sequencing, and dive into the cutting-edge research shaping the future of science.

Impact		Why is this important?
Impact in biomedical research and human health	**Infectious disease:** rapidly understanding the genomic sequence of pathogens can identify the disease and any drug-resistance characteristics. Oxford Nanopore products rapidly characterise pathogens, on demand and in environments near the sample.	Lower respiratory tract infections remain the fourth most common cause of death. Infectious diseases including tuberculosis, viral hepatitis, rare disease and sexually-transmitted infections were forecast to kill an estimated 4 million people in 2020 (World Health Organization: December 2020).
	Human genetics: from discovery of new drug targets for various diseases, to understanding the cause of rare disease and characterising tissue for rapid transplants, the impact of comprehensive genomic insights is broad.	It is estimated that 5.3% of newborns will suffer from a genetic disorder and 34% of all disease-causing variation is made up of variants that are larger than a single base-pair substitution, making long sequencing reads vital.
	Cancer: DNA/RNA is altered in cancer. Understanding those changes can help design best treatment pathways and identify new drug candidates. Oxford Nanopore products provide the most comprehensive characterisation of cancer DNA, including methylation (chemical modification of the DNA), and 'liquid biopsy' samples that identify cancer markers directly from blood and other bodily fluids.	Worldwide there will be 28 million new cases of cancer each year by 2040.

Case study

AmPORE TB: Rapid characterisation of drug-resistant tuberculosis

Multi-drug-resistant tuberculosis (MDR-TB) affects an estimated 400,000 people each year, with the World Health Organisation (WHO) identifying TB as the leading cause of death from a single infectious agent. Conventional testing methods often take weeks to return results, delaying decision making and raising the risk of transmission, especially in low- and middle-income countries (LMICs) where 99% of new cases occur.

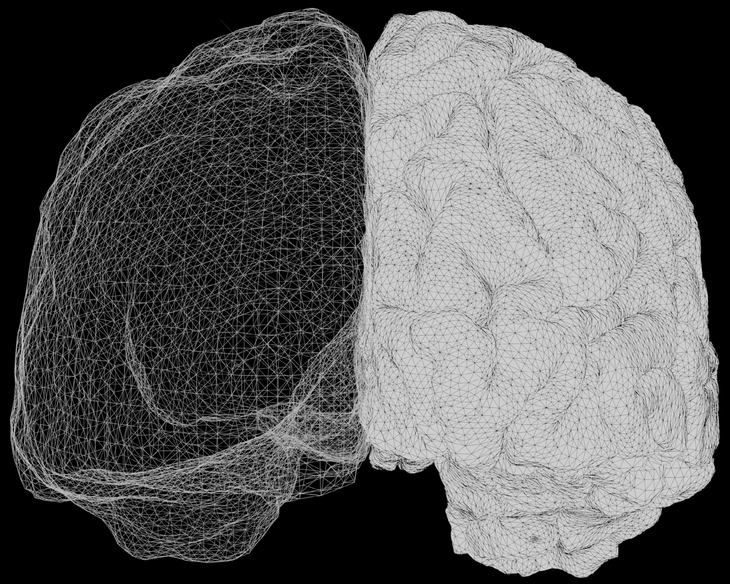
To address this Oxford Nanopore, in partnership with bioMérieux, launched AmPORE-TB in November 2025 to enable same-day identification of genes associated with associated antimicrobial resistance (AMR) in TB-positive samples. When deployed on the accessible GridION platform, the Research use Only solution requires no additional computational resources and has no requirement to upload sequence data for analysis, a process which can be prohibitive in LMICs. The WHO has named it as one of only three methods meeting the classification performance criteria for AMR mutations.

By reducing turnaround times from weeks to hours, AmPORE-TB supports earlier decision making, more effective treatment selection, and reduced transmission. The solution strengthens health system resilience, contributes to global efforts to combat antimicrobial resistance, particularly MDR-TB, and supports equitable access to advanced genomics in high-burden regions.

Gordon Sanghera, CEO, Oxford Nanopore, stated: ‘We are proud to partner with bioMérieux in the launch of AmPORE-TB, a significant step forward in the fight against drug-resistant tuberculosis. With the support of bioMérieux’s expertise and global distribution network, we aim to bring this critical technology to the regions where it is needed most, arming specialists with the information they need to make fast, informed decisions.’

Case study

Accelerating tumour classification through rapid methylation profiling



Across many cancers, timely and accurate classification is essential for effective treatment. Yet today, gaining a full molecular picture of a tumour, particularly for complex conditions such as brain cancers, can take days or even weeks. Traditional methods for analysing DNA methylation, a key marker used to classify tumour type, are slow, specialised, and available only in limited centres. All these factors can impact both rapid and comprehensive clinical decision making and reduce equitable access to advanced diagnostics.

Oxford Nanopore's real-time sequencing technology provides an accessible, streamlined alternative. By directly reading DNA and its methylation patterns without lengthy often damaging chemical steps, or the need to batch samples, the platform delivers comprehensive molecular insights far more quickly than conventional methods.

In pioneering work led by Professor Matt Loose and Dr Simon Paine at the University of Nottingham, researchers demonstrated tumour classification can begin within minutes of sequencing, supporting faster, more informed decisions during time critical procedures such as neurosurgery where intra-operative results can prevent delayed treatment, or avoid additional risky surgeries.

Multiple centres are now adopting similar approaches, globally. Teams at UMC Utrecht in the Netherlands have shown methylation-based central nervous system (CNS) tumour classification within surgical timelines, while clinicians at Chris O'Brien Lifehouse in Australia have demonstrated tumour detection in under 24 hours. Queen's University Belfast and the Belfast Health and Social Care Trust are trialling rapid sequencing to reduce wait times from weeks to days.

Meanwhile, Marilyn Li, vice chief of the genomic diagnostics division at Children's Hospital of Philadelphia, is overseeing their implementation of assays for ultra-rapid classification of acute leukemia, and intraoperative analysis of CNS tumours. Together, these early adopters are demonstrating how rapid, decentralised tumour profiling could transform care pathways.

By enabling faster, more cost-effective, and more widely deployable cancer profiling, Oxford Nanopore supports a future where lifechanging insights reach more patients more quickly, and more equitably.

Accessibility

With a goal to increase access to genomics and optimise for positive, global impact, we have designed our business model and innovated our products to broaden accessibility for global scientific communities who are driving solutions to challenges in health, food, and the environment. We strive to put these tools directly into the hands of existing scientific communities, so that researchers no longer need to rely on external partners to perform their experiments. The thriving community of scientists using nanopore sequencing has published around 20,000 peer-reviewed scientific papers to date.

The cost, size and complexity of legacy sequencing technologies have historically made genomic insight inaccessible to much of the world and have resulted in imbalances towards the most developed countries. We have brought solutions to the market that increase access to high-quality sequencing.

Our products are easy to use and portable, making nanopore sequencing technology accessible to anyone, anywhere. Accessibility at Oxford Nanopore also involves disrupting access to technology within hierarchical institutional structures in wealthier economies. Traditional academic research funding and even commercial sequencing mechanisms have been centred around a small number of expert institutions, with researchers traditionally sending their samples through these central laboratories. This often causes significant time delays, removing the ability for real-time insights and rapid trial and error, which is useful in the scientific process. Oxford Nanopore technology removes the need for this centralised processing, enabling rapid, high-throughput insights to help answer whatever the scientific question, however capitalised the investigator. We have been proud to play a part in a changed market dynamic as researchers are increasingly able to take control of their own sequencing.

Oxford Nanopore runs an education programme designed to make our sequencing technology more accessible to students and educators. Through the Education Beta initiative we provide selected products, such as the MinION and popular DNA barcoding kits, at tailored education pricing for teaching at undergraduate level or below, helping ensure that students and institutions who would not normally have access to this technology can do so at an affordable cost.

By collaborating with key institutions in this space, such as the CSHL DNA Learning Center, a suite of support materials is available including an educator eBook, lesson plans, and practical guidance to help integrate hands-on sequencing into the classroom. As of 31st December 2025, over 160 customer sites were part of the Education Beta programme, derived from 11 different countries. Starting from 2023, these sites will have engaged over 10,000 students by the end of the 2025/26 academic year, with activities including hands-on nanopore sequencing and providing a vehicle for students to learn key scientific skills. Of this figure, over 1,700 students are at high school level.

Case study

Enhancing quality control in biopharmaceutical manufacturing

Biopharmaceuticals, such as mRNA and cell and gene therapies, are among the most advanced medicines in the world. They require rigorous quality control (QC), which traditionally means multiple complex tests across different technologies. With Oxford Nanopore sequencing, QC can be performed on a single platform with a single flow cell, delivering faster, simpler, and more comprehensive insights.

Shifts like this are essential, as infectious diseases and cancer collectively cause more than 23 million deaths worldwide each year. The safe supply of new biological therapies to address this depends on QC systems that are fast, reliable, and scalable. Yet traditional processes can consume up to half of manufacturing timelines and tens of millions annually. Fragmented testing slows drug release, introduces supply chain fragility, and limits patient access just as demand for timely, high-quality therapies is rising.

Biopharmaceutical organisations have successfully validated Oxford Nanopore-enabled QC solutions under GMP practices, with some filing nanopore sequencing in regulatory dossiers for use in drug release testing for clinical trials. At ViruSure, Oxford Nanopore sequencing strengthens adventitious viral agent detection, replacing multiple assays with a single information rich workflow. The BASE facility at The University of Queensland uses the technology to verify mRNA vaccine identity, integrity, purity, and modifications in one assay, instead of relying on multiple orthogonal methods. And Lonza are in the final stages of GMP validation of our mRNA and plasmid QC solutions, which will bring nanopore sequencing as a QC method to a wide customer base who outsource the manufacturing of their biopharmaceuticals.

This fundamentally different model, of a scalable platform consolidating multiple critical quality attributes into one workflow, facilitates organisations as they seek to reduce turnaround times while improving molecular insight. Other companies, such as Pfizer and GENEWIZ, are exploring how Oxford Nanopore sequencing could improve efficiency in their R&D and QC laboratories.

By enabling rapid, accessible, comprehensive QC, Oxford Nanopore sequencing strengthens biomanufacturing resilience and helps ensure that lifechanging therapies reach patients sooner, and safely.

STRATEGY PILLAR 2:

Sustainable innovation

Our commitments

Guiding principle

Continuous innovation of our products through creative and flexible approaches to maintain our competitive advantage whilst serving our ESG vision and strategy.

Commitments

- Ensure our technologies are developed, deployed and supported in ways that uphold ethical principles and protect against misuse
- Minimise environmental impact by using recyclable and renewable materials where possible, prioritising our flow cell return programme for component recycling and reuse
- Promote sustainable working practices and proactive sustainability decision-making across product design, packaging and shipping
- Strengthen our supply chain by identifying opportunities to replace disposables with reusables in all points of the value chain
- Embed rigorous product quality and safety standards into all stages of design and releases

Related SDG

Product stewardship

Oxford Nanopore is committed to responsible design, manufacture, and sale of its products, ensuring they are used and represented ethically. We operate under stringent regulations covering product sales and labelling, biomedical ethics, and export controls to protect individuals and populations from harm. We not only comply with all applicable laws and regulations, but embed strong ethical values into our organisational culture, and expect our customers and partners to uphold the same standards.

All research involving human samples or data at Oxford Nanopore is conducted in accordance with all applicable laws and regulations, and in line with the highest standards of ethical conduct. The Company has a biomedical ethics policy outlining our approach to ethical conduct in this context. We do not support the use of our technology for purposes that deliberately or illegally harms human health or infringes human rights, such as the creation of biological weapons development, deliberate misuse of genomic data, or inappropriate medical research that exploits human data. Oxford Nanopore employees should not engage in research that supports any such uses.

To hold itself accountable, the Company has several governing bodies in place to ensure adherence to the policy and the monitoring of potential breaches, including:

— A designated Ethics Committee, overseeing all matters relating to the conduct of ethical research within Oxford Nanopore, meeting a minimum of twice yearly, with additional meetings scheduled as needed

— The Human Physical Sample Committee reviews projects involving human samples and approves the acquisition and use of human samples within the Company based on review of information provided by the project team in relation to relevant policies

— The Board of the Company is responsible for ensuring that Oxford Nanopore has appropriate technical and organisational measures in place designed to enable compliance with this policy

The ethics and human physical sample committees report biomedical ethics matters to Oxford Nanopore's Operating Committee monthly. The relevant employees are trained on the company BioSafety manual which includes biomedical ethics topics, including the appropriate use of human samples. 213 employees completed training on the BioSafety manual in 2025.

Product terms and conditions stipulate restrictions on product uses for our customers and in some cases the product uses are explicitly defined in the contract. We expect full compliance from our customers as per the terms of individual agreements. Any potential breach of the ethics policy is directed to the Ethics Committee. If any customers were to breach product terms of use, we may request that they stop the unauthorised use, stop supply of our products; and/or terminate the agreement. We are not aware of any breaches to these terms by our customers in 2025.

As our products are considered 'dual-use', we are

exposed to additional regulatory requirements, of which we ensure we are in full compliance. This requires maintenance of strong export controls to prevent product or component use for military or security purposes. We have robust internal export control policies and proactively approach our export licence applications. We conduct additional due diligence on all end-users to varying degrees, based on a number of risk factors, to ensure our technology is being used for appropriate purposes.

We also ensure appropriate marketing and labelling of our products to prevent applications that could harm users, patients and/or wider populations. Both our internal teams and channel partners, who distribute our products globally, are comprehensively trained in alignment with our policies. In 2025, 94% of our channel partners had adopted our Customer Relationship Management (CRM) system, to ensure consistent messaging and use of approved marketing materials. We assigned compliance training, covering export control requirements and logistics responsibilities, to 20 active channel partners in 2025 and will assign the remaining in 2026. The mandatory test requires a 100% pass rate for the channel partner to be certified.

Product quality and safety

Oxford Nanopore is committed to delivering high-quality products that enable accurate, high-impact research, while continuously improving our technology and applications for performance, accuracy and usability.

Our Quality Assurance Policy outlines our commitment to:

- Customer service: Meet and exceed customer expectations by delivering high quality products and services.
- Compliance: Maintain compliance with applicable external regulations and standards
- Continuous improvement: Use quality system feedback processes to ensure the voice of internal and external customers is heard for continuous improvement

All products are covered by a Quality Management System (QMS), with 10% of our product SKUs certified to ISO 9001:2015 at year end. There have been no product recalls regarding compliance or safety issues in the current or last three fiscal years.

Product safety performance is monitored in line with post market surveillance requirements required by local regulations. We also collect data at every critical point of manufacturing to drive improvement.

Early access launches of our products allow applicable users to access and test new, unreleased products to identify refinements before products are commercially available. Participants gain access to next-generation technology and in return, they provide feedback to help improve product performance.

We conducted 5 internal quality audits during 2025 (2024: 8), the decrease reflects fluctuations in the mandatory audit schedule. In 2025, the escalation process for non-conformities was formalised to ensure appropriate involvement at each stage. We also regularly reviewed all forms of ‘non-compliance’ and implemented corrective actions to prevent recurrence.

We are subject to external audits from key customers and partners, to maintain our certifications and meet their specific requirements. We are managing these adequately.

To ensure our inputs meet our quality expectations, we carry out quality audits on our suppliers, prioritising those supplying components for regulated products. In 2025 we conducted 14 quality audits of key suppliers.

Audit frequency (12, 18, or 24-month audit cycles) are determined by previous audit scores of if a specific situation were to arise.

Our quality risk assessments also cover our channel partners and where needed, we provide training and education to them to ensure quality is maintained once products leave the Oxford Nanopore site.

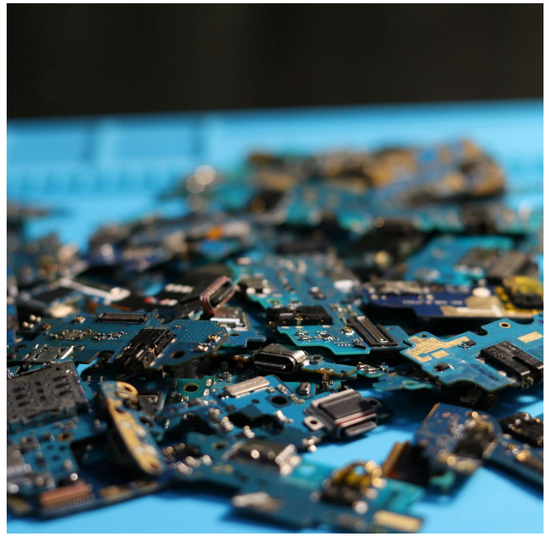
Customer feedback is accepted via email, LiveChat, phone and the Nanopore Community website, recorded and stored on our CRM system and monitored by our customer service team. Complaints are promptly addressed where possible so that customers can continue their work. Customer feedback and complaints are tracked and categorised for trend analysis and root cause analysis, with all open and recently closed cases reviewed monthly.

Resource efficiency

We are committed to conducting our operations and producing our devices in the most sustainable and resource-efficient manner possible. We have focused on internal processes, switching the packaging material in our distribution process, as well as increasing circularity in the life cycle of our products. We are constantly reviewing and optimising our manufacturing processes and use of materials to reduce our environmental impact. We continue to integrate sustainability into our product design and delivery as new materials and components become available.

In 2025, we engaged with several Life Cycle Assessment (LCA) tool providers, with the intention to begin assessing our products across a number of factors such as materials origins, energy use, carbon footprint, water consumption, to begin to satisfy the EU's Digital Product Passport regulation and meet specific customer requirements.

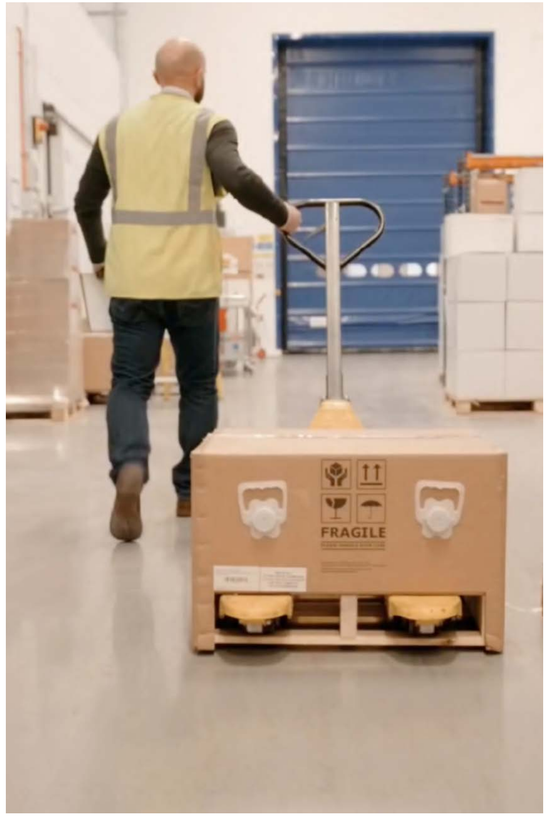
Oxford Nanopore products use very little power to operate relative to the output in sequencing data, making them inherently energy efficient. We analysed the energy consumption of Oxford Nanopore's product range at theoretical maximum power consumption, meaning all positions on the instrument simultaneously acquiring raw sequencing data and basecalling with the highest accuracy models in real time. For distributed sequencers, such as the MinION Mk1D, we included a representative laptop specification in this assessment. In this theoretical analysis, we found that power consumption ranged from 0.14kW for the MinION Mk1D up to 3.88kW for a PromethION 48 A-Series. Our PromethION 2 Integrated sequencer, P2i, is 0.75 kW.



Due to the design of our products, we are able to recycle them and maximise the circularity of raw materials, if they are returned to us. In 2025, over 8 tonnes (5.24 tonnes of devices; 3.09 tonnes of consumables) were returned to us. In 2024, these figures were 9.09 and 2.84 respectively[1]. The year-on-year drop in device returns was driven by customers retaining the devices for longer, reflecting customers renewing their leases and some customers moving from leased to purchased devices, overall increasing the duration of in-field use. Consumables realised a year-on-year return rate increase of 9%. We are now replacing our internal use during production of disposable vials with washable ones for re-use, and we are exploring the recyclability of returned GPUs.

PromethION and MinION Flow Cells are able to be reused directly. Our ratio of flow cells returned to shipped for 2025 was 57%, compared to 68% in 2024. Although the absolute number of flow cells returned increased, the ratio dropped as the flow cells shipped increased further.

1. Our calculation methodology for raw material returns was updated in 2025, to reflect only the device weight, not the device plus packaging weight, as we believe this is a more appropriate metric as the packaging is not recycled. The prior year return figures were updated for this change in methodology.



Packaging

In 2025, across all our products and services, we utilised 160 tonnes of packaging. Of this, 115 tonnes (72%) came from renewable sources and were also biodegradable/compostable. Within this renewable, compostable group, 72 tonnes (45% of all packaging) were also recyclable. In addition, 40 tonnes (25%) of all packaging consisted of recycled content.

In FY25, we initiated multiple projects with the aim to reduce resource use and increase circularity in our packaging, including:

— Within the EU and the UK, we have replaced cold-ship gel packs with a starch-based alternative which is biodegradable, or compostable in a composting facility. These cold packs, used in bulk shipments to the EU, are then reconditioned and reused by our third-party logistics for their customer shipments, reducing packaging waste and cost efficiencies

— Channel partners in the EU are re-using large bulk shipper boxes which are still in good condition for large outbound customer orders as and when required, avoiding the use of many smaller, virgin boxes. This reduces waste and saves on packaging costs

— Packaging of PromethION 2 Integrated (P2i), MK1D and GridION devices are now formed of sustainable material and is recyclable (in dedicated facilities).

As part of our ongoing efforts to increase the accessibility of our products to communities around the world, we have worked toward the goal of removing our reliance on cold chain distribution. That said, our products still need to be kept within a certain temperature range during distribution. Conventional cooling methods commonly found in the biotechnology industry typically consist of single-use non-recyclable polystyrene containers filled with dry ice or cold packs, the disposal of which has significant negative impacts on the environment.

In 2025, we continued to insulate with wool-based solutions and Credo boxes (reusable iceless insulating containers). However, we also introduced paper-based solutions to our US customers. Rather than shipping wool from the UK, our third-party channel partners use locally sourced paper-based insulation to prevent unnecessary transport. Furthermore, paper-based solutions have parity in insulation performance to wool, but can be more readily recycled. Our third-party channel partners in Australia have also begun sourcing locally for their wool insulation, again reducing transport from the UK. These solutions combined have enabled us to avoid purchasing 33 tonnes of plastic in 2025 (27.3 tonnes[1] in 2024).

Our reagent kits are suitable for ambient or cool shipping. This enables them to be shipped alongside our consumable flow cells and reduces the number of parcels required to ship compared to other technologies that have to ship their consumables and reagents separately. This reduces transport fuel consumption and costs.

1. Our calculation methodology for tonnes of plastic avoided updated in 2025, to reflect a better understanding of the composition of our materials and switching from packaging shipped to packaging purchased. Therefore, the prior year figures were updated for this change in methodology.

People

Promoting a culture that prioritises the safety of our people while fostering opportunity and belonging.

STRATEGY PILLAR 3:

Wellbeing and safety

Our commitments

Guiding principle

Create a safe, healthy, and supportive working environment that prioritises both physical and mental wellbeing.

Commitments

- Ensure a safe workplace by maintaining compliance with all relevant health and safety regulations and continuously improving our safety management systems to reduce work-related incidents and risks
- Align our H&S programmes with international standards for occupational health and safety (ISO 45001)
- Support work–life balance through flexible working arrangements, family-friendly benefits, and initiatives that help employees balance personal responsibilities and professional performance

Related SDGs

Health and safety

Health and safety is of paramount importance to us as a responsible employer. We strive to safeguard the health, safety and wellbeing of all our employees, visitors and contractors and are committed to providing safe and healthy working conditions and implementing Environment, Health and Safety (EHS) objectives that drive continuous improvement of EHS programmes and overall health and safety performance across all aspects of the business. We are also committed to preventing occupational accidents, diseases and illnesses to ultimately achieve an accident-free workplace.

Our EHS Policy, which is reviewed once every year, sets out our commitments for Health and Safety, with the Board having ultimate responsibility and accountability. Leaders at all levels of the organisation have been trained and are required to communicate Oxford Nanopore's health and safety expectations and ensure appropriate resources are provided to achieve a high health and safety performance standard.

All employees are responsible for their health and safety through compliance with Oxford Nanopore's EHS policy, procedures and EHS performance expectations. Employees are also responsible for the health and safety of their colleagues, contractors, and visitors by highlighting and reporting health and safety risks and concerns, and where safe to do so, taking action.

We continue to align our H&S programmes with the international standards for occupational health and safety (ISO 45001) and aim to begin the certification process in Q4 2026. We are also committed to ensuring awareness about health and safety issues through our internal Oxford Nanopore Resources Centre, where training is available to all employees, managerial meetings, committees and EHS representatives. We provided 1,080 of our employees with at least one area of health and safety training, including general and role-specific training. Some allocated training is still outstanding, and some scheduled cycles of training will fall into 2026. General training includes EHS inductions (individual and laboratory), manual handling, ergonomics, and fire and evacuation procedures. Employees are also given specific training based upon their role, such as managerial responsibilities and accountability awareness, best laboratory practices, first aid and fire marshal training. Specific fire marshal training was completed in 2025, with 52 colleagues trained this year.

Safety performance

We are committed to preventing occupational accidents, diseases and illnesses to ultimately achieve an accident free workplace. We target zero harm in our workplace. Our commitment also includes preventing exposure to hazardous substances and improving workstation ergonomics. Health and Safety hazards are identified and associated controls enacted; the process is documented and disseminated through formal risk assessments. Health and Safety metrics are recorded using a cloud-based EHS management system, EcoOnline, and we actively encourage the reporting of injuries, incidents, improvement suggestions, near misses and hazards.

In 2025, we continued to optimise our use of EcoOnline, seeking further engagement with and improvement of live modules. This included clarifying RIDDOR requirements to improve the accuracy of incident statistics, increasing use of the document section, implementing the DSE module, modifying the permit to work module and trialling the StaySafe and asset modules. We also expanded the use of checklists and the training register.

These metrics cover full time employees only:

Metric	2025	2024
Lost-time incident rate (LTIR)	0.32[1]	0.15[2]
Fatalities	0	0
RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences)	3[1]	2

This year we updated our Lost Time Incident Rate (LTIR) calculation methodology to use only full-time employee numbers,and standardising working hours at 40 hours per week for 50 weeks, rather than deriving hours from EcoOnline.

Our LTIR[3] was 0.32 in FY25 (FY24: 0.15), representing four lost-time injuries recorded in 2025, an increase of two compared to last year. All incidents during the year were related to ergonomics, therefore we have increased our focus on ergonomic issues and design across the business. We continued to carry out EHS inspections, which has allowed Oxford Nanopore to better understand performance and prioritise areas for improvements and best practice.

Wellbeing

We believe that our employees' wellbeing is a critical component of the Company's success. Both physical and mental wellbeing are of importance to us, and we take steps to proactively assist all our employees. We aim to make sure that we provide them with the support they need to stay healthy and to have easy access to help, advice and treatment when they may need it.

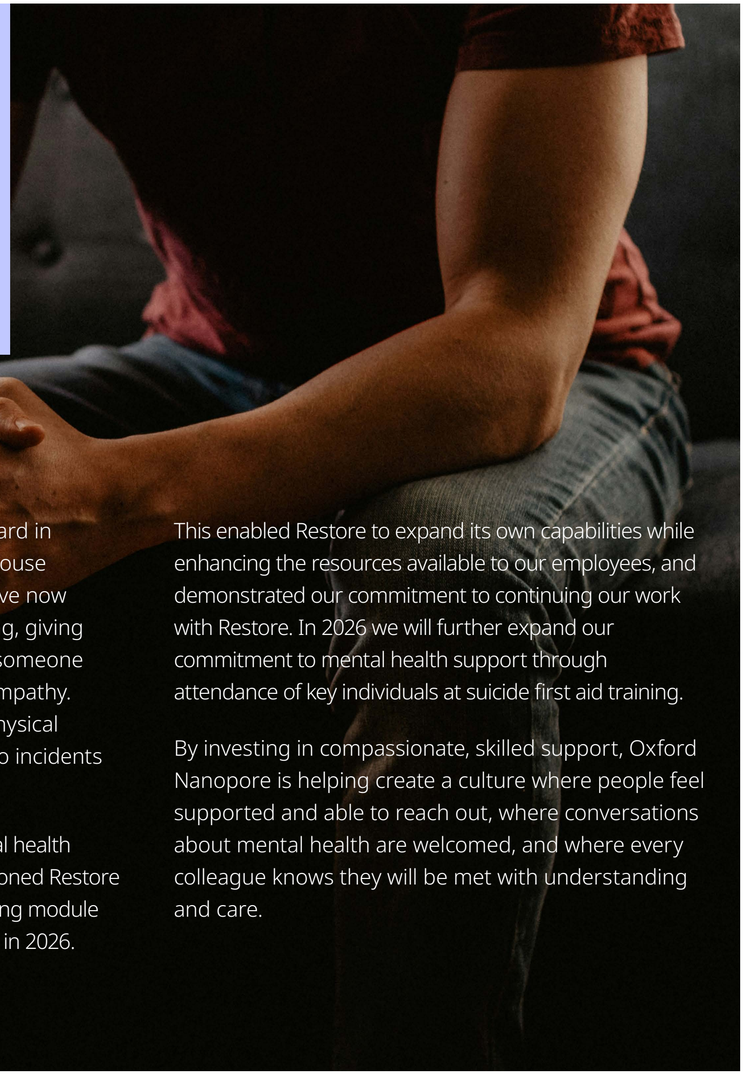
We have various programmes and provide a range of benefits to support their health and wellbeing including private medical insurance and an Employee Assistance Programme (EAP). The EAP is an employee benefit designed to help employees deal with personal and professional problems which could affect their home or work life, health and general wellbeing. We consistently review the range of support we provide and to continue our focus on mental health.

We currently have 35 active mental health first aiders at the end of 2025, including two new international mental health first aiders, reinforcing our commitment to fostering healthier, more supportive workplaces across global operations. We are also working with Restore, a mental health charity, to produce a readily available training that can be accessed internally by employees. We also introduced suicide awareness training, this year.

1. The 2025 LTIR is calculated from 4 lost-time incidents, one of which was not over the 7-day duration required to be reportable.
2. 2024 has been re-stated due to an updated methodology for calculating LTIR.
3. Our LTIR is defined as total number of lost-time incidents in a year, divided by the total number of hours worked, multiplied by 200,000. We define a lost-time incident as an incident that occurs when a worker sustains a lost-time injury that results in time off from work, or loss of productive work.

Case study

Building a supportive and protective workplace for mental health through our collaboration with Restore



Supporting mental health at Oxford Nanopore represents a commitment to one another, with staff wellbeing a key focus for the company and its people. Since beginning our collaboration with the Oxfordshire mental health charity Restore in 2023, we have endeavoured to create a workplace where every colleague feels seen, supported and able to speak openly about their mental health and wellbeing. What began as a small group of volunteers has grown into a genuine community of care, supported across the company.

In 2025 this community continued to strengthen. Six more colleagues trained as Mental Health First Aiders (MHFAs), bringing the total to 35 trained individuals across our sites, including international team members.

Three colleagues achieved their Level 3 Award in Mental Health First Aid, deepening our in house expertise. Alongside this, 175 managers have now completed mental health awareness training, giving leaders the confidence to recognise when someone might be struggling and to respond with empathy. Mental health is given equal footing with physical health – MHFAs can immediately respond to incidents and emergencies as they arise.

As part of our ongoing efforts to make mental health support company-wide, in 2025 we commissioned Restore to develop a video-based mental health training module for our internal teams, which will be deployed in 2026.

This enabled Restore to expand its own capabilities while enhancing the resources available to our employees, and demonstrated our commitment to continuing our work with Restore. In 2026 we will further expand our commitment to mental health support through attendance of key individuals at suicide first aid training.

By investing in compassionate, skilled support, Oxford Nanopore is helping create a culture where people feel supported and able to reach out, where conversations about mental health are welcomed, and where every colleague knows they will be met with understanding and care.

We appreciate that more and more of our people are striving for greater flexibility in how they manage and deliver their work, and we are open and supportive to arrangements that promote employee wellbeing. We have many examples of flexible working arrangements, supported by our Smart Working Policy, through which managers may support a variety of flexible working arrangements including reduced hours and the ability to work from home.

Oxford Nanopore allows employees to take a reasonable amount of time off to care for dependents, considering individuals' personal wellbeing and circumstances, as well as offering enhanced maternity and paternity leave pay. Special leave is allowed for Jury/ Witness Service, Voluntary Armed Forces Leave, Special Circumstance Unpaid Leave and Bereavement Leave.

STRATEGY PILLAR 4:

Opportunity and belonging

Our commitments

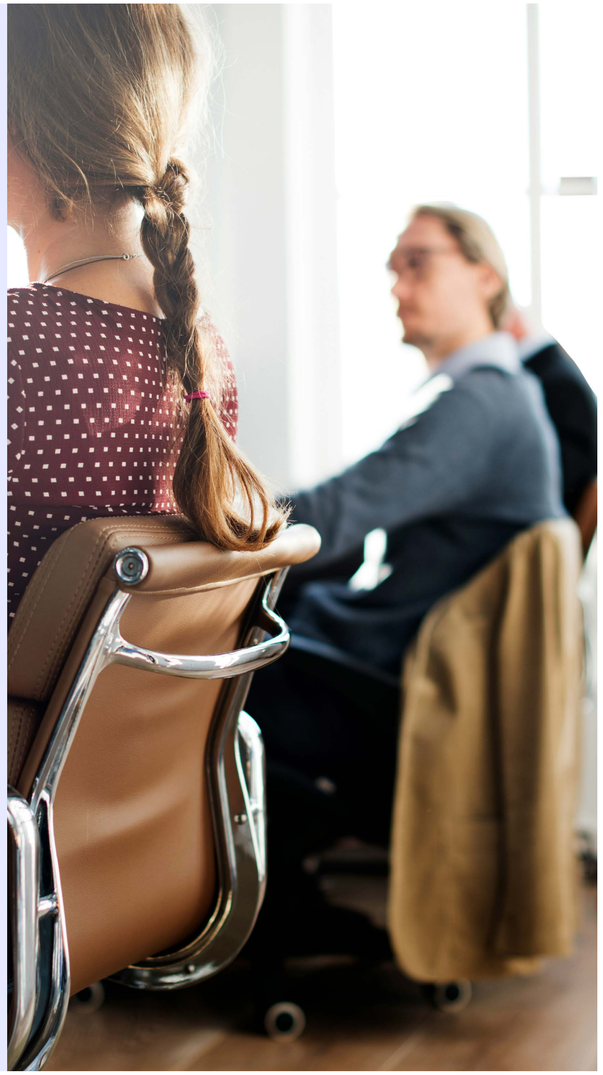
Guiding principle

Promoting a culture which is inclusive and prioritises the development of our people.

Commitments

- Continue to respond to employee voice by running events through our Values in Action community, including initiatives that embody and embed our culture across the business whilst supporting staff and providing a vehicle for celebration
- Continue to strengthen the skills of our employees and build collective performance through ongoing customised learning and development, ranging from whole-company programmes to bespoke training devised and delivered for targeted teams

Related SDGs



Opportunity and belonging

At Oxford Nanopore, we recruit people with varied experience and perspectives who reflect the global scientific community we serve This is reflected by our employees representing 62 different nationalities. Our ambition is to build and maintain a diverse, equitable, and inclusive culture in the workplace and across Oxford Nanopore's value chain where the diversity of both people and perspective is positively valued. We believe in equal opportunity and following practices which are free from unfair and unlawful discrimination.

Oxford Nanopore has an Opportunity and Belonging Policy in place that applies to all employees and forms a core part of onboarding and is interconnected with all employment policies. The Board has overall responsibility for this policy, with the Senior Vice President (SVP) of Global Human Resources (HR) and the Non-Executive Director (NED) for Workforce Engagement overseeing its implementation. They meet regularly to review progress and initiatives. All managers are accountable to promote Opportunity and Belonging in their practices.

Our Opportunity and Belonging Framework, introduced in 2020 and informed by internal evaluation and employee feedback, sets out the commitments and actions that support an inclusive culture.

The Framework, alongside regular feedback from ViA members, informs improvements in how we empower employees to contribute to inclusion, belonging, and internal knowledge sharing. We also ensure any legal changes to the framework, such as the Parental Leave Policy, are promptly reflected and clearly communicated through our weekly employee updates

Oxford Nanopore is committed to non-discrimination. We recruit the best, regardless of gender, race, social background, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy and maternity, age, disability, political opinion, trade union membership, or sensitive medical conditions.

We are an equal opportunities employer committed to recruiting people from varied backgrounds, including people with disabilities. Our recruitment and selection policy ensures job design and requirements are inclusive, non-discriminatory, and focused on success criteria. We continued to use the Lumina Select profiling tool this year to support candidate screening, increasing confidence in hiring for senior and critical roles. By adding objective validity to selection decisions the tool has strengthened hiring outcomes.

Anyone who identifies as having a disability is given fair consideration against role requirements, with reasonable accommodations made where possible. All employees have equal access to training, development, and job opportunities. Should an employee become disabled during their employment, every effort is made to provide retraining and workplace adjustments to enable them to continue maximising their potential.

We have clear procedures that enable job candidates and employees to raise grievances or complaints if they feel that they have been unfairly treated. Where a grievance arises, an impartial senior leader (Vice President or above) is appointed as an objective investigating officer, keeping findings highly confidential. In 2025, there were two reported cases of discrimination and harassment which were investigated and upheld. There were no fines, penalties and/or compensation for damages because of violations regarding our workers' equal opportunities rights in 2025 or 2024.

Specific modules are embedded in Oxford Nanopore's core training curriculum to promote Opportunity and Belonging. Our Global Talent Management Centre of Excellence is responsible for our training content selection, learning and development. In 2025 this specifically included:

- All hiring managers, new to the Company or new to hiring, undertook recruitment training. This included a short refresher on key process steps, highlighting unconscious bias and fair attraction and selection practices.
- Selection Excellence was continued to offer deeper understanding of critical selection practices, including role playing with a neurodivergent candidate
- The 'Managing Neurodivergent Teams' event which was piloted last year, was incorporated within the core curriculum
- Our flagship programme, Evolving Leaders, incorporated inclusion themes and highlighted leadership accountability for creating and promoting an inclusive environment

Following the success of the 'Managing Impactivity' pilot last year, we launched a session to mark Neurodiversity Day 2025. The session brought together a diverse group of colleagues, creating a supportive space for sharing challenges and building connections. It is now embedded within our people manager programmes and continues to receive excellent feedback, described as 'an open space to have positive discussions with an engaging course leader, providing tangible takeaways.'

We commit to ensure that all employees, regardless of gender, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work, or work of equal value. As a UK company, we must comply with regulations on gender pay gap reporting. We use data to track and evaluate our progress on our goal of closing the gender pay gap.

Read our 2025 Gender Pay Gap Report

Number of employees by contract type:

Contract Type	Number of Employees as at 31 December 2025
Full Time	1,262
Part Time	45
Fixed Term Contract	7
Casual	2
Total	**1,316**

Company diversity statistics:

	Male	Female	Total
Board	6	3	9
	67%	33%	
Operating Committee	7	3	10
	70%	30%	
Operating Committee direct reports (excluding admin support)	35	33	68
	51%	49%	
All employees	728	588	1,316
	55%	45%	

The prior year gender statistics were 43% female in 2024 and 2023, across all employees.

Engagement

Our people believe in our purpose and vision. Effective engagement aligns employees with our strong culture and core values, ensuring everyone works together towards a shared vision. It is therefore important to use that we effectively engage with our workforce.

In 2022, we launched the Values in Action (ViA) programme, a framework to create a pathway to optimise engagement and offer everyone in the Company the chance to contribute. The ViA community was designed to reflect six interest groups (known as 'pods') to represent the core themes which drive a highly engaged and impactful organisation: Inclusion, Wellbeing, Social and Community, Internal Communications, Career Development and Environment. Our pods are supported in their activity by our senior leadership team, through two roles:

— Business unit advocates who help pod members navigate contacts and themes in a specific business area

— Sponsors who mentor a specific pod and support emergent ideas for the benefit of the whole organisation

In early 2024, the ViA community was restructured into a regional model to establish dedicated networks across AMS, APAC and EMEAI, allowing for local themes, culture and priorities to be better served. The ViA pods continued to meet monthly during 2025 to discuss each of their core themes and plan out relevant events, particularly in support of Oxford Nanopore's programme of 'Nanoversary' celebrations to celebrate Oxford Nanopore's 20th anniversary.

Our 'Nanoversary' included an additional day off for colleagues. Employees were encouraged to use the day to focus on personal wellbeing or to volunteer locally, reflecting our focus on balance and purpose. Across 2025, further initiatives run by the ViA community included:

— Social & Community – charity fundraising Nano-Quiz.

— Wellbeing – juice bar at the annual summer party, responding to requests for non-alcoholic/health focused beverages.

— Environment – celebration of Earth Day for the first time, and promotion of a recycling poster competition at the summer party to engage families of ONT employees.

— Internal Communications – designed and published multiple language posters of our company mission statement, to emphasise the 62 nationalities in our company, and adorn the walls of our global offices to promote connection.

— Inclusion – arranged sponsorship and attendance at Oxford Pride for the first time, and produced a Pride Flag which is now available to colleagues around the globe for their use at local Pride events.

Case study

Strengthening community connection through Impact Day volunteering

Oxford Nanopore turned 20 in 2025. To celebrate this two-decade ‘Nanoversary’ every employee was gifted an ‘Impact Day’: an additional day of leave dedicated to volunteering or personal wellbeing. This initiative reflected Oxford Nanopore’s commitment to fostering positive social impact and deepening engagement with local and global communities. Colleagues were encouraged to use the day for volunteering activities that resonated with their values, whether through STEM outreach, charity work, environmental projects, or volunteering in the community.

Suggested activities emphasised giving back, encouraging staff to represent the company while experiencing the personal reward that comes from contributing to the community. Examples shared by colleagues included litter-picking events, food bank support, school engagement, charity fundraising, tree planting and environmental conservation projects. Employees were also encouraged to explore a wide directory of volunteering avenues, from mental health charities to animal welfare, poverty relief, and local heritage organisations.

For colleagues choosing to use their Impact Day for STEM outreach, Oxford Nanopore delivered a dedicated training programme. These interactive sessions provided presentation templates, expert coaching, and guidance on telling personal scientific stories effectively, ensuring employees felt confident and well supported in delivering talks to schools and community groups. Sessions were made accessible across regions through both in-person and virtual options.

Impact Day was a popular, valued component representative of Oxford Nanopore’s culture. It empowered employees to contribute to the wellbeing of their communities, while strengthening the organisation’s commitment to social responsibility and meaningful, people-centred impact.

Talent Development

Our goal is to attract, develop, and retain talent at Oxford Nanopore, as well as inspire and nurture the next generation of scientists through provision of accessible technology and educational support.

The Nomination Committee is responsible for ensuring that appropriate talent development programmes are in place to maximise the potential of our employees. We have worked to maintain a culture that incentivises and rewards excellence, while encouraging long-term relationships with Oxford Nanopore, contributing to strong continuity across the organisation. In 2025, our attrition rate was 18.35% (2024: 10.27%). Voluntary employee attrition was 7% (2024: 9%). Despite voluntary employee attrition being down versus 2024, the attrition rate rose due to a targeted restructuring programme aimed at resource optimisation and improving operational effectiveness.

Training

We are committed to offering training for all employee levels, providing opportunities for our employees to engage in lifelong learning. The Group's Talent Management Centre of Excellence offers a wide curriculum of training events and programmes at all levels. A training calendar is shared at the beginning of the year, to provide clear visibility and ensure all courses were scheduled and tracked.

A total of 22,952 training hours, equating to 3,060[1] training days , were completed across the organisation. In 2025, 100% of employees were assigned mandatory training courses, to ensure compliance across the organisation. Completed mandatory training represented 11,503 hours (50%) of total training hours, which is an increase on 6,635 hours compared to 2024, reflecting an increase in courses we rolled out to our employees. The remaining 50% of total training hours were spent on professional development courses and technical training.

1. Assuming 7.5 hours of work per day.

One-to-one coaching also forms a vital part of talent and leadership development, comprised of additional learning within management programmes and for bespoke support. Completion rate for employee required training in 2025 was 79%. Mandatory training completions are tracked and monitored. Reminders are sent automatically from our HR System to individuals and to their managers.

A range of training was completed by our teams including:

- Mandatory technical training and team learning (819 hours)
- Continuous improvement capability through two Six Sigma cohorts (2,560 hours)
- Challenger programme and New Hire training (2,762 hours)
- Logistics and Global Supply Chain training (851 hours)
- Professional Development programmes and coaching (4,457 hours)
- Mandatory company wide employee training (11,503 hours)

Average training hours per delegate (hours):

Training type	2025	2024
Professional Development	9	22
Functional/Technical Capability	32	20
Required Learning	12	5

Average training expense per delegate (£):

Training type	2025	2024
Professional Development	1,950	3,351
Functional/Technical Capability	3,161	1,770
Required Learning	14	9

Career Development

Career development, particularly leadership development, is a priority to Oxford Nanopore and we are committed to offering and promoting career development opportunities. During the year, strategic development activities continued across industry recognised programmes in core functional areas.

Core Programmes

Our core programme continued delivery across all regions to great demand, providing strategic development activities across industry recognised programmes in core functional areas. We continued our 'Mastery' modules in 2025, for personal, management and leadership development. 206 unique employees completed one of the Group's My Mastery or Manager Mastery courses, which amounted to 1,701 hours of instructor-led training, with attendance split 52% female and 48% male.

During 2025, it was the new flagship Evolving Leaders programme that delivered the most significant impact. Designed for Directors and Senior Directors, it aimed to elevate people management capabilities to visionary leadership.

In 2025, the programme supported 66 active learners across nine cohorts of training in all regions. Across seven modules, delegates immersed themselves in self-reflection, informed by 360-degree feedback, and gained insight into changing leadership and organisational effectiveness. To deepen commercial awareness, Oxford Nanopore's CFO, Nick Keher, also shared market and investor insights, linking leadership behaviours and business performance.

The Evolving Leaders' cohort model fostered a connected community of leaders able to translate strategy into consistent delivery. We are now observing an enduring leadership network of highly capable and curious change agents who are actively embracing their skills to align and deliver the strategic objectives of their respective functions. In 2026, new modules including Curiosity and Leading Change will be introduced, alongside bespoke sessions on stakeholder management and team objective setting to further support strategic goals.

Six Sigma, a structured learning programme that prepares teams to improve business processes using statistical and analytical tools, led by our manufacturing business, welcomed it's third cohort in 2025. We now have 36 experts across the business. The programme continues to provide independent insights, benchmarking, and expert guidance, supporting a more agile, resilient, and scalable supply chain aligned with Oxford Nanopore's global growth and innovation strategy.

The Sales Enablement function undertook a significant pilot programme to identify their capability to profile internal sales colleagues against talent criteria, utilising our selection profiling tool, Lumina, and create robust development planning for the teams in each region. The success of the initiative has ensured the approach will be deployed widely next year to include all sales levels and categories.

We also encourage our staff to pursue external opportunities. In 2025, we approved 30 requests for external courses and professional qualifications.

Coaching

Where applicable, coaching is integrated across programmes using the expertise of four accomplished learning partners (Disruptive Training, Acumen Executive, Valeo and Inspire). Within Evolving Leaders, delegates received 1:1 coaching and coaching skills training. High potential talent get personal profiling, 360 feedback and developmental coaching to support senior promotions. Newly formed teams or those facing new challenges can access High Performing team coaching using Lumina Spark insights to promote self-awareness, inclusivity and effective collaboration.

Our focus on employee development is complemented by annual and mid-year performance and development reviews. In 2025, all employees completed at least one annual review where manager conversation guides and drop-in training calls were used to ensure every employee received a fair and consistent review.

Our recognition scheme NanoStars continued in 2025. All employees are eligible to recognise and be recognised based on pre-defined criteria to enable a consistent and fair approach. In 2025, 445 colleagues received Standout Awards and a further 282 were recognised with Star Awards.

Internships and early careers

Our commitment to running internship and apprenticeship programmes is vital to workforce sustainability as they strengthen our partnerships with leading academic institutions and enables us to identify the next generation of high-potential individuals early on to build a direct pipeline of talent.

Our core intern programme runs from April each year and are for science undergraduates and postgraduates for 3-to-12-month placements. Our goal for the 2026 programme was to maintain similar application numbers to 2025, where 2,600 applications were received for 26 places. Despite a shorter two-week application window we received 2,418 applications this year, demonstrating a healthy, competitive talent pool for our limited internship placements. All candidates were screened and interviewed, with cohorts starting in April. This year the programme accommodated 20 Innovate interns, alongside one additional intern in a supply chain role and an additional five interns are placed for 12 months each in our Corporate Functions, including our first international placement from Australia.

We created a community through a variety of activities, some before interns even joined the team. During their time on the programme, interns enjoyed access to learning content and fireside careers talks. The intention is to build an intern community where onboarding, social activities and personal development opportunities are promoted during their placements and a talent pipeline created to attract candidates to return for permanent opportunities.

Planet

We believe that high growth does not need to come at the expense of the planet – and we are committed to scaling responsibly by making choices that protect our environment.

STRATEGY PILLAR 5:

Responsible scaling

Our commitments

Guiding principle

Maintain high growth in a responsible way by protecting the planet through energy efficiency, and ensuring that our commitment to sustainable practices extends beyond our internal operations to encompass our entire value chain.

Commitments

- Consistently meet our target to reduce the tonnes of Scope 1 and 2 Co2e emitted per £m revenue by 2.5% per annum
- Continue developing our Supply Chain Engagement programme and working with our suppliers to enhance their environmental sustainability
- Continue to ensure all key suppliers meet our ESG standards on human rights, environmental protection, H&S, compliance, and more
- Align our programmes with international standards for the environment (ISO 14001)

Related SDG

Managing environmental performance

We are committed to protecting the environment and reducing our impact within all our operations. We are adapting to, and mitigating against, climate change risks and impacts, through commitments to improved efficiencies throughout Oxford Nanopore's operations, including in our buildings. Our commitment to transparency includes the disclosure of our carbon emissions and reporting against the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, which includes details of our oversight, risk assessment and strategy of climate-related issues. Our full TCFD Report can be found in our 2025 Annual Report, which includes details of our oversight, risk assessment and strategy of climate related issues.

Our Environment, Health and Safety (EHS) Policy, which is reviewed once every year, sets out our environmental commitments and the Board has ultimate responsibility for environmental matters.

In 2025, environmental training was provided to employees through EHS Inductions, management training, communications via our Resource Centre and through discussions at the EHS Steering Committee meetings. We strive to improve our environmental performance throughout all of Oxford Nanopore's global operations. We are committed to pollution prevention; the reduction of waste, releases, emissions and water use; and to the efficient use of energy. Oxford Nanopore incurred no environmental fines or penalties in the year ended 31 December 2025.

We are in the process of aligning our EHS programmes with the international standard for the environment (ISO 14001) covering waste and hazardous materials. Stage 1 of our ISO 14001 certification was completed during the year, with Stage 2 scheduled for 2026. Yearly regulatory reviews are completed by an external partner which provide developing actions to be included in our environmental goals and our EHS strategic plan moving forward.

Climate change

Emissions

Oxford Nanopore is committed to reducing our carbon footprint across our operations and value chain. We have begun to recognise opportunities to reduce carbon emissions and have placed specific focus on these projects. For the year ended 31 December 2025, we aimed to reduce the tonnes of CO_2e emitted per £m revenue by 2.5%. We have successfully reduced tonnes of CO_2e emitted per £m revenue by approximately 11% in 2025, compared to 2024. In 2026 we will maintain our target to reduce the tonnes of Scope 1 and 2 CO_2e emitted per £m revenue by 2.5%.

To calculate our emissions and energy usage data, we have followed the 2019 UK Government environmental reporting guidance. We have used the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) and emission factors from the UK Government's GHG Conversion Factors for Company Reporting 2019. Our reporting of Scope 1 and 2 emissions and energy data covers 100% of our global operations within our operational control. Furthermore, our reporting of Scope 3 emissions covers 100% of our upstream and downstream value chain.

Our targets

To ensure we align to the Paris Agreement goals of keeping warming within a 1.5˚C scenario and contribute to the UK's commitment of reaching net zero by 2050, we have set the following science based targets:

Near-term	Long-term and Net-Zero
We commit to reduce absolute Scope 1 and 2 emissions by 42% by FY2030 from FY2023 base year and to reduce Scope 3 emissions 52% per GBP value added within the same timeframe.	We commit to reduce absolute Scopes 1, 2 and 3 emissions by 90% and reach net-zero greenhouse gas emissions across the value chain by FY2045 from a FY2023 base year.

In 2024 we obtained validation of our science-based targets and in 2025 we released our Net Zero Transition Plan to further express our commitment to net-zero and support the delivery of these targets, this can be found at **nanoporetech.com/about/environmental-social-responsibilities/nztp2025**

Scope 1 & 2

	FY25			FY24		
	UK	**Global (excl UK)**	**Total**	UK	Global (excl UK)	Total
Emissions						
Scope 1 (tCO_2e) Total	334	0	**334**	313	0	**313**
Scope 2 – location based (tCO_2e)	1,331	0	**1,331**	1,210	0	**1,210**
Total Scope 1 & 2 (location based)	1,665	0	**1,665**	1,523	0	**1,523**
Scope 2 – market based (tCO_2e)	0	0	**0**	0	0	**0**
Total Scope 1 & 2 (market based)	334	0	**334**	313	0	**313**
Intensity ratio (tCO_2e per £m revenue) – Scope 1 & 2 (location based)			**7.44**			**8.32**
Energy (kWh)						
Total energy consumption (kWh)	9,250,546		**9,250,546**	7,440,235		**7,440,235**

Renewable/non-renewable energy consumption

	FY25 (kWh)	FY24 (kWh)
Total Energy Consumption	9,250,546	7,440,235
Total renewable energy consumption	7,520,359	5,845,349
Total non-renewable energy consumption	1,730,187	1,594,886
% renewable energy consumption	**81%**	**79%**

Scope 1 & 2 target progress

Absolute Scope 1 and Scope 2 location-based emissions have increased year-on-year, driven by four Genesis sites and Spectrum becoming operational in 2025. These sites, as well as MinION, saw increased activity with an increased number of employees in 2025, further driving up gas and electricity usage across our portfolio through increased production. This increase was still seen even with the reduction of the DESNZ grid electricity factor in the UK in 2025. As these sites procure renewable electricity, Scope 2 market-based emissions remained nil.

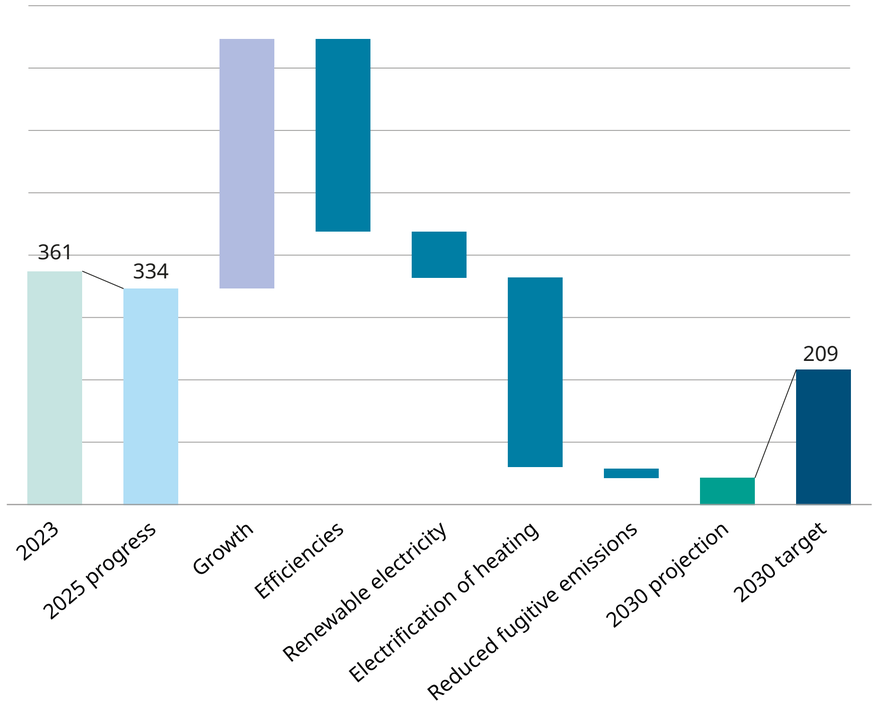
We continue to investigate the feasibility of solar panel installations for a number of our facilities. We have undergone an Energy Savings Opportunities Scheme (ESOS) to determine where energy efficiency improvements and reductions are possible at our headquarters in Oxford, with a source monitoring project implementation occurring at Gosling, our main site, in 2025. In 2026 we plan to conduct further ESOS assessments, including a laboratory energy efficiency assessment and audits of four laboratories.

LED lighting has been installed at our Spectrum, Florey, Genesis and Edmund Cartwright House (ECH) sites. Florey House and ECH delivered a reduction of 33,632kWh and 20,591kWh in electricity respectively in 2025. We plan to do the same for Gosling when undertaking other building refurbishments to maximise efficiency. With full installation, we hope to save 6% in costs per annum.

Whilst no reduction in electricity is required to meet our targets, we continue to focus on energy efficiencies actions including behaviour and process changes, installs and upgrades, smart metering and intelligent controls. In 2025, we focused on power factor correction at MinION, Gosling, Spectrum and Florey. We continue to evaluate the benefit of installing solar panels at our Gosling site and we also continue to assess the possibility of larger scale upgrades such as the replacement of low efficiency cooling units and switching natural gas heating to heat pumps that use electricity. These will form part of our broader property upgrade strategy in the future.

Please see the adjacent pathway for our current and projected progress for meeting our Scope 1 and 2 target. The graph shows our base year Scope 1 and 2 emissions, 2025 progress, and our planned steps to meet our target in 2030.

Our Scope 1 & 2 emissions pathway



Scope 3 Emissions

Category	FY25 (tCO2e)	FY24 (tCO2e)
1 – Purchased goods and services	53,044	60,166[1]
2 – Capital goods	12,448	15,466[1]
3 – Fuel and energy related activities	567	54
4 – Upstream transports and distribution	2,277	2,674[1]
5 – Waste generated in operations	42	15
6 – Business travel	2,992	5,102
7 – Employee commuting	1,545	1,627
8 – Upstream leased assets	714	1,015
Total Upstream Scope 3	**73,630**	**86,119**
9 – Downstream transportation and distribution	–	–[1]
10 – Processing of sold products	–	–
11 – Use of sold products	791	1,677
12 – End-of-life treatment of sold products	0.17[2]	0.22[2]
13 – Downstream leased assets	–	–
14 – Franchises	–	–
15 – Investments	964	2,215
Total Downstream Scope 3	**1,755**	**3,892**
Total Scope 3	**75,385**	**90,011**
Scope 3 intensity (tCO_2e per GBP value added)	**574**	**854**

Overall, Scope 3 emissions decreased this year, largely driven by reduced operating and capital expenditure, reducing Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods) emissions respectively. The decline in Category 6 (Business Travel) was due to lower DESNZ emissions factors for air travel. Lastly, Category 11 (Use of Sold Products) reduced year-on-year due to fewer units of our higher energy intensive models sold in 2025.

We have improved our Category 3 (Fuel and Energy-related Activities) calculation methodology this year, to better account for the type of renewable instrument through which the majority of our electricity is procured, increasing emissions in this category.

Scope 3 target progress

	2025	2024	2023 (base year)[3]	% change
Scope 3 intensity (tCO_2e per GBP value added)	**574**	854	1,137	-50%

1. Restated. Purchased Goods and Services has been recalculated using more specific emissions factor datasets. Previously Category 2 was not calculated and reported, this has now been included. Category 9 emissions have been moved to Category 4, as it was identified that all deliveries to customers were paid for by Oxford Nanopore.
2. The specific values are stated here whereas <1 was used in the Oxford Nanopore 2025 Annual Report
3. We recalculated our base year FY23 emissions due to the methodology changes outlined above. Gross profit increases from 2023 to 2025 and our efforts to reduce our Scope 3 emissions, Scope 3 intensity (tCO_2e per GBP value added) fallen in line with our target of a 52% reduction by 2030.

Water consumption

Oxford Nanopore's operations are not particularly water intensive. However, we recognise the importance of water conservation and are committed to reducing our water consumption and withdrawal. We will employ water-efficient technologies and practices to minimise our impact on water resources.

	2025	2024	2023
Water withdrawal (m^3)	**8,181**[1]	6,979	4,152

The water withdrawal increased in 2025 due to the inclusion of our new site, Spectrum, and an increase in the number of employees working at our MinION site.

1. For 2025, data covers water use at Gosling, MinION, Genesis, ECH and Spectrum. Data is based on water bill estimates.

Waste management

Across all operations, we aim to reduce, reuse, and recycle both hazardous and non-hazardous waste. Our EHS management system covers waste and hazardous materials, supported by recycling facilities in offices and laboratories. We maintain a total waste management process that ensures waste is appropriately segregated, stored, and transported, in line with our duty of care.

Waste routes, costs, and environmental performance are reviewed regularly, recognising that reduced environmental impact often aligns with cost reductions. During the year, improvements focused on optimising disposal routes for metal-contaminated waste, improving segregation and recycling practices, and consolidating non-hazardous waste bins to maximise bin utilisation. Specific initiatives included:

- Hazardous waste collections now take place three times per month to minimise onsite risk.
- Biological training was provided to cleaners.
- Spill-response training was refreshed in 2025, including new biological spill modules, with plans to extend coverage to waste-related scenarios.
- Partnered with AXIL to introduce Haz Pods for safer hazardous-waste management
- Collaborated with the Royal Mint to recover precious metals from end-of-life circuit boards, supporting circular-economy principles.

We continue to assess and implement waste hierarchy projects to enhance the specific waste management practices across the organisation within our EHS management system, which includes employee training and education. The system has allowed us to track waste data, which also assists in identifying areas for cost reductions. The overall waste programme is expected to reduce waste management costs by approximately 10% and decrease logistics-related emissions.

Waste generation

Waste type	tonnes
Total recycled waste generation	82.9
Total non-recycled waste generation	234.8
Total waste generation	**317.7**

The above covers 85% of operations.

Responsible Sourcing

Our commitment to sustainable practices extends beyond our internal operations and distribution, to encompass our entire value chain. Oxford Nanopore seeks to work with suppliers worldwide who operate under principles that are similar to Oxford Nanopore's business conduct and ethics standards and who conduct business legally, fairly, and with integrity and also prioritise environmental stewardship and embrace social responsibility.

Oxford Nanopore has a Supply Chain Code of Conduct in place, to communicate our expectations, which covers all of our suppliers and includes environmental factors, such as the reduction of waste, pollution, water, and energy use. It also includes reducing raw material consumption and utilising sustainable alternatives whenever feasible. Social topics are also covered including quality management, health and safety, human rights, minimum living wages, maximum working hours and eliminating excessive working hours, rights to collective bargaining, acceptable living conditions, non-discrimination, corporal punishment and harassment. All suppliers must comply with the laws of applicable legal systems and conform to the United Nations Guiding Principles on Business and Human Rights in all their business operations.

We have a robust, risk-based approach to managing ESG within our supply chain as, in addition to strengthening ESG compliance across our supply chains, this work aims to reduce our overall risk exposure. Our supply chain risk monitoring system, using a third-party software, automates several elements of the supplier assessment process, allowing us to cover more suppliers than a manual process. AI tools are used to identify risks early then we use self-assessment surveys and audits to assess specific suppliers in more depth, where applicable. Our approach involves collecting supplier data through surveys across a range of areas including ESG factors.

The ESG topics within the survey include Emissions, Waste and Hazardous Materials, Human Rights, Quality Management and Health & Safety. We also undertake thorough checks on financial stability, critical news and sanction data for all our suppliers using multiple third-party software. All existing and new key suppliers are surveyed annually across a range of areas, including ESG, to collect this data. Non-key suppliers are also surveyed if they are deemed at higher risk based on factors such as location, industry NACE code, modern slavery index and corruption perceptions index.

In addition to surveys, we undertake comprehensive audits of selected suppliers, focusing on those supplying components for regulated products. While these audits are largely focused on quality and compliance, they also incorporate ESG criteria.

Supplier type	% of total procurement spend surveyed
Key Suppliers	33%
Non-Key Suppliers	4%
Total	**37%**

Two suppliers were covered by an audit that included ESG criteria, totalling 3% of procurement spend.

The survey responses and audit results are reviewed by the procurement team. If the disclosures submitted are found to be incomplete or out of date, or non-conformances are identified, then these are flagged and investigated.

There were no major environmental non-conformances identified from the audit engagements during the year. If any were identified, corrective actions would be worked through as a result. Where there are non-conformances, these are escalated to the Procurement Director and Vice President of Supply Chain, and where remedial action is not appropriate or sufficient, trading could cease.

Where a significant bribery risk is identified, all areas of the business must consult with the General Counsel in relation to appropriate anti-bribery compliance measures before appointing a new supplier, entering into a partnership, appointing an agent to work on the Company's behalf or entering into a new contract/or amending the terms of an existing contract.

Our Supply Chain Engagement programme supports our progress towards our net-zero commitments and science-based targets as we hold our suppliers accountable for taking measurable steps to report and reduce their emissions, aligning with our own efforts to combat climate change.

This year, we have also carried out mapping of the greenhouse gas intensities of key suppliers, in the aim to offer them assistance with their decarbonisation journey going forward, with training provided to key suppliers as appropriate. This has involved engagement with our purchasing departments for them to assist their suppliers.

Our programme is a long-term initiative that will take several years to fully mature. In 2025, engagement in various cross-industry workshops was undertaken to align our approach with supply chain best practice. Workshops and events, such as the edie 2025 Sustainability Forum, were attended by an Oxford Nanopore representative and featured industry stakeholder discussions which explored a range of ESG topics including circular economy, supply chains and technology for good.

Case study

CIPS Award – Transforming global operations through demand driven supply chain excellence

In 2025, Oxford Nanopore was named Overall Winner and awarded Best Supply Chain Integration at the internationally recognised Chartered Institute of Procurement & Supply (CIPS) Excellence Awards, beating out competition from leading organisations such as M&S, Costa Coffee, and the NHS. The CIPS committee commended Oxford Nanopore for delivering 'exceptional technical and strategic supply chain innovation' through the integration of Demand Driven Material Requirements Planning (DDMRP).

Supply chain performance is critical to Oxford Nanopore's mission. With products shipped to more than 125 countries combining hardware, software, biologics and chemistry, ensuring consistent availability is a complex challenge. Beginning in 2018, the team undertook a multi year effort to embed DDMRP across purchasing, production and delivery. Faced with difficulties during the COVID-19 pandemic, from 2022 a renewed programme was launched supported by new colleagues, external expertise, and continuous improvement processes.

The result has been a step change in operational performance. DDMRP now underpins inventory management across our suite of products, enabling systems to respond dynamically to real demand rather than rely on static forecasting. This work, together with other initiatives, has contributed to Oxford Nanopore achieving its highest ever 'On Time In Full' order performance across all global regions. The approach has also strengthened resilience by maintaining regional stock buffers and improving global fulfilment.

The CIPS award recognises both the operational and cultural impact of this transformation. It reflects the shift toward demand driven decision making, stronger data and systems capability, and deeper collaboration across manufacturing, logistics and commercial teams. With DDMRP now firmly embedded the next step is to further standardise processes, and continue improving service levels for customers worldwide.

STRATEGY PILLAR 6:

Environmental agency

Our commitments

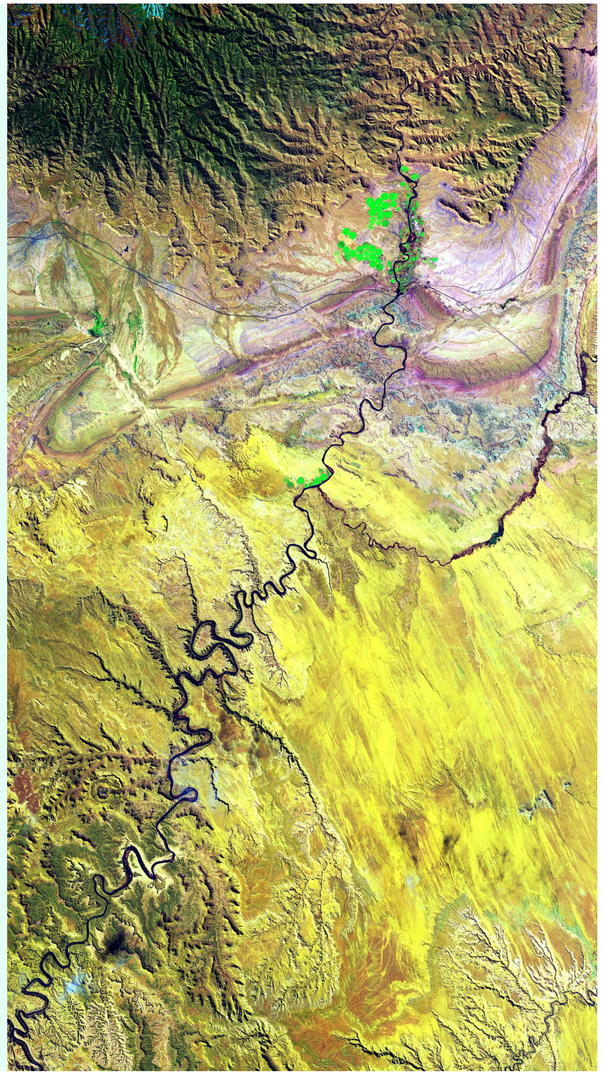
Guiding principle

Enable users of our products to become environmental stewards by empowering them to investigate, understand, and address environmental challenges.

Commitments

- Add to the number of species sequenced under the ORG.one programme each year, ensuring the rarest and most at-risk organisms have their genomic data recorded and shared ethically
- Provide support for projects on conservation, biodiversity, bioremediation, climate preparedness or similar applications
- Continue to make sequencing accessible for local and indigenous communities to undertake and lead the research they value, utilising their place-based knowledge of the environment and nature

Related SDGs



As the world undergoes profound environmental changes, the urgency to safeguard our planet has never been greater. Climate change continues to intensify, biodiversity is diminishing in fragile ecosystems, and the need for innovative solutions grows each day to reverse, slow down and prevent these detrimental impacts. Oxford Nanopore recognises these pressing realities and understand our technology can serve as a vehicle for our downstream value chain.

By providing our customers with the tools to conduct meaningful research, we empower people, organisations, and societies to make informed, intentional choices about how best to protect and positively impact the environment and biodiversity.

Ecological Impacts

We are committed to protecting biodiversity where appropriate by minimising the impact of our activities in the areas in which we operate. Furthermore, our products are used to tackle species conservation which will enhance biodiversity.

Impact		Why is this important?
Biodiversity	Oxford Nanopore products are enabling researchers to find out quickly, and often in situ, if a species is endangered and how to support it. Our products also help to further knowledge of changing environments such as the ocean microbiome.	Three quarters of the land based environment and roughly 66% of the marine environment have been significantly altered by human actions and one million species are now threatened with extinction. Loss of biodiversity is therefore shown to be not only an environmental issue, but also a developmental, economic, security, social and moral issue as well.
Climate change	With our technology, researchers are enabled to monitor climate-driven changes in ecosystems in real time, often directly in the field. Analysis of environmental DNA and RNA can track shifting species ranges, enable study of carbon- and methane-cycling microbes, and elucidate desirable genetic traits such as heat and drought resilience	Between 3.3 and 3.6 billion people live in contexts highly vulnerable to climate change, which can accelerate biodiversity loss, destabilise carbon sinks such as forests and oceans, and increase extreme weather events. Addressing climate risks requires biological data to guide mitigation, adaptation and restoration, making genomics a critical tool for environmental and economic resilience.
Food security and agriculture	Genomics can help grow a more efficient crop/livestock, reduce food spoilage and enable quality assurance. Oxford Nanopore tech provides accessible, high-performance analyses to users in broad environments.	Around 795 million people face hunger daily and more than two billion people lack vital micronutrients, affecting their health and life expectancy. 30% of food production is lost to pests and pathogens.

Empowering users

We enable environmental stewardship by lowering barriers to generating genomic evidence in the places where decisions are made. Our platform is designed for real-time sequencing in scalable formats, supporting users working outside central laboratories, including in remote settings. We extend our reach through a global network of channel partners, who provide local access to devices and consumables, training, and technical support, helping more users generate environmental evidence without relying on centralised sequencing hubs.

In 2025 we created a role leading Corporate Impact Programmes, with the remit to assess requests for support from around the globe that address biodiversity issues and solutions. Proposals this year included projects in the Brazilian rainforest, the Arctic, and the Chilean ocean. Through this centralised role we can ensure a coordinated, consistent approach to assessing the merit of these projects, supporting the ones that most align with our purpose: by enabling biological insights, we strive to improve life on earth and beyond.

Biodiversity monitoring and conservation genomics

Forefront in our support for wildlife research is our ORG.one programme, providing practical support and consumables for sequencing of endangered, critically endangered, or extinct-in-the-wild species from the IUCN Red List. For qualifying species, sequencing should be conducted within their country of origin wherever possible, and the data generated uploaded to the EMBL-EBI ENA open public database within 6 weeks of generation. No animals may be harmed or killed for their DNA. ORG.one strengthens the foundational datasets required for conservation planning and long-term monitoring, and the programme continues to deliver new genomes, with a further 31 in the past year, bringing the current total to 150.

Understanding the environment

Sequencing of environmental DNA (eDNA) is vital for understanding the living world around us, from determining dynamic communities in soils and water, to tracking individuals form endangered species such as the New Zealand Kākāpo. Portability and accessibility are key facets of our technology that enable their use in these applications directly at the sample source. With our recently launched MinION Mk1D we have maintained the portability derived from a USB-powered sequencer, but brought additional robustness to remote environments through an increased operating range of 10°C to 35°C, far exceeding the previous 7°C range for the MinION Mk1B.

We also provide multiple options for microbial community profiling. With the introduction of our Microbial Amplicon Barcoding kit this year, users received an optimised solution to provide information-rich, rapid, and accessible full-length amplicons that streamlines the identification of bacteria, archaea, and fungi through 16S and ITS primers. This couples with the wf-16S workflow from our EPI2ME platform, a desktop application that is easy to install and allows users of any skill level to run workflows that deliver insightful, intuitive results. Alternatively, our wf-metagenomics workflow processes reads from complex environmental samples without a DNA-barcode based approach, facilitating taxonomic classification without additional amplicon-based library preparation steps.

Case study

ORG.one – University of Connecticut Collaboration

"ORG.one has transformed what is possible in conservation genomics, giving our students real-world experience while generating genomic resources that directly support urgent species protection."

ORG.one is a conservation genomics programme supported by Oxford Nanopore that aims to accelerate global conservation by enabling rapid sequencing of the world's most endangered species. The programme enables scientists and conservationists to generate high-quality genome assemblies for Endangered and Critically Endangered species on the IUCN Red List, providing insights into a species' biology, physiology and genetic diversity. Beyond generating data, ORG.one is building a global, collaborative community committed to open science, ensuring that knowledge and genomic resources are shared openly to maximise their impact and support species recovery worldwide.

For Jill Wegrzyn, Rachel O'Neill, and Nicole Pauloski at the University of Connecticut (UConn) the ORG.one programme has strengthened their ability to provide an integrated research and training environment with a focus on open, accessible and equitable conservation genomics. Participating in ORG.one for a number of years, the university's Center for Genome Innovation and Institute for Systems Genomics has broadened participation in conservation genomics by combining education and training with expertise in biodiversity genomics, and sequencing of challenging samples.

This marrying of skills with opportunity has delivered profound educational and scientific benefits. Students across UConn's Biodiversity and Conservation Genomics programme gain hands-on experience with the complete workflow, from field collections and DNA extraction to nanopore sequencing, genome assembly and annotation. Working with challenging samples has strengthened technical confidence, while graduate students like Cynthia Webster have developed open source tools to improve genome assembly and gene annotation. Participation in ORG.one has also given trainees the opportunity to contribute directly to global conservation efforts for species including the Puerto Rican parrot, spoon-billed sandpiper, scimitar-horned oryx and Panamanian golden frog.

Jill and her colleagues go a step further however, not only sequencing endangered species but also developing partnerships with federal agencies and conservation organisations who can turn insight into action. Notable examples include the sequencing of nearly all North American species of ash (Fraxinus spp.), threatened by emerald ash borer, and the first reference genome for Juglans cinerea (butternut), a walnut species affected by butternut canker disease. Demonstrating how nature doesn't exist in isolation, the team are currently conducting an ecologically-paired project involving the red-cockaded woodpecker and the longleaf pine in which it nests. Collectively, projects like this address urgent unmet challenges to forest health in North America with the resultant genomes intended to guide resistance breeding, restoration planning, and functional studies.

The UConn team notes how ORG.one has strengthened its integrated research and training environment in an ethical fashion, supporting an open, accessible and equitable future for conservation genomics. It is through participants like Jill, Rachel and Nicole that the programme will continue to thrive, helping to protect the delicate natural world around us.

Case study

Rapa Nui – Students as biodiversity researchers

Remote island ecosystems host unique and often vulnerable biodiversity. Integrating local and indigenous knowledge with modern genomic tools can strengthen conservation outcomes while supporting community-led stewardship and education.

Through coordination with the ancestral authorities of Rapa Nui (Easter Island), a multi-institute delegation led by the Millennium Institute for Genomic Regulation (IM-CRG) visited the island in April 2025 to sequence the Henderson Petrel (Pterodroma atrata), and the Pure Snail (Dragon's-Head Cowry, Monetaria caputdraconis).

The delegation undertook sequencing of these species to understand their genetic diversity, how they have adapted to the insular environment of Rapa Nui, and identify threats to their survival – information key to designing effective conservation strategies.

The project illustrated how accessible sequencing technology can support education, empower communities, and advance conservation science in remote areas. Along with clear education goals, the focus on native biodiversity supported the aims of the ORG.one programme that utilises Oxford Nanopore sequencing for equitable, faster, and more localised sequencing of endangered species.

The students didn't just observe the science taking place but actively took part in this biodiversity work. Professor Miguel Allende, Director IM-CRG and faculty at the University of Chile was keen to emphasise how, for the students, this can "spark interest in scientific careers, and strengthen the bond between knowledge, identity, and future."

The approach employed on Rapa Nui, combining place-based knowledge with community pride and cutting-edge science, strongly supports Oxford Nanopore's vision to enable the analysis of anything, by anyone, anywhere, and fully emphasises how an accessible technology can have huge impacts on individuals and the environment alike.

Glossary

Term	Definition
AI	Artificial Intelligence
AMS	South America, North America, Central America and the Caribbean
APAC	Asia Pacific region
CEO	Chief Executive Officer
DNA	Deoxyribonucleic Acid
DPO	Data Protection Officer
EAP	Employee Assistance Programme
EHS	Environment, Health & Safety
EMEAI	Europe, the Middle East, Africa and India
ERG	Employee Resource Group
FCA	Financial Conduct Authority
GHG	Greenhouse Gas
HR	Human Resources
IT	Information Technology

Term	Definition
NED	Non-Executive Director
NomCo	Nomination Committee
QMS	Quality Management System
R&D	Research & Development
RIDDOR	Reporting of Injuries, Diseases and Dangerous Occurrences
RNA	Ribonucleic Acid
SBTi	Science Based Targets initiative
SEC	Securities and Exchange Commission
SDGs	Sustainable Development Goals
SVP	Senior Vice President
TCFD	Task Force on Climate-related Financial Disclosures
ViA	Values in Action
VP	Vice President

Oxford Nanopore Technologies

nanoporetech.com

phone +44 (0)845 034 7900

email support@nanoporetech.com

oxford-nanopore-technologies

@nanopore

@nanoporetech.com