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Annual Sustainability Report 2024

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Signatures

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1. INTRODUCTION: GENERAL DISCLOSURES

1.1 Key References

This report is prepared using GRI 1: Foundation 2021 – all Global Reporting Initiative (GRI) standards that can be accessed through their website (<https://www.globalreporting.org/standards/>) and is submitted to GRI through their web portal for report registration. Further information on the alignment of this report with GRI Topic Standards is available in Section 8.

Crux's Sustainability Policy (POL35) is a key reference for this report as it presents a comprehensive overview of the implementation of sustainability across the organisation, aligned with the four pillars and all subsequent material topics as highlighted in Section 3 and Figure 1. Where this report references content within the 'Sustainability Policy' then this should be considered as the source of disclosure for any relevant details and information required to meet the associated reporting requirements. The Sustainability Policy is available on the 'About Us' page of the Crux website: <https://cruxproductdesign.com/about/>.

1.2 Organisational Overview (GRI 2-1, 2-2)

Crux Product Design Group (Crux) is a privately-owned corporate group, headquartered in the UK, comprising:

- Crux Product Design Ltd, registered in England and Wales (company number 04893244) with registered office at Flatiron Building, 332 - 336 Paintworks, Bath Road, Bristol, BS4 3AR.
- Crux Product Design LLC, incorporated under the laws of the state of Massachusetts (EIN 38-4320047) with registered office at Cambridge Innovation Centre, 245 Main Street, Kendall Square, Cambridge, MA 02142.

Crux is headquartered in Bristol, UK, with an office in the US where it has operated since August 2024. Sustainability reporting covers all global operations for the appropriate periods of activity, based on site-specific activities. Where disclosures are only associated with activities undertaken by a single legal entity (*i.e.* Crux Product Design Ltd in the UK) this will be identified in the respective section of this report, otherwise disclosures will be consolidated across both entities.

Both legal entities (UK and US business entities) operate under centralised management and according to the policies and procedures of a single Quality Management System (QMS) but undertook separate financial reporting during the fiscal period covered by this report.

1.3 Scope of Activities (GRI 2-6)

Established in 2003, Crux was founded to tackle challenging technical briefs and deliver ground-breaking products for the medical and consumer sectors. Headquartered in Bristol, United Kingdom, Crux brings together a talented multidisciplinary team that champions evidence-based problem-solving, coupling world-class equipment, software, and facilities with a scientific approach to maximise client success. Crux integrates core competencies across Industrial Design, Mechanical Engineering, Applied Sciences, Life Sciences, Electronics & Software, Human Factors, Usability, and Project Management to deliver innovative, safe, and effective product solutions. Crux's service delivery spans human-centred product design, engineering development, prototyping, verification and testing, and

supporting pilot manufacture, with a strong emphasis on usability, regulatory compliance, and environmental responsibility.

Crux maintains certification to international quality and environmental management standards, ISO 9001, ISO 13485, and ISO 14001 and (since 2024) Crux has held a Gold rating from EcoVadis (following a Silver rating in 2023), demonstrating commitment to sustainability, ethical business practices, and environmental stewardship.

The only significant change during the reporting period was the initiation of the US operations under Crux Product Design LLC. This change was initiated to enhance proximity with the headquarters of US-based or international clients who are situated in (or have significant presence in) the Boston area of Massachusetts, US. No changes in organisational activity were triggered by this expansion; however, additional sustainability-related information is captured by the organisation having engaged in leasing a new office facility.

1.4 Value Chain (GRI 2-6)

Crux's upstream value chain consists of component suppliers, rapid-prototyping specialists, test laboratories, software vendors, participant recruitment specialists and manufacturing partners that support prototype and pilot production. Most suppliers are located within the United Kingdom and European Union, selected for their technical capability, certified quality systems, and responsible sourcing practices. Supplier performance and conformance are managed through Crux's Quality Management System (QMS) in alignment with the sustainable procurement policy as outlined in the Sustainability Policy.

Crux's downstream value chain involves provision of services to clients operating within the healthcare, medical devices, pharmaceuticals, consumer health, consumer goods and industrial innovation sectors. Clients are responsible for commercial manufacture, regulatory approvals, and market distribution of final products. Throughout innovation, development, testing and usability study processes, Crux works collaboratively with clients to integrate safety, usability, sustainability, and regulatory compliance considerations from concept through to launch.

Crux also maintains strategic relationships with academic institutions, independent consultants, and certification bodies (in the UK, Europe and the US) to support innovation, knowledge development, and quality assurance. All collaborations are governed by confidentiality and quality agreements to safeguard intellectual property and maintain the integrity of project outcomes.

1.5 Leadership (GRI 2-9 – 2-20)

The Crux Product Design Group is overseen by a Board of Directors, which serves as the organisation's highest governance body and holds ultimate accountability for Crux's economic, environmental, and social impacts. The Board is responsible for strategic oversight, risk management, and ensuring that sustainability commitments are integrated within the company's broader business objectives. It comprises two Co-founders, one Managing Director, and several Directors representing a balanced composition of leadership expertise across engineering, design, innovation, and operational management. All members are executive directors, and the Board currently consists solely of internal leadership, with no independent or external stakeholder representatives appointed. Gender diversity within the Board stands at 14.3 % female. The Chair of the Board, is also a Co-founder, providing strategic direction, leadership oversight and governance. This structure ensures that Crux's leadership

is equipped to make informed, accountable decisions that align economic performance with sustainability commitments and objectives.

The Crux Product Design Group is overseen by a Board of Directors, which serves as the highest governance body and includes both executive and non-executive members. The Board holds ultimate accountability for the organisation's economic, environmental, and social impacts. The Board comprises a Chair, alongside the Managing Director and Directors responsible for business areas including Engineering, Development, Design, Programme, and Innovation. This structure ensures a balanced composition of leadership with diverse expertise across technical, strategic, and operational functions.

Nomination and selection of Board members follow a structured process with consideration given to professional qualifications, leadership experience, and alignment with Crux's values. The Managing Director facilitates strategic discussions and ensures governance across all business areas, including active involvement in the review and approval of sustainability reporting activities and related outputs. To support informed decision-making on sustainability topics (as identified through an annual materiality assessment, see Section 3), the Managing Director and other Board members engage in twice annual review of sustainability outcomes of the organisation including performance against targets and objectives, applicable regulatory developments, and stakeholder expectations. Any actions for improvement that arise based on fulfilment of sustainability objectives are reviewed through management meetings with outcomes informing improvements to governance practices and sustainability strategy.

Any potential conflict of interest relating to Crux leadership is managed through internal disclosures and subsequent mitigation and controls implemented by the Board. Such disclosures are made available to relevant stakeholders, at the discretion of the Board, as part of Crux's commitment to transparency and business practices. Any critical concerns within the business (inclusive of grievances/complaints) are communicated to the Board through formal reporting channels and are captured within the Integrated Management System and through a business risk register.

Crux is a private limited company. Remuneration policies are determined and overseen by the Board of Directors, with delegated management to the Head of People, supported by external strategic consultants and legal advisors. Compensation is structured to ensure fairness, compliance with UK employment regulations, and alignment with role responsibilities and market benchmarks. The policy includes fixed salary, dividend payments, and statutory benefits. Remuneration is reviewed annually, and Crux does not offer share-based or equity-linked compensation. As a private limited company, Crux does not involve shareholders or other external parties in pay decisions.

The Board is supported by a senior management team (comprising functional heads and other nominated senior functional representatives), an independent Quality team and several internal committees (pods) that contribute to decision-making and oversight of matters relating to Environmental, Social, and Governance (ESG) aspects of the business. Crux's Quality team, alongside other functional areas of the business are responsible for reviewing and updating Crux's sustainability purpose, mission, strategies, and policies, as well as overseeing due diligence processes to identify and manage ESG risks and opportunities. Reviews of ESG-related processes occur quarterly, with findings and recommendations presented to members of the Board for discussion and approval. Delegation of ESG responsibilities is managed through senior leadership, who report to the Board on

a regular basis, ensuring transparency and accountability in the implementation of sustainability initiatives.

Evaluation of the performance of Crux's leadership, including the Board and delegated groups such as including the senior management team, is conducted through a combination of management review and employee survey. Management performance measures include twice-annual management reviews, annual internal audits of quality management activities, external certification audits, and external assurance of ESG outcomes. Leadership evaluation is further supported by annual employee surveys that incorporate stakeholder feedback on company performance (as overseen directly by the Board). These evaluations are conducted internally and outcomes from the review processes inform updates to organisational practices, targeted training and development initiatives, with findings and resulting actions disseminated across the organisation to strengthen governance effectiveness and continuous improvement.

1.6 Stakeholder Engagement (GRI 2-29)

Relevant stakeholders to Crux's activities (as per Section 1.3) include the value chain (including clients, suppliers and other strategic external partners as per Section 1.4) along with the Board and senior management (Section 1.5), employees, contractors, research participants, local residents and businesses, government agencies and other legal and regulatory bodies. Crux is committed to consistently cultivating strategic relationships with all stakeholders, highlighted through policies to inform and guide organisational conduct and processes as referenced in the Sustainability Policy. Stakeholders are identified as part of ISO 14001 environmental management processes and are reviewed throughout the year to ensure alignment with operational activities and any potential introduction of new or altered impacts.

Policies and procedures are in place to ensure management of stakeholder feedback and complaints (*i.e.* grievances) including capture of ESG-related communications and compliance obligations. As part of both procurement and client management activities, these key stakeholders are engaged to ensure that quality and ethical business conduct is embedded in every aspect of project delivery – from sourcing through to delivery.

1.7 Report Overview (GRI 2-3)

This Annual Sustainability Report (ASR) includes disclosures relating to UK entity covering the entire reporting period from 01 January to 31 December 2024, and the US entity from August to December 2024 (based on business activities commencing in the US from August 2024 onwards). Financial data relates to the fiscal year 01 October 2023 to 30 September 2024.

For any questions about this report or any reported information please contact the Crux Sustainability team at sustainability@cruxproductdesign.com.

1.8 Report Structure (GRI 1)

This Annual Sustainability Report is structured and compiled in accordance with Global Reporting Initiative (GRI) Standards to provide a comprehensive picture of Crux's most significant impacts on the economy, environment, and people, including impacts on their human rights and how these are managed. As such, this report has been guided by GRI reporting principles (as per GRI 1: Foundation) to ensure the quality and proper presentation of all reported information – as outlined below:

- 1.8.1 **Accuracy:** This report presents qualitative and quantitative (*i.e.* measured) data that is consistent with documented evidence maintained through our quality management systems. The basis, or method, for quantitative data is presented throughout and any sources of potential error are disclosed (where applicable). Any estimates or assumptions in relation to data presentation are provided, where applicable, to ensure the information is clear and unambiguous.
- 1.8.2 **Balance:** This report is based on objective evidence, by the Quality team (who are an independent function within Crux's organisation) and is subject to external review and verification (Section 1.9), as such it is an unbiased presentation of ESG-related data for the reporting period defined. The intention of this report is to present information, free from exaggeration, misrepresentation or bias, in a clear and accurate fashion such that all information users can draw their own conclusions on Crux's ESG-related activities.
- 1.8.3 **Clarity:** this report has been structured so that it can be accessible and understandable. The report is provided in a web-viewable format, hosted on Crux's publicly accessible domain. All terms and definitions are clearly presented in this report, and no technical language is used that cannot be understood from the context in which it is used. Where possible, data is presented using graphics and in data tables to be readily understood and comprehended.
- 1.8.4 **Comparability:** this report contains readily comparable information and data to enable the reader to see the progress of current impacts against past impacts. Information will be presented for the current reporting period and, at least, the two previous periods. All metrics used in reporting align with international conventions and are consistent throughout this report. Where reporting metrics are used that relate to processed data, all relevant information is provided to ensure that the information provided can be understood based on the organisational context. Where changes have been made that impact historical data this will be identified and clearly explained within the relevant section of the report.
- 1.8.5 **Completeness:** All relevant impacts are presented within this report as identified through a materiality assessment (Section 3). The relevant context of this report based on Crux's organisational information is also presented in this and the introductory sections of this report (Section 1). Where any material information or disclosure cannot be made available within this report a reasonable explanation and rationale shall be provided.
- 1.8.6 **Sustainability Context:** This report provides a transparent account of Crux's ESG impacts within the wider context of global sustainability initiatives such as GHG emissions reduction and, as far as possible are contextualised based on applicable compliance obligations (including regional legal and regulatory frameworks) based on organisation's sustainability context. The included materiality assessment provides an overview of Crux's sustainability context and identifies relevant areas of potential ESG impact (Section 3). Where such requirements exist, reported information will be within the appropriate context.
- 1.8.7 **Timeliness:** This report is generated on an annual basis and presents information on the reporting period as stated earlier in this section.
- 1.8.8 **Verifiability:** The information presented in this report, including qualitative and quantitative data and supporting information relating to Crux's ESG impacts, is derived from processes that are controlled by Crux through its integrated (quality and environmental) management

system and is audited by internal teams, stakeholders and external parties (*i.e.* competent assurance providers).

1.9 Report Assurance (GRI 2-5)

Crux is committed to ensuring the transparency, accuracy, and credibility of its sustainability reporting. External assurance is conducted annually to verify reported data, assess the effectiveness of internal data management and control systems, and confirm alignment with recognised international sustainability and accountability standards.

Both the Sustainability Policy (also available *via* the website) and this annual report are reviewed and approved by the Managing Director (representing the highest governance body) and the Quality Manager, who oversees the assurance process and ensures that corrective or improvement actions are implemented as required.

This report has been externally assured by Sustainability Assurance Services (SAS). The complete Independent Assurance Statement issued by SAS is available on the Crux website. SAS, an assurance provider licensed under the AA1000 standard, conducted its review in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3), delivering a Type 2 Moderate Assurance engagement that covered all activities and disclosures included in this report.

Crux's registration under the AA1000 framework, along with its unique code, is displayed in the label below and can also be verified on the [AccountAbility website](#). The certificate can also be found on the Crux website.



SAS operates independently of Crux, with no other contractual or financial relationships beyond this engagement. This independence ensures objectivity, impartiality, and integrity throughout the assurance process.

1.10 Restatement of Information (GRI 2-4)

If any previously reported information has been restated, due to data correction, changes in measurement methodology, or updated calculation boundaries, such restatements are clearly identified within the relevant disclosure section. Each restatement will include:

- A description of the nature and reason for the restatement;
- The rationale for the significance of the change warranting inclusion in this report;
- The impact of the restatement on previously disclosed data, where applicable.

Restated data from previous reporting periods will be shown in brackets alongside the corrected or updated figures within the corresponding disclosure.

2. ANNUAL STATEMENT OF COMMITMENT (GRI 2-22 – 2-28)

Sustainability remains a strategic priority for Crux Product Design Group, underpinning long-term value creation and responsible innovation. The Board of Directors recognises the relevance of sustainable development to Crux's mission and has formally endorsed the organisation's sustainability strategy, which is aligned with global frameworks including the Global Reporting Initiative (GRI), United Nations Global Compact (UNGC), EcoVadis, and the Carbon Disclosure Project (CDP). The strategy reflects Crux's commitment to continual improvement, transparent reporting, and externally assured disclosures, including verification of greenhouse gas (GHG) emissions in accordance with the AA1000 Assurance Standard (2018).

Crux maintains a zero-tolerance approach to corruption and human rights violations, supported by policy commitments that apply across all business activities and relationships. These include the Sustainability Policy and Code of Conduct, which outline expectations for responsible business conduct and specific commitments to upholding human rights. Policies are approved at Board level and communicated through onboarding, training, and supplier engagement processes. Where policies are not publicly available, stakeholders may request access through designated channels.

Policy commitments are embedded into operational practices through integration with quality and environmental management systems (ISO 9001, ISO 13485, ISO 14001), supplier assessments, and project governance frameworks. Crux's EcoVadis Gold rating reflects the effectiveness of these embedded practices. Crux is committed to halving emissions by 2030 and achieving net-zero emissions by 2050, in line with Science Based Targets initiative (SBTi) guidance.

Crux acknowledges its responsibility to remediate any negative impacts caused or contributed to through its operations. A formal grievance mechanism is in place, allowing individuals to raise concerns or seek advice on implementing business conduct policies. The grievance mechanism is designed to be accessible and responsive, maintained by the independent Quality team with effectiveness tracked through quarterly management review meetings where all issues are raised to representatives of the highest governing body (including the Managing Director) – any critical concerns that have potential for impact on Crux's ESG outputs and stakeholders is addressed according to the relevant QMS processes.

Mechanisms for seeking advice and raising concerns are available to all employees, contractors, and stakeholders, including anonymous reporting channels and direct access to ESG leads. These mechanisms support a culture of openness and accountability, ensuring that ethical conduct and sustainability commitments are upheld across the organisation.

During the reporting period, there were zero instances of non-compliance with laws and regulations, reflecting Crux's commitment to ethical conduct and regulatory adherence across all jurisdictions of operation. Crux does not hold membership of any industry associations, national or international advocacy organisations in which it participates in a significant role.

Crux's values – *integrity, ingenuity, invested* – continue to guide its approach to sustainability, shaping decisions that prioritise people, planet, and progress.

3. MATERIALITY

3.1 Materiality Assessment (GRI 3-1)

Crux conducts an annual materiality assessment as part of the review and release of both the Sustainability Policy (POL35) and through this Annual Sustainability Report. Materiality assessment is conducted to identify the sustainability topics ('Material Topics') that represent significant actual and potential impacts on the economy, environment, and people (including human rights) arising due to Crux's activities. The process for determining materiality is coordinated by the Quality team in alignment with established ISO 14001 management processes, with input from the Board and final review and approval by the Managing Director.

This assessment integrates:

- Review of interested parties/stakeholder requirements and associated compliance obligations, including relevant environmental and sustainability aspects.
- Review of all feedback from key stakeholders, including clients, employees, suppliers, and regulators.
- Evaluation of sustainability-related risks and opportunities within Crux's operations and value chain.
- Benchmarking against current best practices and emerging sustainability regulations.

In each reporting period, Crux reviews the material topics from the previous cycle to reflect any changes in its business activities, supply-chain relationships, and operating context. This ensures that the list of material topics continues to represent the organisation's most significant impacts. The updated topics are reviewed through twice-yearly Quality Management review meetings.

Disclosures presented under each material topic are aligned, where applicable, with the relevant GRI Topic Standards to ensure consistency and comparability of reporting (outlined in Section 3.3). Where specific disclosure requirements from a Topic Standard are omitted, Crux provides a justification in line with GRI 1: Foundation 2021 on the basis that the information required is not applicable to the organisation, legally restricted, commercially confidential, or currently unavailable/incomplete. Topic Standards determined to be non-material, or not relevant to Crux's business activities, have been excluded from the scope of reporting and are identified in the GRI Content Index (Section 8.1). This approach ensures that reporting remains focused on Crux's most significant economic, environmental, and social impacts while maintaining transparency regarding omissions and boundaries.

3.2 Alignment with the UN Sustainable Development Goals

Crux recognises the importance of the United Nations Sustainable Development Goals (SDGs) as a global framework for advancing sustainable development. While not all SDGs are directly applicable to Crux's operations, the company has identified specific goals where its actions, material topics, and reporting practices contribute meaningfully to progress.

The following table outlines the SDGs that Crux aligns with, based on its material topics and sustainability initiatives:

SDG	Material Topic	Actions and Measures
SDG 3 – Good Health and Well-being	Health and Safety; Working Conditions and Employee Wellbeing	Implementation of POL11 – Health and Safety Policy; environmental monitoring (air quality, lighting, temperature); mental health first aiders; ergonomic desk setups; target of <2 work-related incidents in 2025; health plan coverage for all employees.
SDG 5 – Gender Equality	Diversity and Equal Opportunity	Monitoring of diversity in top management; inclusive recruitment practices; equal opportunity policy.
SDG 8 – Decent Work and Economic Growth	Procurement; Client Engagement; Working Conditions and Employee Wellbeing; Health and Safety	Supplier Code of Conduct; risk-based supplier management; safe working conditions; annual employee survey; compliance with RIDDOR.
SDG 9 – Industry, Innovation and Infrastructure	Emissions; Energy and Water	Installation of rooftop solar panels; equipment calibration and servicing; emissions tracking and reporting.
SDG 12 – Responsible Consumption and Production	Waste and Recycling; Procurement	Waste segregation and recycling; supplier sustainability questionnaire.
SDG 13 – Climate Action	Emissions; Energy and Water	Scope 1, 2, and 3 emissions reporting; 100 % renewable electricity sourcing; annual emissions reduction tracking.
SDG 16 – Peace, Justice and Strong Institutions	Anti-Corruption; Information Security; Human Rights	Anti-corruption procedures; incident reporting aligned with RIDDOR; information security controls; 0 substantiated data breaches in the reporting period.

Crux continues to review its alignment with the SDGs as part of its annual materiality assessment and policy review process. This ensures that sustainability efforts remain focused, relevant, and responsive to evolving global priorities.

3.3 Material Topics (GRI 3-2)

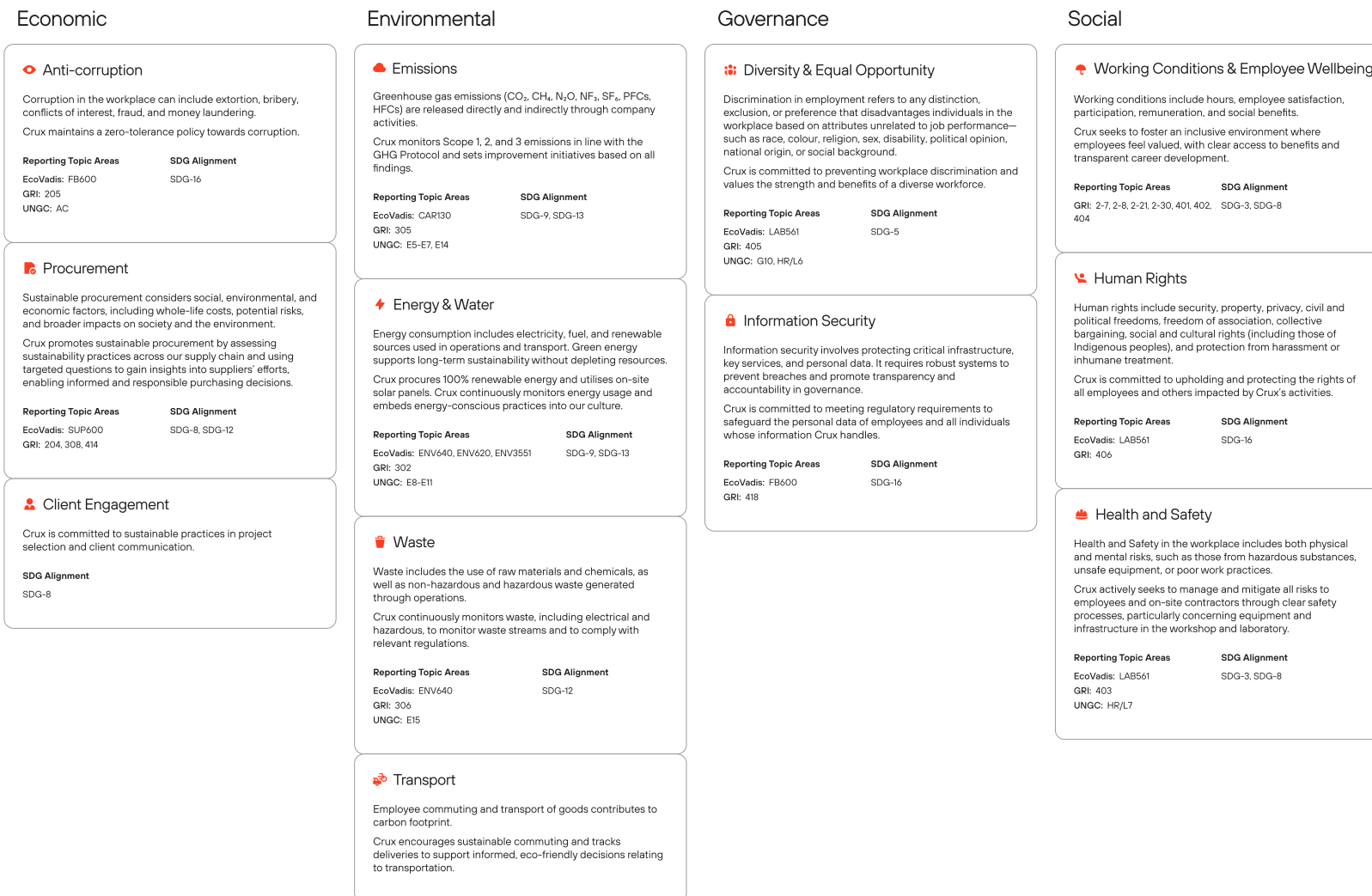


Figure 1: Crux's Material Topics for Sustainability Reporting.

3.4 Management of Material Topics (GRI 3-3)

Description of impacts relating to all material topics (including scope, roles and responsibilities, initiatives, reference to other relevant policies and objectives) is disclosed through the Sustainability Policy, as identified in Section 1.1 – in alignment with the sustainability pillars as presented in Figure 1. Management of the material topic is also in alignment with the Sustainability Policy, and all relevant internal policies and procedures as maintained through Crux's integrated Quality Management System (QMS).

Crux actively seeks to identify, prevent, and mitigate potential negative impacts related to all material topics, while also pursuing initiatives that enhance positive sustainability contributions and outcomes (as presented in the Sustainability Policy). Preventive measures include risk assessments, employee training, supplier due-diligence, and operational controls that are embedded in daily business practice and through the QMS. Where negative impacts occur, Crux implements corrective and preventative actions and collaborates with relevant stakeholders to ensure effective remediation, in alignment with standard operating procedures designed in compliance with the requirements ISO 9001, 13485 and 14001.

The effectiveness of all actions is monitored through QMS process controls, including management reviews that provide continual monitoring and evaluation of measurable objectives established for each material topic. Performance against these objectives is reviewed quarterly in management meetings and annually through the sustainability reporting cycle. Insights from these reviews drive continuous improvement, with lessons learned (such as enhancements to management processes, procedural updates, or targeted capacity-building) integrated into Crux's operational plans and governance framework.

Ongoing engagement with stakeholders, including employees, clients, suppliers, and community partners, supports both the design of management actions and the evaluation of their effectiveness. Feedback from these engagements informs refinements to Crux's sustainability management approach, ensuring actions remain transparent, responsive to stakeholder expectations and aligned with the established objectives.

The following sections present disclosures of key performance data and progress against established objectives, including the methodologies applied. Together, these demonstrate how Crux monitors, evaluates, and continually improves its performance across all identified material impact areas.

4. ECONOMIC PILLAR

4.1 Material Topic: Anti-corruption (GRI 205)

4.1.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including POL04 (Business Conduct Policy), POL23 (Whistleblowing Policy), POL32 (Disciplinary Policy), POL24 (Travel & Expenses Policy), POL06 (Corporate Credit Card Policy), SOP25 (Purchasing Process) and internal financial audits conducted by independent third parties. The framework for management of Anti-corruption ensures consistent

implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

4.1.2 Operations Assessed for Risks Related to Corruption (GRI 205-1)

Based on continual assessment of Crux's operational exposure to potential corruption-related risks, there were no inherent issues (or significant risks) identified beyond business-integrity exposures typical of technical consultancies in relation to supplier and client engagement. These risks are common across all Crux business activities, independent of geographical location. Any potential conflict-of-interests that Crux employees are aware of are managed in accordance with the Code of Business Conduct (POL04) and suppliers are required to sign-up to a code of conduct (SOP02).

4.1.3 Communication and Training About Anti-Corruption Policies and Procedures (GRI 205-2)

All staff receive training on business ethics including bribery, anti-corruption, conflicts of interest, anti-money laundering, anti-competitive behaviour and anti-fraud. The disclosure below refers to the percentage of those who have undertaken the onboarding training where it is stated that it is mandatory that the employee reads the Code of Business Conduct Policy.

Disclosure	2022	2023	2024
Percentage of employees trained on business ethics	100	100	100
Number of employees	129 (87)	131 (99)	135

Restatement of information: The number of employees training in business ethics in 2022 and 2023 has been corrected following the correction made in disclosure GRI 2-7 in Section 7.1.2.

4.1.4 Confirmed incidents of corruption and actions taken (GRI 205-3)

Disclosure	2022	2023	2024
Number of confirmed incidents of corruption	0	0	0

4.1.5 Number of reports related to whistleblower procedure

Disclosure	2022	2023	2024
Number of reports related to whistleblower procedure	0	0	0

4.2 Material Topic: Procurement (GRI 204, 308, 414)

4.2.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including SOP02 (Supplier Selection and Management) that outlines processes for supplier screening (including assessment of supplier conduct and sustainability commitments), risk-based management and continuing review, SOP15 (Nonconformance and Corrective Action). The framework for management of Procurement ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

4.2.2 Procurement Practices (GRI 204-1)

Crux defines a local supplier as any supplier within 30 miles of the office postcode, BS4 3AR. The definition for significant locations of operations encompasses the UK Crux offices. The table below shows the percentage of spend on local suppliers compared to all spending for each respective year.

Disclosure	2022	2023	2024
Percentage of procurement budget used for significant locations of operation that is spent on local suppliers (%)	18 (26)	20 (26)	18

Restatement of information: The percentages listed in the 2023 Annual Sustainability Report for the years 2019, 2021, 2022 and 2023 have been recalculated to match the criteria listed above, with the previously reported percentages in brackets.

4.2.3 Supplier Environmental (GRI 308) and Social (GRI 414) Assessment

In 2024, new suppliers were provided with onboarding questionnaires, capturing key supplier information and for higher tier suppliers, environmental and social sustainability information. All suppliers are now requested to provide environmental and social sustainability information. The Procurement Manager logging the responses to sustainability questions has been counted as the social and environmental impact assessment, however, there is no current process for further assessment of this data resulting in no suppliers being identified as having negative social or environmental impacts.

Where corrective action with suppliers is required, this is logged with the Quality team.

Disclosure	2022	2023	2024
Percentage of new suppliers screened using environmental and social criteria			
308-1 414-1	100	100	12
Number of suppliers assessed for environmental and social impacts			
308-2 414-2	Information not available	65	26
Number of suppliers identified as having negative environmental and social impacts - any significant?			
308-2 414-2	0	0	0
Percentage of suppliers identified as having significant actual and potential negative environmental and social impacts with which improvements were agreed upon as a result of assessment.			
308-2 414-2	0	0	0
Percentage of suppliers identified as having significant actual and potential negative environmental and social impacts with which relationships were terminated as a result of assessment, and why.			
308-2 414-2	0	0	0

4.2.4 Additional Disclosures Related to Sustainable Procurement (EcoVadis SUP600)

Disclosure	2022	2023	2024
Percentage of targeted suppliers who signed CoC	Information not available		11
Percentage of targeted suppliers with contracts that included sustainability requirements	0	0	0
Percentage of targeted suppliers covered by sustainability on-site audit	0	0	0
Percentage of buyers who received training on sustainable procurement	Information not available		
Percentage of audited or assessed suppliers engaged in corrective actions or capacity building	0	0	0

4.3 Material Topic: Client Engagement

4.3.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including SOP03 (Project Control), SOP28 (Feedback & Complaints) and a dedicated commercial function to ensure alignment with clients on all compliance and sustainability requirements. Upstream sustainability activities with undertaken in collaboration with clients to drive sustainability in project delivery, is an important aspect of Crux's operations where outputs of the organisations' services can impact the marketplace. The framework for management of Client Engagement ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

4.3.2 Sustainable Design Phases in Projects

Disclosure	2022	2023	2024
Number of formally 'sustainable' design phases within projects	2	4	16

4.3.3 Sustainability Through Client Engagement

- "Beautiful Design is Insight-Driven, Inclusive and Sustainable" (Published: 25/07/24)

<https://cruxproductdesign.com/journal/sustainable-inclusive-product-design-life-sciences/>

Crux applies sustainable and inclusive design principles in product development, using virtual modelling and predictive simulation to reduce prototyping waste and resource use. By integrating human-centred design with lifecycle and environmental considerations, Crux ensures outputs meet diverse user needs while minimising material and energy impacts. This approach brings consumer-sector sustainability thinking into regulated medical devices, improving both performance and environmental outcomes.

- With Great Design Comes Great Responsibility (Published: 23/05/24)

<https://cruxproductdesign.com/journal/user-centred-design-for-global-markets/>

Crux applies a user-centred design approach to create products that meet diverse global needs. Through ethnographic research and in-context user testing, the team gains deep insights into cultural

behaviours and usage environments, enabling designs that are both inclusive and effective across markets. This approach reduces development risk, enhances usability, and supports sustainable outcomes by ensuring products are truly fit for purpose and minimise waste from redesign or misuse.

- Crux Named Finalist for APM Social Project of the Year Award (Published: 29/08/24)

<https://cruxproductdesign.com/journal/respiratory-drug-delivery-device-apm-award-finalist/>

Crux Product Design received external recognition as a finalist for the Association for Project Management (APM) Social Project of the Year Award for its work on an innovative respiratory drug-delivery device. The project was acknowledged for applying Crux's user-centred and sustainable design principles to create a low-cost, effective solution for patients in low- and middle-income countries. This recognition highlights Crux's commitment to combining inclusive design, technical excellence, and social impact, demonstrating how thoughtful product innovation can improve health outcomes while advancing sustainability and accessibility goals globally.

5. ENVIRONMENTAL PILLAR

5.1 Material Topic: Emissions (GRI 305)

5.1.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including monitoring and reporting Scope 1, Scope 2, and Scope 3 greenhouse gas emissions in line with the GHG Protocol. Emissions data is compiled using recognised methodologies and reviewed annually to support transparency and continuous improvement. All 2024 GHG emissions data has been externally verified against the AA1000AS assurance standard. The GHG emissions for 2019 have been recalculated in alignment with the verified 2024 reporting period methodology. The GHG emissions for 2022 and 2023 have not been recalculated and represent the values following the previous methods of environmental monitoring and calculating.

The framework for management of Emissions ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within Crux's daily practice and operations.

5.1.2 Direct (Scope 1) GHG Emissions (GRI 305-1)

Gases included: CO₂e (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃).

Base year: 2019 was selected as the first year of consistent data collection. Emissions were recalculated in 2025 following the implementation of an improved methodology for more accurate emissions estimation.

Consolidation approach: Operational control.

Methodology and tools used: These emissions are derived from the organisation's air conditioning system, specifically from the use of fluorinated gases (F gases) as refrigerants. During servicing, refrigerant consumption is recorded, and UK government-approved emission factors are applied to calculate the associated CO₂e emissions.

In the reporting year, no refrigerant top-ups or replacements were recorded, and therefore no Scope 1 emissions (including Biogenic CO₂) occurred.

Disclosure	2019 (base year)	2022	2023	2024
Gross emissions (metric tonnes CO ₂ e)	0	0	0	0
Biogenic CO ₂ emissions (metric tonnes CO ₂ e)	Not Applicable			

5.1.3 Energy indirect (Scope 2) GHG Emissions (GRI 305-2, 305-4)

Gases included: CO₂e (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃).

Base year: 2019 was selected as the first year of consistent data collection. Emissions were recalculated in 2025 following the implementation of an improved methodology for more accurate emissions estimation. 2022/2023 emissions were calculated using the previous methodology, as per Section 5.1.1.

Emission factor source and GWP rates:

- Market-based electricity emissions factor is 0, as Crux purchases 100 % renewable electricity.
- Location-based electricity and heat/hot water emissions factors are based on DEFRA conversion factors.
- GWP rates follow DEFRA methodology aligned with IPCC 100-year values.

For more information, please refer to the Sustainability Policy.

Consolidation approach: Operational control.

Methodology and tools used: Emissions are calculated based on actual electricity and hot water consumption, using data from supplier invoices.

Disclosure	2019 (base year)	2022	2023	2024
Market-based gross emissions (metric tonnes CO ₂ e)	30.8 (26.6)	14.4	12.3	9.2
Location-based gross emissions (metric tonnes CO ₂ e)	27.3	Information not available	Information not available	29.0
Biogenic CO ₂ emissions (metric tonnes CO ₂ e)	Not Applicable			
Emissions intensity (market-based) (metric tonnes CO ₂ e per employee)	0.8	0.2	0.1	0.1

Restatement of information: The base-year emissions (Scopes 1, 2 and 3) were recalculated in 2025 according to a new methodology, implemented for the 2024 reporting period. This new methodology is closer aligned the GHG Protocol and has been subject to third-party assurance (see Sections 1.9 and 5.1.1). 2022/2023 emissions were calculated using the previous methodology, as per Section 5.1.1.

5.1.4 Other Indirect (Scope 3) GHG Emissions (GRI 305-3, 305-4)

Gases included: CO₂e (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃).

Categories and activities included:

- Purchased Goods & Services
- Capital Goods
- Fuel & Energy Related Activities
- Upstream Transportation & Distribution
- Waste Generated in Operations
- Business Travel
- Employee Commuting

Note: Crux does not produce any Downstream Scope 3 Emissions, as Crux's product and service output does not involve shipping physical products to customers.

Base year: 2019 was selected as the first year of consistent data collection. Emissions were recalculated in 2025 following the implementation of an improved methodology for more accurate emissions estimation.

Emission factor source and GWP rates:

- EPA emission factors were used for Purchased Goods & Services.
- DEFRA conversion factors were used for waste, travel, hotels, electricity T&D, and heat/hot water T&D.
- GWP rates follow DEFRA methodology aligned with IPCC 100-year values.

Consolidation approach: Operational control.

Methodology and tools used: Emissions were calculated using a combination of data extracted from purchase order databases and manual tracking by Crux's data analytics team. The number of employees for the intensity metric was taken as the average number of employees as per Section 7.1.2.

Disclosure	2019 (base year)	2022	2023	2024
Scope 3 gross emissions (metric tonnes CO ₂ e)	295 (360)	652	547	444
Emissions intensity (metric tonnes CO ₂ e per employee)	8	7	5	4

Restatement of information: The base-year emissions (Scopes 1, 2 and 3) were recalculated in 2025 according to a new methodology, implemented for the 2024 reporting period. This new methodology is closer aligned the GHG Protocol and has been subject to third-party assurance (see Sections 1.9 and 5.1.1). 2022/2023 emissions were calculated using the previous methodology, as per Section 5.1.1.

5.1.5 Reduction of GHG Emissions (GRI 305-5)

The table below states the percentage reduction in total GHG emissions (for Scope 2, Scope 3 and all Scopes) compared to the base year and the percentage reduction from the previous year.

Disclosure		2022	2023	2024
Compared to previous year	Reduction in Scope 2 emissions intensity (%)	<i>Information not available</i>	26	25
	Reduction in Scope 3 emissions intensity (%)		27	19
	Reduction in gross emissions intensity (%)		27	19
Compared to base year	Reduction in Scope 2 emissions intensity (%)	80	85	89
	Reduction in Scope 3 emissions intensity (%)	6	32	44
	Reduction in gross emissions intensity (%)	13	37	49

Restatement of information: Previous reporting for GRI 305-5 was in relation to the emissions for hot water and heating. This disclosure now reports the reduction in GHG emissions is based on total emissions for Scope 2, Scope 3 and all scopes combined, as this is more aligned with the context of Crux's sustainability objectives.

5.2 Material Topic: Energy (GRI 302) and Water (GRI 303)

5.2.1 Management (GRI 3-3)

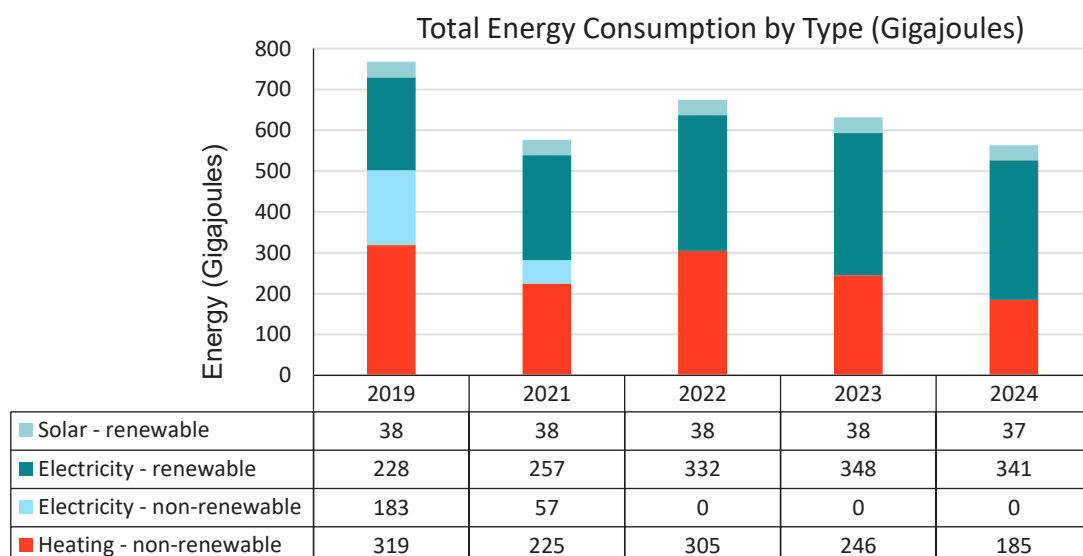
Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including monitoring energy consumption through supplier invoices and internal tracking, purchasing of 100 % renewable electricity, using DEFRA conversion factors to calculate energy use. The framework for management of Energy ensures consistent implementation, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

5.2.2 Energy Consumption Within the Organisation (GRI 302-1)

- Methodology: Based on supplier invoices (1 kilowatt-hour, kWh = 0.0036 Gigajoules, GJ). All electricity supplied in 2022 – 2024 was 100 % renewable and all hot water and heating was from non-renewable sources.

Crux does not consume any energy for cooling and steam and does not sell any energy.

- Conversion factors: DEFRA



Disclosure	2022	2023	2024
Total energy consumption from non-renewable sources (Gigajoules, GJ)	305	246	185
Total energy consumption from renewable sources (Gigajoules, GJ)	370	386	378
Total electricity consumption (Gigajoules, GJ)	332	348	341
Total heating consumption (Gigajoules, GJ)	305	246	185
Total energy consumption (Gigajoules, GJ)	675	632	563

5.2.3 Energy Intensity (GRI 302-3)

- Scope: Within the organisation
- The number of employees for the intensity metric was taken as the average number of employees as per Section 7.1.2.

Disclosure	2022	2023	2024
Total energy consumption per full time employee (Gigajoules, GJ)	7.75	6.32	5.63

5.2.4 Reduction of Energy Consumption (GRI 302-4)

- Basis: Compared to previous year
- Methodology: Invoice-based tracking and improved internal processes

Disclosure	2022	2023	2024
Reduction in total energy consumption per employee (energy intensity) compared to previous year (%)	-15.0	18.5	10.9
Reduction in total energy consumption per employee (energy intensity) compared to base year (%)	60.7	68.0	71.5

5.2.5 Other Disclosures Relating to Energy

Crux's investment in low-carbon technologies consists of the annual maintenance and cleaning fee for the solar panels on the roof of Crux HQ.

Disclosure	2022	2023	2024
Direct/indirect investment in low-carbon technologies (such as EV schemes, purchase of solar panels)	0	£165	£165

5.3 Water and Effluents (GRI 303)

This disclosure has been omitted due to the information not being available. This material topic is managed via maintaining the initiatives set out in the Sustainability Policy. However, data on water usage has not been collected in any of the reporting years.

5.4 Material Topic: Waste and Recycling (GRI 306)

5.4.1 Management of Waste and Waste-Related Impacts (GRI 3-3, 306-1 & 306-2)

Management of this material topic is supported by a structured system of internal controls (as outlined in the Sustainability Policy) that are designed to minimise waste generation, promote resource efficiency, and ensure full regulatory compliance. Crux applies the principles of the waste hierarchy, prioritising prevention, reduction, reuse, and recycling (as outlined in the Sustainability Policy) across its operational activities, procurement processes, and supply chain interactions.

Within internal operations, waste arises primarily from prototyping, testing and office activities (including IT-related waste). Crux reduces waste through implementation of digital documentation, careful purchasing controls, and elimination of single-use materials. Upstream, the company works with suppliers to limit packaging and encourage reusable or recyclable material specifications. Downstream, Crux monitors the end-of-life management of design prototypes and product samples, encouraging clients to adopt responsible disposal or recycling practices. All waste generated by Crux is collected, handled, and disposed of by licensed third-party contractors. Crux maintains oversight of contractor performance and compliance with national waste regulations through regular review of waste transfer notes and consignment documentation. Hazardous waste streams, such as solvents or chemical residues from prototyping, are segregated and stored safely prior to removal by certified providers.

Circularity measures include:

- Segregation of recyclable materials at source, including paper, plastics, metals, and electronic components.
- Use of reusable or returnable packaging wherever possible in both inbound and outbound logistics.
- Employee engagement and awareness initiatives to encourage responsible disposal and recycling behaviours within all facilities.

Quantitative waste data from 2024 was captured through internal waste logs and contractor reports, enabling periodic review of trends and progress toward reduction objectives. Data verification is supported by cross-checks against disposal records and weight tickets from waste carriers.

Data collection in 2022 and 2023 was calculated using a different methodology to 2024, relying on estimation of weights rather than logs of waste and verification against records. This data has been included in this report for transparency, however, it is likely that the 2024 metrics are a more accurate representation.

The framework for management of Waste and Recycling ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities across Crux's operations. Oversight is provided by the Sustainability Pod, which meets fortnightly to review environmental performance, identify improvement actions, and track alignment with ISO 14001 principles and Crux's broader sustainability objectives.

5.4.2 Waste Generated GRI (306-3)

Hazardous waste includes Waste Electrical and Electronic Equipment (WEEE) and certain business waste including from the lab and workshop. 100 % of waste is handled offsite.

Disclosure	2022	2023	2024
Total weight of waste (metric tonnes)	123.6	117.9	4.2
Weight of non-hazardous waste (metric tonnes)	123.6	117.6	4.1
Weight of hazardous waste (metric tonnes)	< 0.1	0.4	0.1

Restatement of information: There was a change in methodology between 2022/2023 and 2024 as per Section 5.4.1)

5.4.3 Waste Diverted from Disposal (GRI 306-4)

Waste diverted from disposal includes Bristol Waste collection and recycling of cardboard, plastic, paper, organic and electrical waste (WEEE). 100 % of waste diverted to disposal is handled offsite.

Disclosure		2022	2023	2024
Total weight of waste diverted from disposal (metric tonnes)		25.1	37.5	1.6
Weight of hazardous waste diverted from disposal (metric tonnes)	Preparation for reuse	0	0.3	0
	Recycling	0	0	<0.1
	Other	0	0.1	0
	Total	0	0.4	<0.1
Weight of non-hazardous waste diverted from disposal (metric tonnes)	Recycling	25.1	31.7	1.5
	Other	0	5.5	0
	Total	25.1	37.2	1.5

Restatement of information: There was a change in methodology between 2022/2023 and 2024 as per Section 5.4.1)

5.4.4 Waste Diverted to Disposal (GRI 306-5)

Waste diverted to disposal includes non-recyclable business waste and rubbish.

100 % of waste diverted to disposal is handled offsite.

Disclosure		2022	2023	2024
Total weight of waste diverted to disposal (metric tonnes)		98.6	80.5	2.5
Weight of hazardous waste diverted to disposal (metric tonnes)	Incineration with ER (Total)	<0.1	0.1	0.1
Weight of non-hazardous waste diverted to disposal (metric tonnes)	Incineration with ER	98.5	80.4	0.8
	Landfilling	0	0	1.6
	Total	98.5	80.4	2.5

Restatement of information: The weight has been given to one decimal place to improve the clarity of the information; where < 0.1 is given for any value deemed negligible in terms of impact into the total waste. There was a change in methodology between 2022/2023 and 2024 as per Section 5.4.1)

5.5 Material Topic: Transport

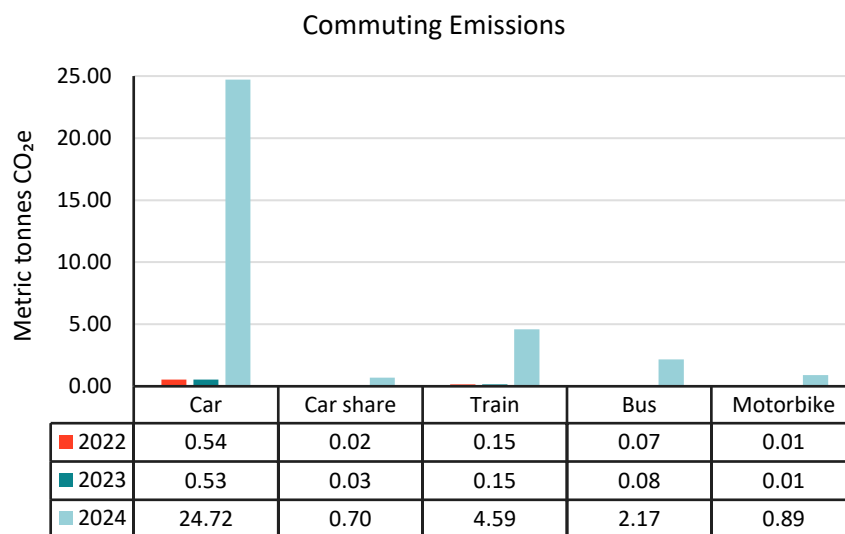
5.5.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy. The framework for management of Transport ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

5.5.2 Emissions per Commuting Category

Each year, all employees are requested to complete a form to share their commuting methods, including average days working in the office in a week. The emissions are calculated from this, where 0 CO₂e is assigned for walking and cycling to work.

Calculation methods have changed from 2022/2023 to 2024 and whilst the emissions for 2022 and 2023 are included in the figure below, those for 2024 reveal a more accurate estimate.



5.5.3 Business Travel Emissions Intensity

The total emissions from business travel (excluding commuting) have been divided by the average number of employees as per Section 7.1.2.

Disclosure	2023	2024
Emissions per business travel per employee (metric tonnes CO ₂ e)	0.4	0.9

6. GOVERNANCE PILLAR

6.1 Material Topic: Diversity and Equal Opportunity (GRI 405)

6.1.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy – including POL07 (Equity, Diversity & Inclusion Policy), POL19 (Recruitment & Induction Policy) and POL43 (EDI Policy). The framework for management of Diversity and Equality Opportunities ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

6.1.2 Diversity of Governance Bodies and Employees (GRI 405-1)

The percentages disclosed in the table below are of the numbers

Definitions:

- Organisation's governance body – Board of Directors (including founders)
- Employee categories are based on the four levels of employment, Level 4 being most senior and Level 1 being least senior.
- Minority – nationality: non-British
- Minority – ethnicity: non-white
- Minority – disability: all physical and mental disabilities

All metrics for percentage of employees who consider themselves part of one of the three minority groups listed (nationality, ethnicity or disability) do not cover all the employees within the reporting period, as 27 % of all employees chose to not disclose.

Percentage of individuals within the organisation's governance bodies in gender, age and minority:

Percentage of Board of Directors	2022	2023	2024
Female	0	0	14
Male	100	100	86
Non-binary	0	0	0
Under 30	0	0	0
30 – 50	83	83	86
Over 50	17	17	14
Minority – nationality	0	0	0
Minority – ethnicity	0	0	0
Minority – disability	0	0	0

Percentage of employees per employee category in each of the following diversity categories:

1. Gender

Percentage of employees		2022	2023	2024
Female	Total	30	29	35
	Level 4	4	4	7
	Level 3	8	6	7
	Level 2	10	12	14
	Level 1	8	6	8
Male	Total	70	70	64
	Level 4	10	10	16
	Level 3	19	13	22
	Level 2	28	34	14
	Level 1	13	13	11
Non-binary	Total	0	1	1
	Level 4	0	0	0
	Level 3	0	0	0
	Level 2	0	1	1
	Level 1	0	0	0

2. Age

Percentage of employees		2022	2023	2024
Under 30	Total	59	60	56
	Level 4	1	0	1
	Level 3	9	5	15
	Level 2	31	36	21
	Level 1	19	18	18
30 – 50	Total	37	35	39
	Level 4	10	11	19
	Level 3	18	13	13
	Level 2	6	11	7
	Level 1	2	1	0

Over 50	Total	4	5	5
	Level 4	3	4	3
	Level 3	0	1	2
	Level 2	1	1	1
	Level 1	0	0	0

3. Minority (of nationality, ethnicity* and disability*)

*Of those who chose to disclose = 27 % overall

Percentage of employees		2022	2023	2024
Minority – nationality	Total	21	23	20
	Level 4	0	1	1
	Level 3	4	4	10
	Level 2	12	15	8
	Level 1	5	3	2
Minority – ethnicity	Total	<i>Information not available</i>		9
	Level 4			0
	Level 3			3
	Level 2			2
	Level 1			4
Minority – disability	Total			5
	Level 4			1
	Level 3			1
	Level 2			3
	Level 1			0

6.1.3 Ratio of Basic Salary and Remuneration of Women to Men (GRI 405-2)

This disclosure follows the GOV UK Gender Pay Gap Reporting guidance and thus relates to the pay gap on a selected day of the year (05-April).

Ratio of basic salary and remuneration of women to men	2022	2023	2024
Overall (mean)	1.04	1.07	1.06
Level 4	<i>Information not available</i>		0.9
Level 3			1.0
Level 2			1.0
Level 1			1.1

6.2 Material Topic: Information Security (GRI 418)

6.2.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including POL13 (Information Security), POL17 (Data Breach Policy), POL18 (Records Management Policy), POL08 (Subject Access Requests Policy), POL36 (Employee Privacy Notice and associated privacy notices as provided on the Crux website (UK: <https://cruxproductdesign.com/privacy-policy-uk/> and US: <https://cruxproductdesign.com/privacy-policy-us/>). The framework for management of Information Security ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

6.2.2 Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data (GRI 418-1)

Between 2022-2024, **Crux did not receive any substantiated complaints** concerning breaches of customer privacy from external parties or regulatory bodies.

Additionally, **no leaks, thefts, or losses of customer data or employee data** were identified.

Disclosure	2022	2023	2024
Number of information security incidents	0	0	0

7. SOCIAL PILLAR

7.1 Material Topic: Working Conditions and Employee Wellbeing (GRI 2-7, 2-8, 2-21, 2-30 401, 402, 404)

7.1.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including POL01 (Anti-bullying & Harassment Policy), POL02 (Bereavement Policy), POL09 (Sickness Absence Policy), POL10 (Flexible Working Policy), POL31 (Career Development Policy), POL33 (Grievance Policy) and POL42 (Annual Leave Policy). The framework for management of Working Conditions and Employee Wellbeing ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

7.1.2 Employees (GRI 2-7)

Number of employees – includes all employees who worked at Crux at any point during the reporting period.

Number of permanent employees – includes all employees on a permanent contract.

Number of full-time employees – includes all employees working 35 hours or above.

Average number of employees – calculated by determining the average of the monthly headcount over the 12-month reporting period, with each full-time employee assigned a full-time equivalent

(FTE) value of 1. Part-time employees are assigned a proportional FTE value based on their contracted working hours relative to a full-time schedule. This value has been applied in the calculation of intensity metrics to ensure greater accuracy and reflect a more realistic representation of number of employees.

Disclosure		2022	2023	2024
Number of employees	Total	129 (87.42)	131 (99.83)	135
	Female	39 (23.25)	38 (28)	49
	Male	89 (64.17)	91 (71.5)	84
	Non-binary	1 (0)	2 (0.33)	2
Number of permanent employees	Total	111 (78.33)	111 (90.08)	109
	Female	31 (20.83)	32 (24.67)	38
	Male	80 (57.5)	78 (65.08)	70
	Non-binary	0	1 (0.33)	1
Number of temporary employees	Total	18 (9.08)	20 (9.75)	26
	Female	8 (2.42)	6 (3.33)	11
	Male	9 (6.67)	13 (6.42)	14
	Non-binary	1 (0)	1 (0)	1
Number of full-time employees	Total	115 (83.75)	121 (95.33)	125
	Female	33 (20.33)	35 (24)	45
	Male	81 (63.42)	84 (71)	78
	Non-binary	1 (0)	2 (0.33)	2
Number of part-time employees	Total	12 (3.67)	9 (4.5)	9
	Female	5 (2.92)	3 (4)	3
	Male	7 (0.75)	6 (0.5)	6
	Non-binary	0	0	0
Average number of employees		87	100	100

Restatement of information: The values from the previous Annual Sustainability Report have updated to include all employees during the reporting period who fell under each category, rather than an average being calculated.

7.1.3 Annual Total Compensation Ratio (GRI 2-21)

The ratio of the annual total compensation for the highest-paid individual in the organisation to the median annual total compensation for all employees (excluding the highest-paid individual).

GRI 2-21b, the ratio of percentage increase in annual compensation, has been omitted due to incompleteness.

Disclosure	2022	2023	2024
Ratio of annual total compensation	3.89	3.83	2.68

7.1.4 Collective bargaining agreements (GRI 2-30)

Disclosure	2022	2023	2024
Employees covered by collective bargaining agreements	0	0	0

7.1.5 New Employee Hires and Employee Turnover (GRI 401-1)

New employee hires: The rate has been calculated as a percentage of new employees (including temporary employees) of the average number of employees (as per Section 7.1.2).

New employee hires and rate (%)		2022		2023		2024	
Total		48	55 (100) %	32	32 (100) %	39	39 %
Age	Under 30	34	39 (71) %	25	25 (78) %	30	30 %
	30 – 50	14	16 (29) %	6	6 (19) %	7	7 %
	Over 50	0	0	1	1 (3) %	2	2 %
Gender	Female	19	22 (40) %	9	9 (28) %	21	21 %
	Male	29	33 (60) %	22	22 (69) %	18	18 %
	Non-Binary	0	0	1	1 (3) %	0	0

Employee losses: The rate (turnover rate) has been calculated as a percentage of employees left (including temporary employees) of the average number of employees (as per Section 7.1.2).

Employee turnover and rate (%)		2022		2023		2024	
Total		29	33 (100) %	34	34 (100) %	29	29 %
Age	Under 30	19	22 (66) %	21	21 (62) %	22	22 %
	30 – 50	10	11 (34) %	10	10 (29) %	6	6 %
	Over 50	0	0	3	3 (9) %	1	1 %
Gender	Female	9	10 (31) %	11	11 (32) %	10	10 %
	Male	20 (29)	23 (69) %	23	23 (68) %	18	18 %
	Non-Binary	0	0	0	0	1	1 %

Restatement of information: The percentages that were disclosed in the previous year's Annual Sustainability Report showed the numbers of new hires/employees lost as percentages and did not give the rate. These have been corrected to provide the rates as described in the start of this section. The number of male employees lost during 2022 has also been corrected.

7.1.6 Benefits provided to full-time employees that are not provided to temporary or part-time employees (GRI 401-2)

Crux does not differentiate employment benefits based on contract type; all employees are offered equitable terms and access to the same core benefits. This has been the case throughout 2022-2024.

7.1.7 Parental Leave (GRI 401-3)

401-3a – Crux does not collect data on who is/is not a parent, but any employee who is a parent would qualify according to statutory terms.

Disclosure		2022	2023	2024
Number of employees that took parental leave	Total	6	8	10
	Male	5	5	4
	Female	1	3	6
Number of employees that returned to work after parental leave	Total	5	8	10
	Male	4	5	4
	Female	1	3	6
Number of employees still employed 12 months after the above	Total	3	8	9
	Male	2	5	4
	Female	1	3	5
Return to work rate (%)	Male	80	100	100
	Female	100	100	100
Retention rate (%)	Male	50 (40)	100	100
	Female	100	100	83

Restatement of information: The retention rate for males in 2022 has been corrected to 50 %, based on the calculation being *number of employees still employed 12 months after the above over number of employees that returned to work after parental leave*.

7.1.8 Minimum Notice Periods Regarding Operational Changes (GRI 402-1)

Minimum notice periods regarding operational changes for all employees is one month or contractual notice, whichever is greater. This has been the case between 2022-2024.

7.1.9 Average Hours of Training per Year per Employee (GRI 404-1)

This disclosure (2024) defines training hours as the time that has been logged on timesheets under codes for external training, internal training and upskilling. Only those who track their training hours on timesheets have been included as the time spent training is unknown for those without. The disclosures for 2022 and 2023 followed a different methodology.

Average hours of training	2022	2023	2024
All employees (h)	Information not available		17
Female (h)	49	43	12
Male (h)	45	41	19
Non-binary (h)	N/A	15	18

Employment Level 4 (h)	24	18	8
Employment Level 3 (h)	30	32	22
Employment Level 2 (h)	54	37	19
Employment Level 1 (h)	47	65	14

7.1.10 Programmes for Upgrading Employee Skills and Transition Assistance Programs (GRI 404-2)

Crux provides role-specific training, including mandatory instruction for laboratory equipment use, Health and Safety procedures, and sustainability practices. Training is delivered during paid working hours and tracked through internal records. Training needs are reviewed during onboarding and annual performance evaluations.

Crux does not offer formal transition assistance programmes, including pre-retirement support. However, employees are supported through upskilling and role adaptation to manage changes such as technological advancements, personal circumstances, or potential role redundancy.

7.1.11 Percentage of Employees Receiving Regular Performance and Career Development Reviews (GRI 404-3)

This disclosure is based on the percentage of employees who are eligible for performance reviews, *i.e.* they have passed their probation, are not in their notice period and are not on long-term leave.

Percentage of employees receiving regular performance and career development reviews	2022	2023	2024
All employees	91	99	92
Female	Information not available		
Male			

7.2 Material Topic: Human Rights (GRI 406)

7.2.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including POL01 (Anti-bullying and Harassment Policy), POL03 (Child Protection Policy) and POL33 (Grievance Policy). The framework for management of Human Rights ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

7.2.2 Incidents of Discrimination and Corrective Actions Taken (GRI 406-1)

Disclosure	2022	2023	2024
Number of incidents of discrimination	0	0	0

7.3 Material Topic: Health and Safety (GRI 403)

7.3.1 Management (GRI 3-3)

Management of this material topic is supported by policies, standard operating procedures (SOPs) and internal controls as outlined in the Sustainability Policy, including POL11 (Occupational Health and Safety Policy). The framework for management of Human Rights ensures consistent implementation, monitoring, and continual improvement of sustainability-related activities within the daily practice and operations of Crux.

7.3.2 Occupational Health and Safety Management System (GRI 403-1)

Crux has implemented an Occupational Health and Safety management system in line with UK legal requirements and internal policy **POL11 – Occupational Health and Safety Policy**. The system covers all employees and contractors working on-site, particularly in laboratory and workshop environments. It includes procedures for equipment safety, infrastructure maintenance, and environmental monitoring. All activities are conducted in controlled and compliant settings.

7.3.3 Hazard Identification, Risk Assessment, and Incident Investigation (GRI 403-2)

Hazards are identified through routine inspections, equipment servicing, and environmental monitoring. Risks are assessed using a hierarchy of controls, prioritising elimination and substitution. Incident reporting follows RIDDOR requirements, and investigations are conducted by the Operations team and Lab Manager. Workers can report hazards confidentially and are protected from reprisals. They may remove themselves from unsafe situations without penalty.

7.3.4 Occupational Health Services (GRI 403-3)

Crux provides access to occupational health services through internal procedures and external providers where needed. Services include first aid, mental health support, and ergonomic assessments. Equipment calibration and servicing help minimise physical risks. Confidentiality of health-related information is maintained, and participation in health services does not influence employment decisions.

7.3.5 Worker Participation, Consultation, and Communication on Occupational Health and Safety (GRI 403-4)

Health and Safety responsibilities are shared between the Operations team and Lab Manager. Workers are consulted through informal feedback and direct engagement. Safety information, including first aider contact details and fire procedures, is clearly communicated. Formal Health and Safety committees are not in place due to Crux's size, but all workers are represented through direct participation.

7.3.6 Worker Training on Occupational Health and Safety (GRI 403-5)

Training is provided to all employees using lab equipment, with records maintained. Topics include equipment handling, emergency procedures, and hazard awareness. Training is delivered during working hours and is free of charge. Effectiveness is monitored through incident rates and compliance with servicing schedules.

7.3.7 Promotion of Worker Health (GRI 403-6)

Crux promotes worker health by monitoring environmental conditions (e.g. temperature, air quality, lighting) and supporting mental health through designated first aiders. While no formal health promotion programmes are in place, Crux encourages wellbeing through ergonomic desk setups and a supportive work culture. An annual extra day of holiday called 'Crux Employee Wellbeing Day' is granted to all employees to further support wellbeing.

7.3.8 Prevention and Mitigation of Health and Safety Impacts Linked to Business Relationships (GRI 403-7)

Crux ensures that contractors and suppliers working on-site comply with Health and Safety standards. Equipment servicing and calibration are managed to prevent risks. Where Crux does not control the workplace, it exercises influence through contractual obligations and supplier assessments.

7.3.9 Workers Covered by an Occupational Health and Safety Management System (GRI 403-8)

- **System coverage:** 100 % of Crux employees and on-site contractors are covered by the Occupational Health and Safety management system, as defined in **POL11 – Occupational Health and Safety Policy**. This has been the case through **2022, 2023 and 2024**.
- **Internal audit:** The system is reviewed annually by the Operations team.
- **External audit:** No external certification has been conducted to date.
- **Exclusions:** No workers are excluded.
- **Methodology:** Coverage is based on employment records and contractor access logs.

7.3.10 Work-Related Injuries (GRI 403-9)

- **Hazards identified:** Physical hazards (e.g. lab equipment), ergonomic risks, and psychosocial risks (e.g. stress).
- **Actions taken:** Equipment servicing, environmental monitoring, training, and mental health support.
- **Rate calculation basis:** No rates have been calculated as there have been no recordable work-related injuries according to the GRI definition.
- **Exclusions:** None (no contractors experienced an injury in any of the reporting periods below).
- **Methodology:** Data compiled from incident logs and RIDDOR reporting records, of a total of **164,482 working hours** over 2024.

Disclosure	2022	2023	2024
Number (and rate) of work-related fatalities	0	0	0
Number (and rate) of work-related high-consequence injuries	0	0	0
Number (and rate) of recordable work-related injuries	0 (9)	0 (4)	0
Main type of injury (of recordable injuries)	N/A	N/A	N/A

Restatement of information: the values for number of recordable work-related injuries for 2022 and 2023 have been updated with the previous value in parentheses. The previously stated injuries

included very minor injuries that did not meet the criteria in the GRI definition of recordable work-related injuries.

7.3.11 Work-Related Ill Health (GRI 403-10)

- Hazards identified: Stress and fatigue monitored through environmental and workload assessments.
- Actions taken: Mental health first aiders, ergonomic desk setups, and workload management.
- Exclusions: None.
- Methodology: Based on internal Health and Safety records and absence monitoring.

Disclosure	2022	2023	2024
Number (and rate) of work-related ill health	0	0	0
Number (and rate) of work-related high-consequence ill health	0	0	0
Number (and rate) of recordable work-related ill health	0	0	0

8. APPENDIX: GRI CONTENT INDEX

Statement of use	Crux Product Design Group (as defined in Section 1.1) has reported in accordance with the GRI Standards for the period 01 January to 31 December 2024 (as per Section 1.7).
GRI used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI sector standards were used.

GRI Disclosure	Report Section (Starting Page)
GRI 2: General Disclosures 2021	
2-1 Organizational details	1.2 (5)
2-2 Entities included in the organization's sustainability reporting	1.2 (5)
2-3 Reporting period, frequency and contact point	1.7 (8)
2-4 Restatements of information	1.10 (10)
2-5 External assurance	1.9 (10)
2-6 Activities, value chain and other business relationships	1.3 (5)
2-7 Employees	7.1.2 (30)
2-8 Workers who are not employees	This disclosure is omitted as it is not applicable. Crux does not engage a significant number of workers who are not classified as employees. All core operations are conducted by direct employees, and any external labour (e.g. contractors and consultants) constitutes less than 0.1 % of the total full-time equivalent working hours of the workforce, which is minimal and not material to the sustainability impacts or workforce profile of the organisation.
2-9 Governance structure and composition	1.5 (6)

2-10 Nomination and selection of the highest governance body	1.5 (6)
2-11 Chair of the highest governance body	1.5 (6)
2-12 Role of the highest governance body in overseeing the management of impacts	1.5 (6)
2-13 Delegation of responsibility for managing impacts	1.5 (6)
2-14 Role of the highest governance body in sustainability reporting	1.5 (6)
2-15 Conflicts of interest	1.5 (6)
2-16 Communication of critical concerns	1.5 (6)
2-17 Collective knowledge of the highest governance body	1.5 (6)
2-18 Evaluation of the performance of the highest governance body	1.5 (6)
2-19 Remuneration policies	1.5 (6)
2-20 Process to determine remuneration	1.5 (6)
2-21 Annual total compensation ratio	7.1.3 (31)
2-22 Statement on sustainable development strategy	2 (11)
2-23 Policy commitments	2 (11)
2-24 Embedding policy commitments	2 (11)
2-25 Processes to remediate negative impacts	2 (11)
2-26 Mechanisms for seeking advice and raising concerns	2 (11)
2-27 Compliance with laws and regulations	2 (11)
2-28 Membership associations	2 (11)
2-29 Approach to stakeholder engagement	1.6 (8)
2-30 Collective bargaining agreements	0 (32)
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	3.1 (12)
3-2 List of material topics	3.3 (14)
3-3 Management of material topics	3.4 (15)
GRI 204: Procurement Practices 2016	
3-3 Management of material topics	4.2.1 (16)
204-1 Proportion of spending on local suppliers	4.2.2 (17)
GRI 205: Anti-corruption 2016	

3-3 Management of material topics	4.1.1 (15)
205-1 Operations assessed for risks related to corruption	4.1.2 (16)
205-2 Communication and training about anti-corruption policies and procedures	4.1.3 (16)
205-3 Confirmed incidents of corruption and actions taken	4.1.4 (16)
GRI 302: Energy 2016	
3-3 Management of material topics	5.2.1 (22)
302-1 Energy consumption within the organization	5.2.2 (22)
302-2 Energy consumption outside of the organization	This disclosure is omitted due to relevant information not being available. Crux currently does not collect comprehensive data on energy consumption occurring outside its operational boundaries (e.g. within the value chain or through supplier and product use activities).
302-3 Energy intensity	5.2.3 (23)
302-4 Reduction of energy consumption	5.2.4 (23)
302-5 Reductions in energy requirements of products and services	This disclosure is omitted as it is not applicable. Crux does not produce physical products with measurable energy requirements. The company provides design and development services, and therefore reductions in product energy use are not directly attributable to its own operations.
GRI 303: Water and Effluents 2018	
303 – All disclosures	5.3 (23)
GRI 305: Emissions 2016	
3-3 Management of material topics	5.1.1 (19)
305-1 Direct (Scope 1) GHG emissions	5.1.2 (19)

305-2 Energy indirect (Scope 2) GHG emissions	5.1.3 (20)
305-3 Other indirect (Scope 3) GHG emissions	5.1.3 (20)
305-4 GHG emissions intensity	5.1.3 (20) & 5.1.3 (20)
305-5 Reduction of GHG emissions	5.1.5 (21)
305-6 Emissions of ozone-depleting substances (ODS)	These disclosures are omitted as they not applicable to Crux, which does not directly or indirectly produce any emissions of ozone-depleting substances or any other significant air emissions (NOx, SOx, POP, VOCM, HAP, PM).
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
GRI 306: Waste 2020	
3-3 Management of material topics	5.4.1 (24)
306-1 Waste generation and significant waste-related impacts	5.4.1 (24)
306-2 Management of significant waste-related impacts	5.4.1 (24)
306-3 Waste generated	5.4.2 (24)
306-4 Waste diverted from disposal	5.4.3 (25)
306-5 Waste directed to disposal	5.4.4 (25)
GRI 308: Supplier Environmental Assessment 2016	
3-3 Management of material topics	4.2.1 (16)
308-1 New suppliers that were screened using environmental criteria	4.2.3 (17)
308-2 Negative environmental impacts in the supply chain and actions taken	4.2.3 (17)
GRI 401: Employment 2016	
3-3 Management of material topics	7.1.1 (30)
401-1 New employee hires and employee turnover	0 (32)
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	7.1.6 (32)
401-3 Parental leave	7.1.7 (33)
GRI 402: Labor/Management Relations 2016	
3-3 Management of material topics	7.1.1 (30)
402-1 Minimum notice periods regarding operational changes	7.1.8 (33)

GRI 403: Occupational Health and Safety 2018	
3-3 Management of material topics	7.3.1 (35)
403-1 Occupational Health and Safety management system	7.3.2 (35)
403-2 Hazard identification, risk assessment, and incident investigation	7.3.3 (35)
403-3 Occupational health services	7.3.4 (35)
403-4 Worker participation, consultation, and communication on Occupational Health and Safety	7.3.5 (35)
403-5 Worker training on Occupational Health and Safety	7.3.6 (35)
403-6 Promotion of worker health	7.3.7 (36)
403-7 Prevention and mitigation of Occupational Health and Safety impacts directly linked by business relationships	7.3.8 (36)
403-8 Workers covered by an Occupational Health and Safety management system	7.3.9 (36)
403-9 Work-related injuries	7.3.10 (36)
403-10 Work-related ill health	7.3.11 (37)
GRI 404: Training and Education 2016	
3-3 Management of material topics	7.1.1 (30)
404-1 Average hours of training per year per employee	7.1.9 (33)
404-2 Programs for upgrading employee skills and transition assistance programs	7.1.10 (34)
404-3 Percentage of employees receiving regular performance and career development reviews	7.1.11 (34)
GRI 405: Diversity and Equal Opportunity 2016	
3-3 Management of material topics	6.1.1 (27)
405-1 Diversity of governance bodies and employees	6.1.2 (27)
405-2 Ratio of basic salary and remuneration of women to men	6.1.3 (29)
GRI 406: Non-discrimination 2016	
3-3 Management of material topics	7.2.1 (34)
406-1 Incidents of discrimination and corrective actions taken	7.2.2 (34)
GRI 414: Supplier Social Assessment 2016	
3-3 Management of material topics	4.2.1 (16)
414-1 New suppliers that were screened using social criteria	4.2.3 (17)

414-2 Negative social impacts in the supply chain and actions taken	4.2.3 (17)
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8.1 Non-Applicable Topic Standards

Non-Applicable Topic Standards
GRI 201: Economic Performance 2016
GRI 202: Market Presence 2016
GRI 203: Indirect Economic Impacts 2016
GRI 206: Anti-competitive Behavior 2016
GRI 207: Tax 2019
GRI 301: Materials 2016
GRI 304: Biodiversity 2016
GRI 306: Effluents and Waste 2016
GRI 407: Freedom of Association and Collective Bargaining 2016
GRI 408: Child Labor 2016
GRI 409: Forced or Compulsory Labor 2016
GRI 410: Security Practices 2016
GRI 411: Rights of Indigenous Peoples 2016
GRI 413: Local Communities 2016
GRI 415: Public Policy 2016
GRI 416: Customer Health and Safety 2016
GRI 417: Marketing and Labeling 2016
GRI 418: Customer Privacy 2016

8.2 GRI Notification

This sustainability report is submitted to the Global Reporting Initiative (GRI) through the web portal for report registration to comply with all necessary requirements of GRI 1: Foundation 2021.



AA1000AS v3 Assurance Statement

Prepared for: Crux Product Design

Intended Users: Crux Product Design Stakeholders

Date Issued: 25 November 2025

I. Introduction

Sustainability Assurance Services (SAS) has conducted an independent third-party, Type 2 Moderate Assurance review of Crux Product Design's 2024 sustainability report and data and the 2024 GHG emissions inventory for the year ending December 31, 2024 in accordance with AccountAbility's AA1000 Assurance Standard 2018 (AA1000AS v3). This review assessed the accountability and reliability of Crux Product Design's sustainability management, performance, and reporting practices.

The objective of this Type 2 Moderate level assurance review was to assess the inclusivity, materiality, responsiveness, impact ("the Principles") and information reliability and quality set out in the AA1000 Assurance Standard v3.

II. Roles and Responsibilities

For a Type 2 assurance engagement, the SAS Assurance Team assesses the extent of the organization's adherence to all four AA1000 AccountAbility Principles and provide relevant findings and conclusions, and shall, additionally, assess and evidence the reliability and quality of specified sustainability performance and disclosed information, providing relevant findings and conclusions.

Crux Product Design is responsible for the preparation, collation and reporting of qualitative and quantitative data and reporting materials in addition to the establishment and maintenance of appropriate performance management and internal control systems from which the reported information is derived. If information is spread across multiple disclosures – such as company reports, company webpages, stakeholder reports, or regulatory-specific disclosures – Crux Product Design is responsible for ensuring that the information is not edited or amended in any way after assurance.

III. Independence and Competence

As part of its independent assessment, SAS does not make recommendations to its clients, but it does identify gaps in reporting that can be used for improvements. Further, SAS was not involved in the development of the sustainability report or other provided information, nor does SAS retain a relationship with its clients that would cause a conflict of interest or compromise its ability to perform an independent assessment.

The SAS assurance team comprised:

Lead Auditor – Gina MacIlwraith, LCSAP

Team Auditor - Lindsey Mifsud Berger

GHG Verification Reviewer – Lindsey Shoffeitt



IV. Process and Scope of Assurance

The scope of the assurance included Crux Product Design's 2024 Sustainability Report, which was prepared in accordance with the Global Reporting Initiative (GRI) Standards. To review the design of processes, systems, and controls for managing reliability and quality of specified information, the SAS Assurance team also reviewed internal Crux Product Design data tracking sheets, presentations, sustainability working group meeting topics, stakeholder engagement results and materiality assessment summaries.

The scope of the assurance also included Crux's 2024 GHG emissions inventory summarized in Table 1 below, which was prepared in accordance with World Resources Institute and World Business Council for Sustainability Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (revised edition). To review the design of processes, systems, and controls for managing reliability and quality of specified information, the SAS Assurance team reviewed internal Crux data collection processes and tracking sheets, calculation processes, and related communications.

Table 1. Summary of 2024 Greenhouse Gas (GHG) Emissions Inventory

Scope	GHG Emissions (kg CO ₂ e)
Scope 1	0
Scope 2 (location based)	28,959.03
Scope 2 (market based)	9,239.22
Scope 3 (categories 1 – 7)	444,374.38

The assurance was prepared in accordance with World Resources Institute and World Business Council for Sustainability Development Greenhouse Gas Protocol: A corporate Accounting and Reporting Standard (revised edition) for the GHG data.

V. Methodology

The SAS assurance team conducted an information gathering session with Crux Product Design using question-and-answer format and data verification processes. Crux Product Design presented relevant documentation from stakeholders and shared both public and internal documents to demonstrate adherence to the AA1000 principles. Public reports and internal data tracking sheets and procedures were shared by Crux Product Design to support the sustainability performance data reliability and quality.

VI. Limitations

An assurance engagement is conducted at a point in time and not performed continuously throughout the year. The procedures performed aimed at collecting information throughout the entire reporting year to gather as much historical, present and forward-looking information as possible.



VII. Findings, Conclusions and Recommendations

No significant findings have come to our attention that cause us to believe that sustainability management, reporting and performance has not been conducted in adherence to the AA1000 AccountAbility Principles. In all material respects, Crux Product Design has adhered to the AA1000AS v3 2018 Standard and has provided sufficient evidence to support Moderate level of assurance for reliable and quality performance data for the year ending 31 December 2024.

Gina MacIlwraith, MBA, SEP, LCSAP

Lead Certified Sustainability Assurance Practitioner – certificate number: L29042501

Sustainability Assurance Services

25 November 2025





CRX_SUST_ASR_002_V01

Final Audit Report

2025-12-04

Created:	2025-12-04 (Greenwich Mean Time)
By:	David Williams (david.williams@cruxproductdesign.com)
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"CRX_SUST_ASR_002_V01" History

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