

science group plc

Annual Report  
and Financial  
Statements  
2024

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## Statement of Executive Chair

Science Group plc is an international science & technology consultancy and systems organisation. In 2024, Science Group again demonstrated the resilience of its operating model and, in an unpredictable economic and political environment, the Group has delivered another year of record profitability.

In early 2025, the Group's robust balance sheet, accumulated cash resources and strong operating cash flow enabled Science Group to make an investment in Ricardo plc ('Ricardo'), a UK-based, science and technology consultancy and engineering business. Science Group is now the second largest shareholder in Ricardo.

### Financial Summary

For the year ended 31 December 2024, Science Group reported adjusted operating profit of £21.5 million (2023: £20.5 million) and an adjusted basic earnings per share increase of 9% to 36.2 pence (2023: 33.3 pence). Revenue was marginally down at £110.7 million (2023: £113.3 million) reflecting (i) market conditions; (ii) a strong comparator in some consultancy areas; and (iii) the managed transition away from some legacy, low margin activities in the Defence sector. The Group's reported statutory operating profit was £14.9 million for the year (2023: £8.1 million) and profit before tax was £14.7 million (2023: £7.6 million, which was impacted by one-off, non-cash adjustments associated with the TP Group acquisition). Cash generated from operations was £21.8 million in the year, reflecting the Group's consistent focus on cash conversion.

Science Group retains a strong balance sheet. Despite returning £8.6 million to shareholders through share buy-backs (£5.0 million, 2023: £3.9 million) and an increased dividend payment outflow of £3.7 million (2023: £2.3 million), at 31 December 2024 Group cash was £38.6 million (2023: £30.9 million) and net funds were £26.8 million (2023: £18.0 million).

At 19 March 2025, adjusting for the cost of the Ricardo share purchases (including brokerage fees), Science Group retained gross cash of approximately £25.7 million and net funds of approximately £13.8 million. At the same date, the market value of the Ricardo investment was £25.6 million. Therefore, not only has the Ricardo shareholding produced a paper profit (in March 2025) since investment, but Science Group retains significant cash resources, enhanced by a new unused debt facility.

### Consultancy Services

The Consultancy Division is an international services business providing advisory, product development, regulatory and project management services. The Division is characterised by deep technical and scientific expertise combined with specialist industry-sector knowledge.

The collaboration between the different practices that make up the Division has progressively developed such that the Board is now unifying the operations under the Sagentia brand. The finance function across the Division has been fully integrated and is migrating to a consistent Finance IT platform, anticipated to be completed in summer 2025, enabling the business to maintain its high productivity and efficiency of operations.

Reflecting the more challenging consultancy market in 2024, a strong prior year comparator in the Medical sector and management action to reduce some legacy, low margin activities in the TP Group Defence services business, for the year ended 31 December 2024, the Consultancy Division generated revenue of £72.2 million (2023: £81.3 million), producing an adjusted operating profit of £17.9 million (2023: £20.4 million). The Division margin has been maintained at 24.9%, broadly the same as in 2023. The outlook for the year ahead reflects the ongoing refocusing to higher value-add activities in the Defence sector being broadly offset by growth in other sectors.

### Systems Businesses

The Group has two systems businesses, both of which have leading positions in their specialist markets. These businesses operate independently but are supported by the Group's corporate and shared services infrastructure and leverage the Consultancy Division's science, technology and engineering capabilities. In aggregate, for the year ended 31 December 2024, the Systems businesses reported significantly increased revenue of £37.8 million (2023: £31.2 million) and an adjusted operating profit of £5.8 million (2023: £2.2 million).

**CMS2 (Critical Maritime Systems & Support)** designs, develops, manufactures and supports atmosphere management systems for submarines. The business services an international client base, but the UK Defence market accounts for around 70% of the revenue.

Management action in the last two years has transformed the business, with revenue growing to £25.9 million, including around £5.6 million of low-margin pass-through materials, (2023: £21.3 million, 11 months, including £3.4 million of low margin revenue). Adjusted operating profit increased to £5.7 million (2023: £3.6 million, 11 months). Revenue and profit in 2024 benefitted from prior years chargeable rate reconciliation, a standard retrospective process in the UK Defence sector. The Board anticipates that the business will continue to progress in 2025 and continues to invest in next generation systems and technologies.

**Frontier** is a market leading supplier of DAB/DAB+/Smart Radio chips and modules. Whilst the consumer electronics market has started to recover from the post-pandemic trough, it remains subdued in the weak UK and European economic environment. Revenue increased to £12.0 million (2023: £10.0 million) and the business returned to break-even, despite significant investment in new product development activities, all of which was expensed in the year with no capitalisation of R&D. Further business simplification and cost reduction was undertaken with the transitioning of the internet radio service infrastructure to a third party partner. The Board anticipates the Frontier recovery to continue in 2025.

### Corporate

The corporate function is responsible for the strategic development and governance of the Group, ensuring alignment of business operations with Science Group shareholders. The underlying costs of the corporate function were £2.9 million (2023: £2.6 million) due to increased corporate activity in the year.

During 2024, the Company repurchased 1,080,507 shares at a total cost of £5.0 million (2023: £3.9 million), equivalent to an average price of 459.0 pence per share. At 31 December 2024, shares in issue (excluding treasury shares held of 1.4 million) were 44.7 million (2023: 45.5 million excluding treasury shares held of 0.7 million). The Board anticipates continuing the buy-back programme in 2025, with an increased capital allocation of over £6.0 million and is recommending maintaining the dividend at 8.0 pence per share (2023: 8.0 pence per share), reflecting capital allocation preference in shareholder feedback. Subject to shareholder approval at the Annual General Meeting (AGM), the dividend will be payable on 4 July 2025 to shareholders on the register at the close of business on 23 May 2025.

Science Group owns two UK freehold properties, Harston Mill, near Cambridge, and Great Burgh, near Epsom, the primary function of which is to host the Group's operating businesses. The Group charges market rents to the operating businesses and lets out part of the Harston Mill site to third parties. For the year ended 31 December 2024, the rental and associated services income derived from this activity was £3.9 million (2023: £4.2 million), with £0.6 million (2023: £0.8 million) generated from third party tenants. Intra-group rental charges are eliminated on Group consolidation. The last independent valuation of the freehold

## Statement of Executive Chair continued

properties (December 2023) indicated an aggregate value in the range of £16.9 million to £31.6 million, although for consistency the properties are held on the balance sheet on a cost basis of £20.8 million (2023: £21.0 million).

The Group's Term Loan and Revolving Credit Facility ('RCF') were scheduled to expire in 2026. In order to support the Group's corporate strategy, the Board undertook an early process to refinance these facilities and in March 2025 confirmed:

- Two new Term Loans with a combined value of £12.0 million for a 10 year period, secured solely on the Group's freehold properties at the same margin as the previous (2016) Loan, and
- A new RCF on a 5 year term of £30.0 million (with an additional £10.0 million accordion option, subject to approval) at a significantly lower margin of 1.95% above SONIA.

Interest rate swaps will fully hedge the two Term Loans. In connection with repaying the 2016 Loan early, the Group will realise a one-off benefit, with corresponding cash inflow, associated with the interest rate hedging on that loan of approximately £0.6 million.

**Investment in Ricardo plc**

Ricardo is a UK-based science and technology consultancy and engineering business with similar skills to Science Group, operating in complementary markets. Science Group has been monitoring Ricardo for some time with more intensive analysis undertaken in the second half of 2024 and early 2025.

The Ricardo profit warning at the end of January 2025 was anticipated and in mid-February Science Group commenced acquiring shares in Ricardo. At 19 March 2025, Science Group is the second largest shareholder in Ricardo with a holding of 10.1 million shares, equivalent to a 16.2% stake. This investment has been acquired at an average cost (including brokerage fees) of 231.0 pence per share, around 15 year low share price levels. On 19 March 2025, the Ricardo share price closed at 254.0 pence per share.

Science Group has had dialogue with the Ricardo Board in relation to managing the investment. The Ricardo poor financial performance, with weak cash conversion and a stretched balance sheet, has led to a significant degradation of shareholder value in this once great British company. The contrast to Science Group and its record earnings per share, for similar consultancy and systems businesses, is stark. A catalyst for change is required to restore shareholder value in Ricardo and to address the ineffective governance.

Science Group acquired its material stake in Ricardo in a timely and effective manner. As a result, from a purely financial perspective, down-side risk has been mitigated and a paper profit (approximately £2.3 million) achieved at 19 March 2025. However, as the second largest shareholder in Ricardo, a variety of options to enhance and/or realise value from the investment, over a short, medium or long time horizon, are open to Science Group and all options will be evaluated.

**Summary and Outlook**

In summary, Science Group reports another solid performance in 2024, despite economic and political volatility, maintaining strong margins with record adjusted earnings per share, the primary metric for shareholder value. The Consultancy Services Division was somewhat affected by the market instability, but this was offset by the performance of CMS2 resulting from the successful turnaround of that business. Accordingly, the Group's strategy again demonstrates resilience and translates into tangible results. Most importantly, adjusted operating profit translates into cash.

Science Group's strong balance sheet provides a robust foundation for the Group while also enabling the Board to pursue corporate opportunities in a timely manner, as evidenced by the recent investment in Ricardo. Even after the Ricardo investment, Science Group retains significant cash resources, enhanced by the recent renewal and increase of finance facilities.

Similarly, while the Science Group share price has consistently outperformed the relevant market indices, the Board remains focused on translating operating performance into shareholder value. Accordingly, the Board, anticipates allocating capital to continuing and increasing the share buyback programme in the year ahead.

**Martyn Ratcliffe**  
*Executive Chair*

## Finance Director's Report

**Overview of Results**

In the year ended 31 December 2024, the Group generated revenue of £110.7 million (2023: £113.3 million). Revenue from the Consultancy Services Division, that is revenue derived from consultancy services and materials recharged on projects, was £72.2 million (2023: £81.3 million) while Systems revenue generated by the CMS2 Business was £25.9 million (2023: £21.3 million) and Systems revenue generated by the Frontier Business was £12.0 million (2023: £10.0 million). External revenue generated by freehold properties, comprising property and associated services income derived from space let to third parties in the Harston Mill facility, was £0.6 million (2023: £0.8 million).

Adjusted operating profit for the Group increased to £21.5 million (2023: £20.5 million). The Group's statutory operating profit of £14.9 million (2023: £8.1 million) reflects the amortisation of acquisition-related intangible assets of £4.4 million (2023: £4.9 million) and share-based payment charges of £2.3 million (2023: £2.0 million). Statutory operating profit increased relative to 2023 because of the increase in the underlying profitability of the Group, but additionally 2023 was impacted by one-off acquisition related adjustments relating to TP Group totalling £5.5 million. After net finance costs of £0.1 million (2023: £0.5 million) and a tax charge of £2.7 million (2023: £2.1 million), statutory profit after tax was £12.0 million (2023: £5.5 million). Statutory basic earnings per share was 26.5 pence (2023: 12.1 pence per share).

Adjusted operating profit is an alternative profit measure that is calculated as operating profit excluding acquisition integration costs, amortisation of acquisition related intangible assets, share-based payment charges, and other specified items that meet the criteria to be adjusted. Refer to the Notes to the Financial Statements for further information on this and other alternative performance measures.

**Foreign Exchange**

The acquisition of TP Group, where revenue is denominated in Sterling, has reduced the percentage of the Group's overall exposure to foreign exchange, however there remains a reasonable proportion of the Group's revenue denominated in currencies other than Sterling. In 2024, £32.8 million (equivalent to 30%) of the Group's operating business revenue was denominated in US Dollars (2023: £34.6 million), including all of Frontier's revenue. In addition, £1.8 million of the Group operating business revenue was denominated in Euros (2023: £3.9 million). The average exchange rates during 2024 were 1.28 for US Dollars and 1.18 for Euros (2023: 1.24 and 1.15 respectively).

As in 2023, to provide greater forward visibility of foreign exchange movements, the Group acquired a currency exchange instrument to cap the Sterling:US Dollar rate in relation to certain Consultancy Division cash flows through to the end of 2024. The instrument applied to \$1.0 million per month at an exchange rate of \$1.25/£1, whilst still allowing the business to benefit from lower spot exchange rates when appropriate. A similar instrument has been put in place until the end of 2025 for \$1.0 million per month at an exchange rate of \$1.275/£1.

**Taxation**

The tax charge for the year was £2.7 million (2023: £2.1 million). The increase is reflective of the higher profitability, offset by the utilisation of tax losses and Research and Development ('R&D') tax credits.

At 31 December 2024, the Group had £21.4 million (2023: £29.3 million) of tax losses, the largest component of which (£16.8 million) related to Frontier (2023: £19.2 million). Of the Frontier losses, £7.0 million (2023: £9.1 million) have been recognised as a deferred tax asset which is anticipated to be used to offset future taxable profits. The balance has not been recognised as a deferred tax asset due to the uncertainty in the timing of utilisation of these losses. Aside from these amounts, the Group has other tax losses of £4.6 million (2023: £4.2 million) unrecognised as a deferred tax asset due to the low probability that these losses will be utilised.

**Financing and Cash**

Cash from operations was strong at £21.8 million (2023: £10.3 million). Cash flow from operating activities (excluding Client Registration Funds) which takes interest payments and taxation into account, was £17.5 million (2023: £8.9 million). Reported cash from operating activities in accordance with IFRS was £18.5 million (2023: £7.9 million). The difference in these two metrics relates to the fact that one of the Group's businesses, TSG, processes regulatory registration payments on behalf of clients. The alternative performance measure, by excluding Client Registration Funds, reflects the Group's available cash position and cash flow.

The Group cash balance (excluding Client Registration Funds) at 31 December 2024 was £38.6 million (2023: £30.9 million) and net funds were £26.8 million (2023: £18.0 million). Client Registration Funds of £2.9 million (2023: £1.9 million) were held at the year end.

Subsequent to the year end (in March 2025), the Group renewed its bank borrowing facilities:

- The 2016 Term Loan has been replaced with two new Term Loans with a combined value of £12.0 million for a 10 year period, secured solely on each of the Group's freehold properties. The interest margin of 2.6% is the same as the 2016 Loan. Interest rate swaps will fully hedge the two new Loans resulting in a 10-year fixed effective interest rate of approximately 7.3%, comprising the SONIA lending margin plus the swap rate. In connection with repaying the 2016 Loan early, and settling the interest rate hedging associated with that Loan, the Group will realise a one-off benefit, with corresponding cash inflow, of approximately £0.6 million.
- The 2021 Revolving Credit Facility ('RCF') has been replaced with a new 5 year RCF of £30.0 million (with an additional £10.0 million accordion option, subject to approval). The new RCF is at a rate of 1.95% plus SONIA.

Working capital management continued to be a strong focus for the Group with debtor days of 36 at 31 December 2024 (2023: 40 days) and inventory days of 76 (2023: 121 days).

**Ricardo plc**

In February and March 2025, the Group commenced purchasing shares in Ricardo, incrementally increasing its holding to 16.2% (as at 19 March 2025). These purchases were funded from the Group's existing cash resources.

**Share Capital**

At 31 December 2024, the Company had 44,738,465 ordinary shares in issue (2023: 45,458,972) and the Company held an additional 1,447,409 shares in treasury (2023: 726,902). The voting rights in the Company at 31 December 2024 were 44,738,465 (2023: 45,458,972). In this report, all references to measures relative to the number of shares in issue exclude shares held in treasury unless explicitly stated to the contrary.

**Jon Brett**  
*Finance Director*

Key Performance Indicators

The key performance indicators (‘KPIs’) are revenue, operating profit, cash flow and the alternative performance measures as disclosed in Note 1 in the Notes to the Financial Statements. Profitability of the business is managed primarily via the review of revenue and adjusted operating profit. Working capital is reviewed via measures of trade receivables and inventory. Performance against KPIs is reported in the Finance Director’s Report.

Principal Risks

The Directors consider that the principal and emerging risks facing the Group, including those that would threaten the sustainability of its business model, its future performance, solvency or liquidity, are as set out below.

The Group reviews, analyses and addresses the risks it faces through the Board, Audit Committee, Executive management and business management teams, and project and functional reviews. The frequency of reviews depends on the nature of the risk and may vary from weekly to annually. Project risks are generally reviewed at least monthly.

The Group maintains a risk register which is reviewed by the Board in full at least once a year. The Board also regularly reviews key existing and emerging risks across the Group on a monthly

basis. The Board considers this monthly period to be appropriate for the business as it allows the Board to remain informed of developments that may affect the delivery of its strategy and to identify and implement any mitigating actions. It also supports the Board’s review and revision of forecasting, undertaken on at least a quarterly basis, to minimise the impact of any emerging risks to the Group. A summary of the key measures taken to mitigate the identified risks are set out below.

The Group uses internal and external methods to help identify emerging business risks. Internally the Managing Directors of the operating businesses report weekly to the Executive management team on business performance and issues, and provide formal reports to the full Board on a monthly basis. This ensures that potential emerging risks identified on the ground are escalated to the Board in a timely manner. Externally, the Group’s professional advisors raise relevant potential issues from time to time. Identified potential risks are discussed by the Board and, if necessary, risk mitigation strategies are considered. Identified risks may also be assigned to a working party to keep a watching brief and update the Board as appropriate.

Operational risks	Mitigation
<b>Economic conditions impacting demand for services</b>	
The Consultancy Division is dependent on the market for outsourced science, technology, engineering, regulatory and project management services. An economic downturn or instability may cause customers to delay or cancel projects or to use internal resources instead.	The Group seeks to diversify exposure across geographical markets, increasing the number of market sectors in which it operates, types of customers and range of service offerings. The Group also undertakes marketing activities to inform current and prospective customers regarding the benefits of outsourced services and Science Group’s proven ability to fulfil those objectives.
The current economic uncertainty and potential for recession in the Western economies may impact both the total investment and the investment priorities of the Group’s customers. In particular R&D investment allocated to long-term initiatives may be negatively impacted.	The Group also seeks to exploit opportunities resulting from a reduction in customers’ internal resources which may result in greater levels of outsourcing for business critical projects.
<b>Financial circumstances of customers</b>	
A deterioration in the global economic climate and/or financial failure of customers or potential customers may adversely affect the profitability of the Group, including by customers defaulting on or delaying the payment of invoices.	The Group actively manages customer relationships including credit limits which, if appropriate, may require payment in advance, regularly reviews debtors and overdue payments, and has proactive credit control procedures.
<b>Reputational risk</b>	
Failure to deliver service or product deliverables to agreed budgets, timetables and/or quality may result in reputational damage to Science Group that may adversely affect future sales.	The Group operates Quality Assurance procedures, review meetings with customers, formal customer feedback procedures, and holds various quality certifications in the relevant businesses including ISO 9001 (Quality Management Systems), ISO 13485 (Quality Management Systems for Medical Devices), ISO 17025 (Testing and Calibration Laboratories) and ISO 27001 (Information Security Management).  In the Group’s systems businesses, testing is undertaken prior to release of new products and remedial action taken in a timely manner when faults are reported.
The Frontier business relies upon third party factories to manufacture its product modules and upon its customers to manufacture complete consumer products on behalf of end-client consumer brands. Any deterioration in quality in these manufacturing facilities may impact the Frontier brand and its ability to sell product and/or maintain margin.	Frontier maintains long term relationships with trusted partner factories and relationships with end-client consumer brands to obtain product quality feedback.

Operational risks continued	Mitigation
<b>Consultancy projects over-run or fail to meet technical milestones</b>	
Consultancy projects may over-run and/or may fail to meet technical milestones because the nature of the work undertaken by the Consultancy Division is technically challenging. Project over-runs may lead to loss of margin on projects and overall profitability.	The Group contracts the majority of consultancy projects on a time and materials basis. The risks of project failures are mitigated by the Group’s internal project management processes including formal bid review processes, regular reviews to assess whether the revenue recognised on work in progress is a fair representation of actual costs incurred and estimated costs to completion, regular formal project board review meetings for large projects, and customer meetings to review progress.
<b>Key personnel</b>	
The Group relies on recruiting and retaining highly qualified technical experts on whom the Group depends to deliver its services and products. Failure to recruit and retain key staff could threaten the Group’s ability to deliver projects to its customers, to win new work or to maintain market competitiveness.  The Group’s growth also places greater demands on the Group’s management and infrastructure across a wider range of geographical locations and markets. Failure to recruit and retain key management and functional staff could increase the risks associated with operational and financial controls, sales and marketing, information technology and other functional support areas.	The Group encourages staff retention through both competitive remuneration packages and a stimulating work environment. The Group’s growth also provides career opportunities across the Group. In addition to base salary, remuneration can include annual bonus or profit share, pension contributions, health benefits, life assurance and share option awards, and the remuneration components are reviewed regularly.  Efforts are made to foster a vibrant, dynamic and supportive environment for employees, offering diverse, technically challenging work for large and small customers across a range of industries and specialist market, science and technology areas.
<b>Loss of a major customer</b>	
Loss of one of the Group’s large customers may impact the Group’s revenue and/or profit.	The diversity of the Group’s businesses across market sectors and geographies mitigates against the loss of a major customer.
<b>Cyber security</b>	
Cyber security threats pose a risk to confidential or sensitive data held in the normal course of business as well as business interruption risk. A breach of cyber security could result in a loss of data, damage to the Group’s reputation and breach of customer or other contracts.	The Group enforces appropriate IT controls, continuously reviewing the quality of its security shields and protocol, and implementing regular cyber awareness training for all staff, test phishing campaigns and penetration testing. Networks used by those Group businesses operating in the defence industry hold ISO 27001 (Information Security Management) and Cyber Essentials Plus certifications and other accreditations.
<b>Geopolitical considerations</b>	
The conflict in Ukraine and its impact on energy prices has resulted in significant operational cost increases for the Group’s freehold properties. While energy costs reduced to some extent in 2024, they remain high and may increase again throughout 2025.  Global energy and fuel prices also impact materials costs, employee remuneration and other costs, and the Group may not be able to pass increases onto customers.	The Group monitors energy prices, fixing prices where appropriate and seeking to reduce energy usage.
In addition to its engineering base near Cambridge, UK, the Frontier business has an office in Shenzhen and also has employees in Hong Kong. Political instability in Asia may affect local employees and suppliers and therefore impact Frontier’s sales, product development and manufacturing functions.	The Group seeks to mitigate the risk of interruption to its usual business activity in Asia by ensuring that product knowledge, documentation, systems and data are backed up and replicated in the UK offices on a daily basis. Manufacturing of Frontier products is outsourced and could be replicated in other locations.
<b>Supply chain availability</b>	
The CMS2 and Frontier businesses rely on the supply of components for the manufacture of their products. An inability to source these components in sufficient quantities is a risk to these businesses’ ability to fulfil customer orders. Component shortages may also result in increased prices which may not be able to be passed on to customers.  In the Frontier business, a reduction in consumer demand may result in high levels of inventory which may not be fully utilised.	The Group proactively manages inventory levels and seeks to identify alternative, cheaper suppliers of certain key components.

## Key Performance Indicators continued

Operational risks continued	Mitigation
<p><b>Market for radio products</b></p> <p>The Frontier business has a high market share of the DAB radio and counter-top smart radio markets and is therefore subject to market demand and the competitive environment. These factors are correspondingly affected by the economic climate, a reduction in consumer spending and alternative methods of receiving radio/ audio programmes. This has been reflected in the challenging conditions experienced across the consumer electronics sector in 2023 and 2024.</p> <p>The market for consumer electronics goods is price sensitive. Frontier's products are manufactured in Shenzhen and local conditions such as import tariff changes and shipping may also impact the cost of radio production and therefore the selling price to the end consumer, which may affect demand and/or the margins of the business.</p>	<p>The Group actively monitors market developments, focussing on operational efficiencies and adjusting material purchases. The Group also has employees based in Asia to manage relationships with customers and manufacturing locations. The switch off of FM services in certain geographies may provide opportunities for increasing DAB sales.</p>
<p><b>Litigation</b></p> <p>All project contracts carry possible litigation risks including the potential for product or professional liability claims, intellectual property infringement claims and other warranty and indemnity claims.</p> <p>In particular the Consultancy Division has a significant exposure to the US, where there is a higher propensity for litigation and where the Group may also be required to respond to court orders relating to disputes between third parties. Any litigation has the potential for significant cost, management disruption and reputational damage.</p>	<p>Contractual risks are mitigated through internal approvals processes, the use of standard commercial terms where practicable or otherwise negotiating appropriate contractual protections, and relevant insurance policies.</p>
<p><b>Legislative or regulatory changes</b></p> <p>Changes in legislation or regulation may result in increased costs and/or interruptions to business processes. This may include changes relating to health and safety, environmental, privacy or social issues, trading, taxation or accounting practices.</p>	<p>The Group monitors forthcoming legislative and regulatory changes to enable assessment of and planning for business impacts and to ensure compliance. External advice is sought where required.</p>
<p><b>Loss or unavailability of Group sites</b></p> <p>The unavailability of Group sites may impact the Group's usual business operations.</p>	<p>Where required, much of the Group can continue to operate with limited site facilities. Resilience is also provided through the Group's two large freehold sites in the UK, both with laboratory facilities.</p>
<p><b>Significant external event impacting normal business operations (for example, pandemic)</b></p> <p>A significant external event may restrict the Group's ability to undertake its usual business operations or meet customer demands.</p>	<p>The Group has invested in software and communications tools to enable a combination of remote and essential office-based working where required. The diversity of the Group's businesses, customers and sites also mitigates potential impacts.</p>
Strategic risks	Mitigation
<p><b>Acquisitions &amp; strategic investments</b></p> <p>The Group has grown through the acquisition of companies with compatible service and technology offerings. Acquisitions and strategic investments may bring risks in respect of value, integration, distraction of key personnel and legacy onerous obligations.</p>	<p>Acquisition risks are mitigated so far as practicable by the acquisition decisions and processes being led by the Board and Executive management team. External advice and expertise are engaged as required. Risks are also mitigated by the potential for growth and diversification, whilst increased scale provides efficiencies of back office functions across the Group.</p> <p>The Board considers further acquisitions and strategic investments to be a core part of the Group's strategy and the Group is continually monitoring for opportunities.</p>

Strategic risks continued	Mitigation
<p><b>UK defence policy</b></p> <p>Businesses operating in the Defence and Aerospace industries, in particular the TPG Services and CMS2 businesses, may be impacted by changes in Government defence policies and legislation. This may lead to a risk of delay to or loss of customer contracts.</p>	<p>The Group seeks to develop long-term, close working relationships with customers and to maintain current industry knowledge providing visibility of future defence programmes and spend.</p>
<p><b>Technology advances</b></p> <p>The ongoing development of new and existing technologies provides opportunities for Science Group to provide market-leading products and services to its customers. The Group's personnel must stay at the forefront of technical advances and understanding of technical specialisms in order to exploit these opportunities and sustain the Group's growth.</p>	<p>Management teams regularly identify and review new technical areas for investment, employees are encouraged to keep up to date on technological developments by both formal and informal training and self-learning in relevant areas of technical expertise, and where appropriate recruitment is targeted at employees with new technical skills where gaps in expertise are identified.</p>
<p><b>Generative AI</b></p> <p>Generative AI technologies may have the potential to negatively impact the provision of lower-value consultancy services by delivering such services with a higher degree of automation.</p>	<p>The Group regularly evaluates potential Generative AI tools and use cases to assess their potential use in both internal work and the provision of high-value services to customers. The Group operates a human-led approach to all work to maintain quality standards.</p>
Financial risks	Mitigation
<p><b>Inflationary pressures</b></p> <p>Inflation in the global economy is a risk across the Group including:</p> <ul style="list-style-type: none"> <li>increased costs from suppliers which may impact all businesses.</li> <li>increases in living costs including fuel, energy and food costs which may impact employees.</li> <li>wage inflation and associated pressure on salaries and remuneration packages for both specialist skills in technology and science as well as functional skills such as human resources, marketing and finance.</li> </ul>	<p>The Group proactively manages inflation where practicable. This includes negotiating customer pricing or fee rate increases and building inflationary cost increases into financial plans.</p>
<p>The Group may or may not be able to pass on supply chain price increases or higher employee costs to customers.</p>	
<p><b>Currency exchange rates</b></p> <p>A significant proportion of the Group's revenues are invoiced in currencies other than Pounds Sterling, including but not limited to the US Dollar and Euro, whilst the majority of the Group's employee-based costs are incurred in Pounds Sterling. In addition, materials related to Frontier products are typically priced in US Dollars and end products are generally sold priced in US Dollars. As a result, variations in currency exchange rates may have a material impact, either positive and negative, on Group revenue and profit performance.</p>	<p>In 2024 the Group procured two currency exchange instruments to cap the Sterling:US Dollar rate for the R&amp;D Consultancy business until the end of 2025, having first procured similar instruments in 2022 and 2023. These instruments provide the business with improved visibility and reduced volatility. In addition, the Group seeks to mitigate foreign currency exposure and volatility by transferring excess foreign currency holdings into Pounds Sterling on a regular basis.</p>
<p><b>Decrease in value of freehold properties</b></p> <p>The Group owns two large freehold properties which may increase or decrease in value. The Group's bank facilities are secured on these properties.</p>	<p>The Group maintains these properties on a long term basis primarily for its own use. Maintenance is undertaken by dedicated on site facilities teams and specialist external contractors. The properties are also protected by appropriate insurance policies.</p>

## Key Performance Indicators continued

Financial risks continued	Mitigation
<b>Treasury</b>	
Liquidity risk	The Group maintains a strong cash balance and also has access to an undrawn RCF facility. The Group ensures it can access sufficient cash to meet any potential short term needs.
Credit and counterparty risks including customer, supplier and banks	Credit risk with customers is actively managed with weekly review meetings by local management teams and monthly review by the Board. Key suppliers are subject to Executive management approval including a review of financial position. The majority of the Group's cash is held in large UK banks with regular reviews of cash levels across other countries and accounts.
Interest rate risk	The Group has interest rate swap instruments to fix interest and remove risk and volatility.
Covenant breach	The Group's debt facilities include no operating covenants. The risk of breaching financial covenants is mitigated by maintaining a strong cash balance. Covenants are reviewed monthly by the Board.
<b>Environmental</b>	
The Group's environmental risks, including in respect of climate change, are detailed in the Climate-Related Financial Disclosures on page 17.	

## Viability Statement

In accordance with the UK Corporate Governance Code January 2024, the Board has determined that a three year period to December 2027 constitutes an appropriate period over which to provide its viability statement. The viability assessment considers solvency and liquidity over a longer period than the going concern assessment which covers a period to June 2026. Inevitably, the degree of certainty reduces over the longer period.

The Board prepares a detailed financial plan annually, forecasting sales and costs at a departmental level and a Group cash flow covering this period. The plan provides a prudent basis of assessment whilst enabling the Group to remain agile in implementing significant opportunities for further growth when they arise. Performance against the financial plan is reviewed on a monthly basis by the Board and forecasts are updated at least quarterly.

The Board has considered sensitivity analyses reflecting downside scenarios of principal risks (for example a downturn in market demand) applied to the Group's financial plan and cash flows (extended to 18 months from year end).

The scenarios assume an appropriate management response to the specific event, but not broader mitigating actions which could be undertaken and which have been considered separately. Reverse stress testing has also been performed to assess the severity of scenario that would have to occur to exceed headroom. The assessment took account of the Group's current funding, forecast requirements and existing committed borrowing facilities. In conclusion, the financial plan withstood the stress testing and application of downside scenarios.

In each scenario or combination of sensitivity scenarios applied to the financial plan, the Group is able to rely on its cash reserves, reduce capital expenditure and take other cost and/or cash management measures to mitigate the impacts and still have residual capacity to absorb further unanticipated events.

The financial plan and going concern review formed the basis of the extended viability assessment. The Board has also considered the effect of the banking covenants for this assessment period and noted that there is no expectation of covenant breach, particularly as the Group ends the year with Net Funds of £26.8 million (2023: £18.0 million). Based on the results of these analyses, the Directors have a reasonable expectation that the Group will be able to continue in operation and meet its liabilities as they fall due over the three year period of this assessment.

## Section 172 Statement

The Companies (Miscellaneous Reporting) Regulations 2018 require qualifying companies to publish a statement explaining how the Directors have had regard to the matters set out in section 172(1)(a) to (f) of the Companies Act 2006 (Act) in performing their duties under section 172.

In accordance with section 172, the Directors confirm that they have continued to act in such a way that they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its shareholders as a whole and, in doing so, have had regard to the matters set out below.

Section 172 matters	How the Board has regard to these matters	Page reference
The likely long term consequences of decisions	The Directors regularly consider the long term consequences of the Board's decisions and actions. The Board oversees the Group's strategy and closely monitors progress against financial and other plans throughout the year, both at a Group and divisional level. The Board also considers the Group's commercial and operational risks and how to protect shareholder value. For more information see the Principal Risks section and the Principal decisions made during the year.	6-10, 12
The interests of the Company's employees	The Board recognises that the Group's employees are essential to its success and the Directors take a keen interest in the development and retention of key employees across the Group. The Executive Directors regularly engage with Managing Directors, management teams and other employees across the Group to understand business-specific issues. For more information see the Social section of the Non-Financial and Sustainability Information Statement, the Statement on engagement with employees, and the Report of the Remuneration Committee.	15, 23, 26
The need to foster business relationships with suppliers, customers and others	While there are circumstances in which the Executive Directors engage directly with certain stakeholder groups or on certain issues, the structure of the Group means that engagement with customers and suppliers usually takes place at an individual business level. The Board supports the senior management teams in fostering and maintaining good relationships. The Board monitors relationships with key customers and suppliers through the Executive Directors and the Managing Directors. The Managing Directors provide updates on significant issues in their businesses on a weekly basis to the Executive Directors and as part of their monthly reporting directly to the full Board. For more information see the Statement on engagement with customers, suppliers and others.	23
The impact of the Company's operations on the community and the environment	The Directors are conscious of the importance of investing in and caring for the physical environments in which the Group operates and contributing to its local communities. These factors are key to the Group's ongoing work to reduce and manage its use of energy, water and other resources, and its charitable donations. For more information see the Environmental and Social sections of the Non-Financial and Sustainability Information Statement and the Climate-Related Financial Disclosures.	13, 14, 17
The desirability of maintaining a reputation for high standards of business conduct	The Board sets out the values and standards of behaviour expected from all of its employees through the Group's corporate values. This is supported by the Group's governance and compliance framework which requires adherence to a range of Group policies and procedures including anti-bribery and whistleblowing policies. The Directors are committed to high standards of business conduct throughout the Group and take into account the desirability of maintaining its reputation for the same in their decision making. For more information see the Governance section of the Non-Financial and Sustainability Information Statement.	16
The need to act fairly as between shareholders	The Directors are committed to treating all shareholders equally and, as part of its decision making process, the Board considers the interests of shareholders as a whole. The Board recognises that it may need to balance competing interests in reaching its decisions and, where there are conflicting interests, the Board will act as equitably and fairly as it is able to do. For more information see the Relations with shareholders section of the Corporate Governance Report.	25

## Section 172 Statement continued

## Principal decisions made during the year

Some of the key decisions considered by the Board in 2024, taking into account the likely long term consequences and the interests of stakeholders, are set out below.

Currency exchange instrument	The Company procured two currency exchange instruments to cap the Sterling:US Dollar rate in relation to the R&D Consultancy business through to the end of 2025. This is in line with previous currency hedging since 2022 as a result of increased currency volatility. The Directors considered that the hedges remained appropriate to provide the business with improved visibility and reduced volatility.
New term loan and RCF	The Group's current term loan and revolving credit facility were due to expire in late 2026. In order to support the Group's corporate strategy, the Board initiated an early refinancing to renew, increase and extend these facilities. The Directors considered that these new facilities, combined with the Group's existing cash resources, would strengthen the Group's ability to continue to consider corporate opportunities which may arise. See Note 29 to the Financial Statements for further details.
Discretionary buyback programme	In October 2024 the Company appointed Panmure Liberum Limited to manage the buyback of Company shares on an independent basis, subject to defined pre-agreed parameters, to enable the buyback to continue during closed periods until the earlier of the next Annual General Meeting and 30 June 2025. The Directors considered the discretionary buyback programme to be in shareholder's interests given the Group's balance sheet, cash resources and operating cashflow, and the current share price.
Dividend	In considering the appropriate level of dividend payment to shareholders, the Board took into account the need to maintain cash resources to implement both organic and strategic investment opportunities and acquisitions, and the varying interests of investors.
Acquisitions and investments	The Company is acquisitive and regularly considers potential acquisitions and strategic investment opportunities. Throughout the year the Board considered a number of potential acquisitions although none were considered to be appropriate investments taking into account the Group's strategy, the financial impact and likely operational and other risks.

## Non-Financial and Sustainability Information Statement

This Non-Financial and Sustainability Information Statement includes the Environmental, Social and Governance section below and the Climate-Related Financial Disclosures on page 17.

## Environmental, Social and Governance

The Directors are committed to acting in accordance with high levels of ethics and governance. A review of the Group's approach to sustainability and societal impact during the year is set out below.

## Environmental

The Group is committed to managing the environmental impact of its activities and to improving resource efficiency and reducing waste. The Directors consider that, due to the nature of the Group's operations, it does not have a significant impact on the environment. In particular, the Group's consultancy businesses deliver consultancy-based projects performed by staff in office and laboratory facilities, and do not use large quantities of raw materials or processes that impact the environment. However, the Group seeks to minimise its carbon impact and recognises that its activities should be carried out in an environmentally friendly manner where practicable. Where relevant, the Board has regard to environmental factors in relation to its strategy and decision making.

The Group's Streamlined Energy and Carbon Reporting ('SECR') is included below. See page 17 for the Group's Climate-Related Financial Disclosures.

## Energy and greenhouse gas ('GHG') reporting

Science Group reports its environmental performance in accordance with the UK Government's Streamlined Energy and Carbon Reporting Guidance as required under the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. The Group's methodology for this reporting has been developed following the GHG Protocol Corporate Accounting and Reporting Standard and GHG emissions are assessed using the 2024 emissions conversions factors published by the Department for Energy Security and Net Zero.

The table below summarises the GHG emissions for the year ended 31 December 2024 on a UK basis. This is the Group's second year of SECR reporting and the 2023 assessment results included below constitute the baseline year for comparison. The 2023 results have been restated to reflect improved data accuracy and the inclusion of flight emissions data.

The Group continues to refine its data collection to improve the accuracy and reliability of GHG emissions reporting for future years.

Scope	Activity	2024 Location based tCO <sub>2</sub> e	2023 Location based tCO <sub>2</sub> e
Scope 1	Site gas	382.67	431.25
	Company car travel	3.41	2.29
	Refrigerant	120.44	2.37
Scope 1 subtotal		506.52	435.90
Scope 2	Site electricity	534.47	581.86
	Scope 2 subtotal	534.47	581.86
Scope 3	Employee-owned car travel	133.74	137.54
	Hire cars	5.39	2.03
	Flights	465.09	520.64
Scope 3 subtotal		604.23	660.25
Total tonnes of CO <sub>2</sub> e		1,645.22	1,678.02
Tonnes of CO <sub>2</sub> e per employee <sup>1</sup>		3.42	2.99
Tonnes of CO <sub>2</sub> e per £m revenue <sup>2</sup>		32.23	31.95
Total energy consumption (kWh) <sup>3</sup>		5,293,926	5,822,284

<sup>1</sup> Based on total UK employees as at 31 December 2024

<sup>2</sup> Based on UK revenue as at 31 December 2024

<sup>3</sup> Includes UK gas, electricity, company vehicles, employee-owned cars and hire cars

## Notes:

- Group sites and businesses outside of the UK have not been included.
- Scope 1 and 2 data has been based on invoices for energy consumption across UK sites where possible and internal mileage and refrigerant records. The increase in refrigerant gas emissions was due to one-off leaks from air conditioning and chiller plant at the Harston site.
- Scope 3 travel data has been collected from employee mileage, flight and fuel expense claims and Group travel agencies.
- Employee-owned car travel and hire car usage relates to UK usage only. Flight data includes flights starting or ending in the UK and wholly international flights by UK employees.



Non-Financial and Sustainability Information Statement continued

**Energy efficiency**

The Group considers energy efficiency initiatives on an ongoing basis. Science Group owns two large freehold sites near Cambridge and Epsom where many energy efficiency measures have already been implemented but incremental improvements continue to be made. At its leased properties there are varying opportunities to influence energy efficiency according to lease terms and landlord responsibilities and these are assessed on a case by case basis.

For the freehold properties and other sites where the Group purchases gas and/or electricity, this is purchased from renewable sources so far as practicable. Most lighting at the Cambridge and Epsom sites has been upgraded from fluorescent to LED with the remainder, as well as lighting at the Portsmouth manufacturing site, being upgraded when reaching end of life. LED lighting is installed as standard in new office fit outs. Lighting automation is used across all large sites as appropriate in lesser used areas, with more installed in Epsom during the year. At the Cambridge site the boilers and chillers have been progressively upgraded to energy efficient versions. Thermal imaging surveys of the roof are used to identify areas requiring new insulation. At the Epsom site the original chillers have been replaced with energy efficient versions and excess capacity has been reduced. At both freehold sites and Portsmouth, air conditioning and air handling systems are programmed to increase efficiency and implement timed shut downs when not required.

The Group undertakes energy audits periodically and implements practicable recommendations. The Group has previously considered the installation of solar panels at the Group's freehold sites, but this was not found to be economically viable.

**Waste and recycling**

The Group's Waste Management Policy supports the continued reduction of waste and, where practicable, re-use and recycling of consumables with incremental improvements implemented during the year. All large sites facilitate the separation of office waste into recycling and general waste. The Cambridge and Epsom sites also provide separate facilities for food waste. Commercial waste is collected in skips at the Cambridge, Epsom and Portsmouth sites. All office and skip waste collections are processed by the Group's waste management contractors at recycling centres. The Portsmouth site also separates scrap metal for recycling.

Confidential waste, both paper and hardware, is disposed of by specialist suppliers and recycled once shredded. Electronic waste, ink cartridges, fluorescent tubing, and chemical and biological waste are disposed of responsibly through specialist suppliers and in accordance with applicable regulations including the Restriction of Hazardous Substances (RoHS) Directive and the Waste Electrical and Electronic Equipment (WEEE) Directive.

**Water usage**

Given the nature of the Group's businesses, total water consumption is relatively low, being largely limited to office-based consumption from bathroom and kitchen facilities. However, the Group proactively manages the use of water within its sites and seeks to implement water reduction measures where practicable.

**Travel**

Electric vehicle charging points are installed at the Cambridge and Epsom sites for employees' usage to encourage a move away from petrol and diesel vehicles. All Science Group companies in the UK offer employees access to the Government Cycle to Work initiative offering tax free bicycles as part of the Group's standard employee benefits offering. The Group also makes significant use of virtual meetings where appropriate and has a US-based sales team to reduce trans-Atlantic travel.

**Ecology and conservation**

The Cambridge site includes woodland and grassland areas and a tributary of the river Cam, and the Group maintains these various ecosystems for the benefit of a wide variety of flora and fauna including several endangered and protected species. The Group has previously commissioned ecology surveys to better understand the biodiversity on site. Tree surveys are undertaken periodically at both freehold sites, including during 2024, to assist proactive management. The Epsom property is Grade II listed within a parkland setting and in recent years the Group has undertaken significant repair and restoration work on the exterior stonework to preserve this historic building.

**ISO 14001**

The CMS2 business holds ISO 14001 (Environmental Management Systems) certification to assist in managing the environmental impact of its manufacturing operations at the Group's Portsmouth site.

**Sustainability services**

In the Consultancy Division the number of projects either wholly related to sustainability or for which this was a major consideration continues to grow. The division leverages its broad scientific, commercial and regulatory expertise to develop sustainability strategies and provide sustainable solutions for clients across a wide range of industries.

In the R&D Consultancy and Regulatory & Compliance businesses services cover a wide range of sustainability areas such as circularity, sustainable sourcing, emissions reduction, environmental impact, and regulatory impact and compliance. In the TPG Services business, the Osprey business advises on the impact of proposed wind and solar farms on aviation safety and associated mitigations in the planning consent process for renewable energy developments.

Since 2021 the Group has convened and chaired a high level discussion forum with Chief Technology Officers and R&D leaders from major US and European blue chip companies. Originally focussed on net zero strategy and practice, in 2022 and 2023 the focus shifted to sustainability and, latterly, sustainability combined with growth. As a consequence, during 2024 the Group Managing Director together with other members of the forum contributed to the United Nations General Assembly's Science Summit held in New York.

**Compliance**

The Group's operations are conducted in compliance with relevant environmental legislation. There were no internal or external environmental incidents during 2024 at any Group site and Science Group did not incur any fines.

**Social**

Science Group takes its responsibilities as a corporate citizen seriously in the territories in which the Group operates. The Board's primary goal is to create shareholder value but in a responsible way which serves all stakeholders including the communities within which the Group operates. Furthermore, Science Group seeks to continually enhance and extend its science and technology contribution to society through the work the Group undertakes with its customers and in areas where the Group decides to invest and explore directly.

The Board regularly monitors the Group's culture and practices, including the review of recruitment, retention and turnover data, health and safety reports, and reports from senior managers within the Group.

**Diversity, equity and inclusion**

Science Group is committed to supporting diversity, equity and inclusion ('DEI') among its employees. The Group's employment policies are non-discriminatory, particularly on the grounds of any protected characteristic. This includes, but is not necessarily limited to, age, gender, nationality, ethnic or racial origin, disability, religion or belief, pregnancy and maternity, sexual orientation or marital or civil partnership status. Science Group gives due consideration to all applications and provides training and the opportunity for career development wherever possible. The Board does not support discrimination of any form, positive or negative, and all appointments are based on merit.

The Group operates a DEI committee to discuss, implement and monitor various DEI initiatives. During 2024 these included:

- Engagement with women in the Group: An ongoing series of lunches for senior and mid-level women across the Group to provide networking opportunities and support, establishment of local "Lean In Circles", and executive-level engagement with junior women to foster communication and opportunities.
- Menopause support: Practical support for women including a monthly support group, awareness training for line managers, and improvements to relevant health benefits.
- Recruitment practices: Ongoing monitoring of recruitment panels to ensure the inclusion of diverse representation and review of job adverts for unconscious gender bias.
- Diversity data collection: A voluntary, anonymous diversity questionnaire was run for employees in the CMS2 and TPG Services businesses (not included in the 2023 survey) with a 60% response rate.
- Veterans: The TPG Services business has signed the Armed Forces Covenant and supports Armed Forces Day each year.

The Board reviews reports on DEI matters at least twice a year. No Science Group company is currently required to report on its gender pay gap. However, the Group monitors the relevant data and the Board reviews this annually.

The Group currently has native speakers of around 25 languages. The gender ratios for the number of persons employed by the Group at the end of the year are set out in the table below.

	31 December 2024				31 December 2023			
	Male		Female		Male		Female	
	No	%	No	%	No	%	No	%
Plc Board of Directors & Company Secretary	4	67%	2	33%	4	67%	2	33%
Senior management & staff (>£75,000 per annum FTE salary)	92	71%	38	29%	101	72%	39	28%
Other employees	242	60%	163	40%	301	61%	193	39%
<b>Total employees</b>	<b>338</b>	<b>62%</b>	<b>203</b>	<b>38%</b>	<b>406</b>	<b>63%</b>	<b>234</b>	<b>37%</b>

Notes:

- Employees are only allocated to one category. For example, where an individual is a member of the plc Board, that person is not then included within the other classifications.
- Subsidiary directors have not been separately identified in the above table.

**Employee training and development**

Science Group's employees are its primary asset and the Board is committed to nurturing their abilities, investing in career development and rewarding exceptional performance. The Group offers training and mentorship to allow ambitious individuals to thrive within their environment and realise their personal potential. Employee performance is aligned to the Group's objectives through an annual performance review process and ongoing project management, line management and mentorship feedback. Formal training and career development is offered to staff of all levels through internal and external programmes that cover technical, business and managerial advancement opportunities. Beyond formal training, employees also hold informal lunchtime sessions on a regular basis to enable knowledge and skills transfer amongst teams.

The Group regularly takes one year or summer student placements and the CMS2 business runs an apprenticeship programme. The Group also supports employees across the Group with extra-curricular studies and qualifications in relevant fields.

**Financial rewards and support**

Employee remuneration and incentives are overseen and approved by the Remuneration Committee. In addition to its standard remuneration and benefits packages, the Group invests in and rewards its workforce through the operation of its bonus and profit share schemes for qualifying employees, its share option scheme and other discretionary incentives. During 2024 additional discretionary payments were made to employees reflecting individual performance. For more information see the Report of the Remuneration Committee on page 26.

**Health and wellbeing**

The Group's employee assistance programmes and other benefits are available for employees to access a range of medical, financial, wellbeing and other support services and information. Mental Health Awareness Week is given a particular focus each year in the UK with site-specific programmes of activities and support. The majority of employees are also eligible for private medical insurance.

Non-Financial and Sustainability Information Statement continued

**Charitable donations**

Science Group focuses its charitable donations on organisations supporting people-related issues. During 2024 this primarily included donations to charities supporting health issues. The Group's Charitable Donations Policy also supports the matching of funds raised by employees on a discretionary basis.

**Governance**

The Board considers sound governance a critical component of Science Group's success and the delivery of its strategy. Science Group has an effective and engaged Board, with a strong non-executive presence from diverse backgrounds and well-functioning governance committees. Through the Group's compensation policies and variable components of employee remuneration, the Remuneration Committee seeks to ensure that Science Group's values are reinforced in employee behaviour and that effective risk management is promoted.

The Board takes issues of governance seriously and seeks to ensure transparency and streamlined administration. The Directors bring a broad range of technical, commercial, business, accounting, audit and corporate finance expertise. Culturally, the Board demonstrates a high degree of integrity, fairness and non-discrimination and promotes these values through the organisation. For more information see the Corporate Governance Report on page 25.

**Ethical business conduct**

The Board is committed to high standards of governance and ethics. The Group has a strong ethical culture and it is the Group's policy to conduct all business in an honest and ethical manner. The Group's Ethics Policy and other associated policies set out the standards of behaviour expected from all those working for or on behalf of the Group.

**Anti-bribery**

Science Group has a zero tolerance approach to bribery and corruption. The Group's Anti-Bribery Policy applies to all employees and the Group seeks to impose equivalent principles on suppliers and representatives.

**Modern slavery**

In accordance with the requirements of the Modern Slavery Act 2015, the Group publishes an annual statement setting out the steps taken to ensure that slavery and human trafficking are not present in the Group's businesses and supply chains. A copy of the current statement, together with previous versions, can be found on the Investor information page of the Science Group website.

**Whistleblowing**

The Group's Whistleblowing Policy provides protection and support for whistleblowers raising a genuine concern. One of the Group's Non-Executive Directors acts as the escalation contact for whistleblowing reports.

**Cyber and data security**

Science Group proactively manages the security of its IT networks and the confidential and sensitive data held by the Group. The Group has documented Information Security, IT and data privacy policies and implements regular cyber awareness training for all staff, test phishing campaigns and penetration testing. Businesses operating in the defence industry are subject to heightened monitoring of cyber threats, and the associated IT networks hold ISO 27001 (Information Security Management) and Cyber Essentials Plus certifications and other accreditations.

During 2024 the Group developed a Generative AI policy to provide a framework for the control and assessment of the use of Generative AI tools and use cases within the Group to ensure, among other things, appropriate IT security protections.

**Health and safety**

Science Group is committed to the health and safety of its employees, customers, sub-contractors and others who may be affected by the Group's activities. The Group evaluates the risks to health and safety in the business and manages this through its Health and Safety Management Systems. The Group's Health and Safety at Work policies are reviewed and updated regularly.

The Board Executive Director responsible for health and safety is the Group Finance Director with day to day responsibility being undertaken by the Company Secretary. The Directors receive monthly health and safety reports covering all sites which include updates on safety incidents across the Group.

The Group's largest sites (Cambridge, Epsom and Portsmouth) have dedicated Health and Safety Committees that meet quarterly. Laboratory and manufacturing areas are subject to monthly inspections by competent reviewers and the results are reported on a monthly basis to the Board. Access to laboratory and test facilities is electronically controlled with permissions reviewed on a regular basis. The Portsmouth site holds ISO 45001 (Occupational Health and Safety Management) certification.

The Group provides necessary information, instruction, training and supervision to ensure that employees are able to discharge their duties effectively. The Health and Safety Management Systems ensure compliance with applicable legal and regulatory requirements and internal standards and seeks, by continuous improvement, to develop health and safety performance.

**Supplier management process**

The Group operates a supplier management process to ensure Executive management review of proposals to engage new large or business critical suppliers.

**Administrative rationalisation**

The Group regularly reviews and closes dormant legal entities to reduce administrative costs. During 2024 two entities were dissolved and some administrative functions were integrated across the Consultancy Division to improve operational efficiencies and governance. The Group also rationalises its property portfolio where appropriate to reduce overheads and increase efficiencies.

**Climate-Related Financial Disclosures**

This is Science Group's second year of reporting pursuant to sections 414CA and 414CB of the Companies Act 2006. These disclosures align with the recommendations issued by the international Task Force on Climate-related Financial Disclosures ('TCFD'). This statement covers Science Group's governance of climate change, its integration with overall risk management, the identification and strategy for managing the Group's climate-related issues and opportunities, and the metrics used to measure progress.

**Governance**

The Board has overall responsibility for sustainability issues including the oversight of climate-related matters and effective management of climate-related risks and opportunities, in line with the responsibility to monitor any issues which impact strategy, risk management, and operations of the Group. For more information on the Board and Board Committees see the Report of the Directors on page 23. The Board discussed climate-related issues and the Group's TCFD-aligned reporting twice during 2024 and was ultimately responsible for approving the Group's climate-related financial disclosures. To date it has not been deemed necessary to nominate an individual Board member to oversee climate-related issues due to the small size of the Board which ensures sufficient accountability.

Science Group has a small Executive management team and all members have responsibility for the management of overall risks and climate change strategy across the Group. The Executive team stays in close contact with the Managing Directors to ensure they are up to date with any risks to the Group. The Company Secretary has been appointed to formalise the feeding of any strategy changes to the individual businesses and ensure they are carrying out specified initiatives against the strategy. Progress is then reported back to the Board by the Company Secretary.

Based on the assessment of climate-related risks and opportunities and exposure being at the lower end of scale, as discussed in the Strategy section below, the Board believes there is sufficient expertise to manage climate-related matters at the Board and management levels. Where appropriate, external consultants may be engaged to advise further.

**Risk management**

During 2023 Science Group undertook a formal exercise to identify and assess the Group's climate-related risks and opportunities with the support of sustainability consultants. Identified climate-related risks and opportunities were assessed using the Group's existing risk management framework to integrate them with the Group's wider business risks and to enable the significance of climate-related risks relative to these wider Group risks to be determined. These risks and opportunities were re-reviewed during 2024 and no significant changes were identified.

While Science Group's risk assessment is standardised across the Group, risks may be unique to different businesses. The Managing Directors report weekly to the Executive management team on business performance and any significant issues and provide formal reports to the full Board on a monthly basis. This ensures that potential emerging risks identified on the ground are escalated to the Board in a timely manner. Externally, the Group's professional advisors raise relevant potential issues from time to time.

Identified potential risks are discussed by the Executive management team. Both the impact (on a five point scale from Minor to Catastrophic based on financial loss exposure) and likelihood (on a five point scale from Rare to Very High) of the risks

are assessed and an overall risk rating (on a three point scale from Green to Red) is determined which allows for the prioritisation of risks. A mitigation response (avoid, transfer, reduce or accept) is then determined as required.

The Group has assessed climate-related risks and opportunities against the following defined time horizons:

Short term	1 to 3 years	In line with specific business plans and the Group's viability statement
Medium term	3 to 10 years	In line with the majority of the Group's site lease terms, which are between 5-10 years in remaining duration
Long term	More than 10 years	Long enough to encompass long-term industry and policy trends, such as UK Net Zero 2050 and for climate-related risks to manifest

In the Group's climate-related risk assessment, all risk and opportunity categories outlined in the TCFD guidance have been considered. Risks have been assessed in relation to the Group's own operations, supply chain and downstream. Not all risk categories are applicable or material to the business.

The Group's climate-related risks are included in the risk register which was reviewed and approved by the Board during the year. Where appropriate, identified risks may also be assigned to a working party to keep a watching brief and update the Board as appropriate, although this was not deemed necessary during 2024.

**Strategy**

As a science and technology business primarily providing consultancy services, Science Group is at the lower end of exposure for climate-related risks. Based on the risk exposure after mitigation outlined in this statement, the Board believes that the Group is resilient to climate change and does not require a fundamental change to its strategy, financial planning or budgets. There are no effects of climate-related matters reflected in judgements and estimates applied in the financial statements.

The key climate-related risks and opportunities for the Group are:

- Physical risks: As Science Group sites span the UK, Europe, US and Asia, and the Frontier business relies on manufacturing suppliers in Asia, the Group is currently exposed to physical risks that continue to persist into the long term. Adequate mitigation strategies including, where practicable, considering climate factors when choosing sites and diversifying suppliers will assist the Group to withstand these potential physical risks.
- Transition risks: The Group provides services and systems to customers in a range of sectors including medical, defence, industrial and consumer. This adds complexity to the analysis as these customers face their own climate-related issues and reporting pressures on them could be passed to Science Group. Keeping abreast of reporting expectations will reduce this risk.
- Opportunities: Opportunities exist both operationally to reduce the Group's scope 1 and 2 emissions and in the market to assist customers who need to adapt to climate change.

Non-Financial and Sustainability Information Statement continued

Other risks and opportunities have been assessed according to the TCFD guidance including increased costs for critical raw materials, technological redundancy of equipment, reputational risk due to projects in high environmental impact sectors and products that reduce energy usage. However, these have been deemed to be immaterial to the Group.

Science Group will continue to develop its analysis as new data becomes available, both internally and externally, and will continue to monitor climate exposures and action plans through the Group's risk management framework. Details of the physical and transition risks and opportunities identified are outlined below.

Physical climate-related risks

Risk #	1. Storm and flood disruption	2. Flood & heat disruption in supply chain
Acute/Chronic	Acute	Acute
Area	Group operations	Upstream
Primary potential financial impact	Lost production & revenue, asset damage	Lost production and revenue
Time horizon	Short & long term	Short, medium & long term
Likelihood	Low	Medium
Impact	Significant	Serious
Location or service most impacted	CMS2 business – Portsmouth site	Frontier suppliers in Asia

The Group's site portfolio has been assessed for physical climate-related risks using geospatial risk modelling software and it was determined that the overall risk is limited. The Group's small office locations were excluded as, in the event of site-related or commuting-related disruption, relevant staff would be able to work from home limiting the loss of business productivity.

Of the Group's three largest sites (Cambridge, Epsom and Portsmouth), only the Portsmouth manufacturing site has any associated physical risks.

The Intergovernmental Panel on Climate Change (IPCC) has developed a suite of scenarios that represent the future pathways of carbon in the atmosphere. Each of these is titled as a Representative Concentration Pathway (RCP). The following three IPCC climate-related scenarios have been used to assess the Group's physical climate-related risks:

- A. *RCP 2.6*: a climate-positive pathway, likely to keep global temperature rise below 2°C by 2100. CO<sub>2</sub> emissions start declining by 2020 and go to zero by 2100.
- B. *RCP 4.5*: an intermediate and probable baseline scenario, more likely than not to result in global temperature rise between 2°C and 3°C, by 2100 with a mean sea level rise 35% higher than that of RCP 2.6. Many plant and animal species will be unable to adapt to the effects of RCP 4.5 and higher RCPs. Emissions peak around 2040, then decline.
- C. *RCP 8.5*: a bad case scenario where global temperatures rise between 4.1°C to 4.8°C by 2100. This scenario is included for its extreme impacts on physical climate risks as the global response to mitigating climate change is limited.

Risk 1: Storm and flood disruption

The Group's Portsmouth site is the manufacturing facility for the CMS2 business and includes an industrial unit with a large factory floor located in the middle of a commercial estate. The site is currently subject to extreme exposure risk to flood due to a 1 in 100 years storm surge risk and an extreme risk of sea level rise under the RCP 8.5 scenario in 2100, and therefore the risk of flooding continues into the future. The Group is not aware of any incidents or insurance claims related to such events during the last 10 years. Floods can be difficult to predict so this risk will be actively monitored. The risk is well known and Portsmouth Council is investing to improve sea defences which will assist in protecting the Portsmouth site into the longer term.

The CMS2 business contributed approximately 23% of the Group's revenue in 2024. Although disruption from weather events may be covered by insurance, any requirement for the business to move locations, an inability to operate at full capacity or a lack of manufacturing equipment and facilities could result in significant delays to fulfilling customer contracts and possible damage to CMS2's reputation. CMS2 has a long track record and a strong market position which may protect the division from customer switching although this could change in the longer term. Two servers are housed at the Portsmouth site. The risk of disruption to the CMS2 business's IT infrastructure as a result of flooding is mitigated by daily back ups both locally and to servers at another Group site.

The Board has considered mitigating the risk of storm and flood disruption more broadly by relocating the manufacturing facility to higher ground. However, the existing site lease continues until 2033 and it would cost an estimated £4.5-£5.0 million to relocate now (including ongoing existing lease costs as well as rental and fit out costs for a new site). The Board does not consider this to be an economically viable option given the size of the CMS2 business and the cost and likelihood of the current climate-related risk. When the existing lease expires the Board currently expects to relocate the CMS2 business at that stage to mitigate the longer term risks. More generally, these risks are mitigated by the Group's insurance policies which include cover for property damage and business interruption.

Risk 2: Flood & heat disruption in supply chain

Physical climate-related risks could impact the Group's suppliers. Some components used in the Frontier business are specialised and supply cannot easily be switched out for alternatives. Therefore, weather disruption to suppliers in this business could severely impact the supply chain and the Group's ability to fulfil customer contracts.

The Frontier business uses seven key suppliers across nine sites for the supply of components, outsourced manufacturing and logistics. These sites are located in mainland China, Hong Kong, South Korea, Singapore and the Philippines and have been assessed for physical climate-related risks as follows:

- There is a high risk of heat stress for four supplier sites which continues under the RCP 8.5 scenario for 2030, 2050 and 2100 and for one supplier site under the RCP 8.5 scenario for 2100 (the latter being a logistics provider for which alternatives are readily available). This is expected to be a limited risk as staff are not working outside. During the year, Frontier sought to engage with these suppliers to understand any issues associated with the risk of heat stress and their potential mitigations but has been unable to obtain

detailed information. Any new information received will be kept under review. All nine of the supplier sites (three being logistics providers) have a high precipitation stress risk which continues under the RCP 8.5 scenario for 2030, 2050 and 2100. As the risk is already high and the suppliers have been able to operate under these conditions, it is assumed that the risk is manageable. Similarly, the tropical cyclone risk for two supplier sites is already high and appears manageable.

- Three supplier sites (two being logistics providers) have current high or extreme flood risk. During the year Frontier sought to investigate the potential impacts of floods on these suppliers and understand what safeguards they have in place, but has been unable to obtain detailed information. Any new information received will be kept under review.
- The analysis of supplier sites also investigated fire stress, sea level rise and drought stress of which there was no impact.

The Frontier business contributed approximately 11% of the Group's revenue in 2024 and disruption in the supply chain could result in serious loss if not mitigated. While options for alternative suppliers in the region which are not impacted by similar risks may be limited, these are kept under review.

Transition climate-related risks

Risk #	1. Carbon pricing in operations & value chain	2. Reputational risk linked to sustainability performance & reporting
Type	Transition (Market), Policy & Legal, Reputation	Transition (Market), Reputation
Area	Group operations & upstream	Upstream
Primary potential financial impact	Higher energy, raw materials & transport costs	Lost revenue
Time horizon	Medium term	Medium term
Likelihood	High	Medium
Impact	Minor	Minor
Location or service most impacted	CMS2 & Frontier businesses due to higher emission profiles	Group-wide

The following two climate-related scenarios, published by the International Energy Agency (IEA), have been used to assess the Group's transition risks:

- A. *Net Zero 2050 (‘NZE’)*: an ambitious scenario which sets out a pathway for the global energy sector to achieve net zero CO<sub>2</sub> emissions by 2050.
- B. *Stated Policies Scenario (‘STEPS’)*: a scenario which represents the roll forward of already announced policy measures. This scenario outlines a combination of physical and transitions risk impacts as temperatures rise by around 2.5°C by 2100 from pre-industrial levels, with a 50% probability. This scenario is included as it represents a base case pathway with a trajectory implied by today's policy settings.

Risk 3: Carbon pricing in operations & value chain

For the Group's operational emissions (scope 1 and 2), carbon pricing risks represent a risk of higher energy prices. For the Group's principal value chain (upstream scope 3) emissions, carbon pricing mechanisms could result in higher costs of purchased goods or in-bound transportation.

The IEA forecasts that carbon prices (US\$/tCO<sub>2</sub>e) relevant to the Group are projected to increase from \$140/t in 2030 to \$250/t in 2050 under the NZE scenario and from \$90/t in 2030 to \$113/t in 2050 under the STEPS scenario. The impact of this has been assessed as follows:

- Scope 1 and 2 emissions: The forecast carbon prices have a minor impact in both the NZE and STEPS scenarios when applied to the Group's reported operational emissions for 2024 (see the Energy and greenhouse gas (‘GHG’) reporting section on page 13). This does not take account of any future mitigation actions or material changes to the business and assumes that the full impact of carbon prices is passed onto the Group.
- Scope 3 emissions: This is the second year of the Group's reporting on its emissions and energy usage and the reporting includes limited scope 3 emissions (see the Energy and greenhouse gas (‘GHG’) reporting section on page 13). Since the Group's full scope 3 emissions footprint has not yet been calculated, the full financial impact of the forecast carbon prices cannot be assessed at this stage. It is also uncertain how and when carbon prices will be imposed in the value chain and how much will be passed on to the Group. However, the Group's current view is that the impact of carbon pricing in the value chain is likely to be minor. As the sophistication of the Group's scope 3 emissions reporting increases, a clearer insight will develop into the impact on the Group and how this may be mitigated.

Given its nature, there is limited scope for the Group to manage this risk but it will be kept under review.

Non-Financial and Sustainability Information Statement continued

**Risk 4: Reputational risk linked to sustainability performance & reporting**

There is an increasing trend of investors incorporating sustainability criteria into their assessments. The Group has not experienced adverse investor interaction on climate change to date although ESG has been a topic of discussion with some investors. The Group's bank loan and debt facilities are not tied to sustainability criteria and no negative feedback has been received from the Group's banks.

The Consultancy Division sees some customer's incorporating climate-related and other ESG topics into supplier questionnaires although this has had no significant impact to date.

There are limited opportunities to mitigate this risk but the Group will keep sustainability performance and reporting under close review.

**Climate-related opportunities**

Opportunity #	1. Market opportunities	2. Operational opportunities
Type	Market	Energy source, resource efficiency
Area	Group operations	Group operations
Primary potential financial impact	Increased revenue	Reduced cost variability, reduced exposure to carbon taxes
Time horizon	Short term	Short term
Likelihood	High	High
Impact	Significant	Minor
Location or service most impacted	R&D Consultancy & Regulatory & Compliance businesses	Group-wide

**Opportunity 1: Market opportunities**

It is anticipated that demand for sustainability-related services will grow as customers continue to adapt to climate change and mitigate their climate risks. Science Group's cross-divisional sustainability practice seeks to take advantage of this opportunity by supporting customers with management and strategy services, sustainable innovation and product stewardship. The Group has seen an increased focus on sustainability in both the R&D Consultancy business, which supports customers' exploration of possible scientific and technological solutions to climate-related challenges, and the Regulatory & Compliance business where sustainability concerns are driving a desire to reduce chemical usage and identify less harmful alternatives. For more information see the Sustainability services section on page 14.

**Opportunity 2: Operational opportunities**

The Group has already implemented many renewable energy and energy reduction initiatives in its offices (see the Energy efficiency section on page 14). Similarly, water consumption and waste have a minimal impact as the majority of the Group's sites are offices. However, there is still opportunity for incremental improvements to resource efficiencies and these will continue to be explored. The CMS2 manufacturing site in Portsmouth has not yet been formally assessed for energy reductions and may represent the greatest opportunity in this area.

**Metrics and Targets**

The Board does not consider that climate-related risks currently pose a significant risk to the Group's business. However, during 2024 the Group considered appropriate metrics to track identified climate-related risks and opportunities. Initial metrics to be tracked are set out below. At present the Group has not established targets associated with these metrics.

Climate-related risk/opportunity	Metric
Opportunity: reduction of energy usage at UK sites	Assessment of energy usage and emissions ('SECR')
Opportunity: provision of sustainability-related consultancy services	Revenue generated from relevant projects

The Group will continue to review its metrics, and any potential targets, on an annual basis and may adapt these metrics or adopt new metrics and/or targets as its governance and assessment of climate-related risks and opportunities evolves.

The Group reports on its scope 1, 2 and limited scope 3 emissions for the second time for the year ended 31 December 2024. This is included in the Energy and greenhouse gas ('GHG') reporting section on page 13. Science Group recognises the requirements of all businesses to contribute to the UK's 2050 net zero ambitions. While in its first year of SECR reporting, the Group reported on the mandatory scope 3 emissions, the Group has built on this as its data collection and reporting processes evolve and flight emissions data is therefore included within scope 3 reporting this year and in the restated 2023 assessment results. Science Group will continue to explore calculating additional scope 3 emissions in future reports.

Approved by the Board of Directors on 21 March 2025 and signed on its behalf by:

**Martyn Ratcliffe**  
*Executive Chair*

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## Report of the Directors

The Directors present their annual report on the business of Science Group plc together with Consolidated Financial Statements and Independent Auditor's Report for the year ended 31 December 2024.

Accompanying the Report of the Directors is the Strategic Report.

### Review of the business and its future development

A review of the business and its future development is set out in the Strategic Report, incorporating the Statement of Executive Chair and Financial Report.

### Cautionary statement

The review of the business and its future development in the Strategic Report has been prepared solely to provide additional information to shareholders to assess the Group's strategies and the potential for these strategies to succeed. It should not be relied on by any other party for any other purpose. The review contains forward looking statements which are made by the Directors in good faith based on information available to them up to the time of the approval of these reports and should be treated with caution due to inherent uncertainties associated with such statements.

### Results and dividends

The results of the Group are set out in detail on page 41.

Subject to shareholder approval at the next Annual General Meeting, the Directors propose to pay a final dividend of 8.0 pence per share for the year ended 31 December 2024 (2023: 8.0 pence per share).

### Financial instruments and risk management

Disclosures regarding financial instruments are provided within Note 3 to the Financial Statements.

### Directors

The Directors and associated biographies are listed on page 24.

Daniel Edwards and Jon Brett will retire by rotation and offer themselves for re-election at the next Annual General Meeting.

### Directors' Indemnities

The Directors have the benefit of an indemnity provision contained in the Articles. The Directors have also been granted a qualifying third party indemnity provision which was in force throughout the financial year and remains in force. In addition, throughout the year the Company purchased and maintained Directors' and Officers' liability insurance in respect of itself and for its Directors and Officers.

### Annual General Meeting

The next Annual General Meeting ('AGM') will be held on 21 May 2025 at 17 Waterloo Place, London, SW1Y 4AR. The AGM notice contains the full text of resolutions to be proposed.

### Purchase of own shares

At the AGM on 18 June 2024 shareholders approved a resolution for the Company to buy back up to 10% of its own shares. This resolution remains valid until the conclusion of the next Annual General Meeting in 2025 or 30 June 2025 if earlier. As at the date of this report, the Company has bought back 1,096,794 shares pursuant to this authority. Throughout 2024 the Company bought back a total of 1,080,507 shares at a cost of £5.0 million pursuant to both the 2024 AGM authority and the equivalent authority approved at the 2023 AGM. The nominal value of the share purchased was £10,805. For further information refer to Note 22.

Since October 2024, the Company's buyback programme has been delegated to Panmure Liberum Limited on a discretionary basis, based on parameters defined by the Board at certain windows.

### Employees

The average number of persons, including Directors, employed by the Group and their remuneration is set out in Note 8 to the Financial Statements.

### Statement on engagement with employees

The Board recognises the importance of engagement with employees and considers the current balance of engagement to be appropriate and reasonable given the size of the Group.

At a Group level, employees are provided with information on matters of concern to them through the Group's intranets, human resources ('HR') policies, direct updates from the HR team, and formal and informal meetings with line managers and senior managers. Individual businesses manage their own internal communications delivered across a variety of channels as appropriate. These include regular town hall meetings and presentations where employees have the opportunity to ask questions. The Executive Directors contribute to business management team meetings and away days as appropriate. Executive Directors regularly visit UK sites to engage directly with local management teams and employees in person, and work closely with Managing Directors. Employee communications are also made by Executive Directors through direct all-employee emails and update presentations.

The Group also implements a range of practices, policies and procedures to enable effective engagement with employees including mentoring, training and development programmes, appraisal processes and the Group's whistleblowing policy. Engagement with the Group's strategy, performance and values is encouraged through reward payments made under the Group's bonus and profit share schemes and other discretionary incentives and, for more senior grades, the award of share options.

### Statement on engagement with customers, suppliers and others

Engagement with customers, suppliers and other stakeholders in the business is an important factor in ensuring the successful implementation of the Group's strategy.

Engagement with customers and suppliers usually takes place at an individual business and project level. Where appropriate, the relevant management teams engage with customers over long-term or strategic programmes of work to foster strong relationships and enable the Group to understand customers' initiatives and priorities.

The development and maintaining of relationships with customers is taken into account in key account management, the development and improvement of service offerings, the ongoing review and strengthening of the Group's Quality Assurance procedures, and the maintenance of ISO 9001 (Quality Management Systems), ISO 13485 (Quality Management Systems for Medical Devices) and ISO 17025 (Testing and Calibration Laboratories) certifications in relevant businesses. In relation to suppliers, the need for good business relationships is considered when reviewing key and critical supplier lists, inventory purchasing and supplier payment terms.

### Disabled persons

The Company gives full and fair consideration to suitable applications for employment from disabled persons where a disabled person can adequately fulfil the requirements of the role. Where an employee of the Company becomes disabled during the course of their employment the Company would seek to arrange appropriate further training for the employee, and make reasonable adjustments to the employee's working environment, where it is possible for the employee to continue fulfilling the requirements of their role. Employees with a disability are eligible to participate in career development opportunities across the Company including training and promotion opportunities.

## Report of the Directors continued

**Donations**

Total charitable contributions made by the Group in 2024 were approximately £3,500 (2023: £8,000). No political donations were made during the period (2023: £nil). For more information see the Charitable donations section on page 16.

**Energy usage and greenhouse gas emissions**

The Company is required to disclose its UK energy usage and associated greenhouse gas emissions under the Streamlined Energy and Carbon Reporting Regulations. Details are set out in the Environmental section of the Non-Financial and Sustainability Information Statement on page 13.

**Research and development**

Science Group provides outsourced science-based services and therefore has an inherent and continuing commitment to high levels of research and development, primarily on behalf of its customers but also, when appropriate, on its own behalf.

**Directors**

The Directors of the Company who served during the year were:

Director	Role at 31 December 2024	Date of (re) appointment	Board Committee		
Martyn Ratcliffe	Executive Chair	18/05/2023	N		
Daniel Edwards	Group Managing Director	18/05/2022			
Jon Brett	Group Finance Director	18/05/2022			
Peter Bertram*	Non-Executive	18/06/2024	A	N	R
Susan Clement Davies*	Non-Executive	18/05/2023	A	N	R

A = Audit Committee; R = Remuneration Committee; N = Nomination Committee  
+ Independent Director

**Directors' Biographies**

Below are the biographies of the current Directors:

**Martyn Ratcliffe****Executive Chair**

Martyn Ratcliffe was appointed Chairman on 15 April 2010 following his investment in Sagentia Group, now Science Group. He was Chairman of Microgen plc from 1998 to 2016 and Chairman of RM plc from 2011 to 2013. He was previously Senior Vice President of Dell Computer Corporation, responsible for EMEA. He has a degree in Physics from the University of Bath and an MBA from City University, London.

**Daniel Edwards****Group Managing Director\***

Dan Edwards was appointed to the Board on 24 April 2019. Mr Edwards joined the Company in 2004 and has held a number of roles within the Group including four years in the US before being appointed Managing Director in 2012. He has an Engineering degree from the University of Cambridge and an MBA from Harvard Business School. He started his career at Rolls-Royce plc.

**Jon Brett****Group Finance Director\***

Jon Brett was appointed to the Board as Acting Finance Director on 10 August 2021 and confirmed as Finance Director on 1 March 2022. Mr Brett joined Science Group as Financial Controller in March 2020 and was previously Group Financial Controller for Study Group Limited. He trained with Deloitte LLP and qualified as a Certified Accountant in 2004.

**Post balance sheet events**

Post balance sheet events are disclosed in Note 29 to the Financial Statements.

**Auditor**

Grant Thornton UK LLP was reappointed as auditor at the AGM on 18 June 2024. Grant Thornton UK LLP is willing to continue in office and a resolution to reappoint Grant Thornton UK LLP will be proposed at the forthcoming AGM.

**Disclosure of information to auditors**

The Directors who held office at the date of approval of this Directors' report confirm that, so far as they are each aware, there is no relevant audit information of which the Company's auditor is unaware and each Director has taken all the steps that they ought to have taken as a Director to make themselves aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

**Peter Bertram****Senior Independent Director**

Peter Bertram was appointed as a Non-Executive Director on 17 June 2020. He has previously held a variety of Non-Executive board positions including Alphameric plc, Anite plc, Manolete Partners plc, Microgen plc, Phoenix IT Group plc and Psion plc and was CEO of Azlan Group plc. Mr Bertram is a Chartered Accountant and has a degree in Accounting from the University of Kent.

**Susan Clement Davies****Independent Director**

Susan Clement Davies was appointed a Non-Executive Director on 18 May 2022. Ms Clement Davies has over 25 years capital markets and investment banking experience, including 10 years at Citigroup/Salomon Smith Barney. She is currently non-executive director of MiNA Therapeutics and Scancell Holdings plc, advisor at Oxford Science Enterprises and Member of the CW+ NHS Hospital Innovation Advisory Board. She has an Economics degree from the University College London and an MSc in Economics from London School of Economics.

**Sarah Cole****Company Secretary**

Sarah Cole joined the Company on 10 January 2011 and was appointed Company Secretary on 22 March 2013. Ms Cole has a degree in Jurisprudence from the University of Oxford and qualified as a Solicitor in 2003.

**Corporate Governance Report**

The Company is registered in England and Wales and listed on the Alternative Investment Market of the London Stock Exchange (AIM).

**Adoption of recognised corporate governance code**

The Board has previously adopted the Financial Reporting Council's UK Corporate Governance Code July 2018 which is applicable for the year ending 31 December 2024. With effect from 1 January 2025, the Company is operating pursuant to Financial Reporting Council's UK Corporate Governance Code January 2024. The Company's statement of compliance and associated disclosures are available on the Investor information pages of the Company's website.

**Board of Directors**

At 31 December 2024 the Board comprised an Executive Chair (part-time), Group Managing Director, Group Finance Director, and two independent Non-Executive Directors. All Directors bring a wide range of skills and international experience to the Board. The Non-Executive Directors hold meetings without the Executive Chair, Group Managing Director and Group Finance Director present if appropriate.

The Executive Chair is primarily responsible for the working of the Board of Science Group plc and the Group corporate strategy.

High-level strategic decisions are discussed and taken by the full Board. Investment decisions (above a de minimis level) are taken by the full Board. Operational decisions are taken by the Executive Board members, Managing Directors and other senior managers within the frameworks approved in the annual financial plan and Board-approved authorisation levels.

The Board met 20 times during 2024 (2023: 13). The Board regulations define a framework of high-level authorities that map the structure of delegation below Board level, as well as specifying issues which remain within the Board's preserve.

The Board typically holds ten regular meetings a year to consider a formal schedule of matters including the operating performance of the business and to review Science Group's financial plan and business model. Other meetings are held on an ad hoc basis as the need arises.

Non-Executive Directors are appointed for a three year term after which their appointment may be extended by mutual agreement after due consideration by the Nomination Committee of the Board. In accordance with the Company's Articles of Association, the longest serving Director (from their last appointment) must retire at each Annual General Meeting and each Director must retire in any three year period, so that over a three year period all Directors will have retired from the Board and been subject to shareholder re-election.

All Directors have access to the advice and services of the Company Secretary and other independent professional advisers as required. Non-Executive Directors have access to key members of staff and are entitled to attend management meetings in order to familiarise themselves with all aspects of Science Group.

It is the responsibility of the Executive Chair and the Company Secretary to ensure that Board members receive sufficient and timely information regarding corporate and business issues to enable them to discharge their duties.

**Relations with shareholders**

The Directors seek to establish and maintain a mutual understanding of objectives between Science Group and its major shareholders by meeting to discuss long-term issues and receive feedback, communicating regularly throughout the year and issuing trading or business updates as appropriate.

Engagement with shareholders is primarily via trading updates and other important information through announcements made via a regulatory news service and the Science Group website. During 2024 the Company issued two trading updates in addition to the Preliminary and Interim Results statements. Regular updates are also made to the Investor section of the Science Group website. The 2023 annual report was made available to all shareholders together with the notice of the 2024 Annual General Meeting. All shareholders were invited to attend the AGM and had the opportunity to ask questions of the Directors.

**Remuneration strategy**

Science Group operates in a competitive market. If Science Group is to compete successfully, it is essential that it attracts, develops and retains high quality staff. Remuneration policy has an important part to play in achieving this objective. Science Group aims to offer its staff a remuneration package which is both competitive in the relevant employment market and which reflects individual performance and contribution. For 2024, in addition to base salary, benefits included pension contributions, healthcare and life assurance benefits, Group bonus and profit share schemes, additional bonus schemes based on achievement of billed hours targets for certain businesses within the Group, a commission scheme for sales people and, where appropriate, share options.

**Board Committees**

The Board maintains three standing committees, being the Audit, Remuneration and Nomination Committees. The minutes of all sub-committees are circulated for review and consideration by all relevant Directors, supplemented when appropriate by oral reports from the Committee Chairs at Board meetings.

The Board does not conduct a formal performance evaluation of the Directors nor do the independent Non-Executive Directors formally appraise the Executive Chair. The Board conducts an annual internal evaluation of the Board and its committees, the results of which are reviewed and discussed by the Board. Due to the small size of the Board this annual evaluation, together with regular informal performance evaluations of Directors and the Executive Chair by the Board, is considered sufficient.

**Audit Committee**

The Audit Committee is chaired by Peter Bertram and comprises Peter Bertram and Susan Clement Davies. The Audit Committee met 4 times during 2024 (2023: 3). It considers the findings from the Company's auditors and tax advisors. Further details on the Audit Committee are provided in the Report of the Audit Committee on page 27.

**Remuneration Committee**

The Remuneration Committee is chaired by Susan Clement Davies and comprises Susan Clement Davies and Peter Bertram. The Remuneration Committee met 13 times during 2024 (2023: 8). It may take advice from time to time from external advisers but did not do so in 2024. Further details on the Remuneration Committee are provided in the Report of the Remuneration Committee on page 26.

\* To stand for re-election at the next AGM

## Board Committees continued

## Nomination Committee

The Nomination Committee is chaired by Martyn Ratcliffe and comprises Martyn Ratcliffe, Peter Bertram and Susan Clement Davies. The Nomination Committee met twice during 2024 (2023: 1). It may take advice from time to time from external advisers but did not do so in 2024. Further details on the Nomination Committee are provided in the Report of the Nomination Committee on page 28.

Meetings of the Board and sub-committees during 2024 were as follows:

	Board Meetings	Audit Committee	Remuneration Committee	Nomination Committee
<b>Number of meetings held in 2024</b>	<b>20</b>	<b>4</b>	<b>13</b>	<b>2</b>
Martyn Ratcliffe	20	4	11	2
Jon Brett	20	4*	8*	0
Daniel Edwards	19	4*	7*	0
Peter Bertram	20	4	13	2
Susan Clement Davies	20	4	13	2

\* Attendance by invitation

## Report of the Remuneration Committee

The Remuneration Committee is chaired by Susan Clement Davies and comprises Susan Clement Davies and Peter Bertram.

The Remuneration Committee monitors the remuneration policies of Science Group to ensure that they are consistent with Science Group's business objectives. Its terms of reference include the recommendation and execution of policy on Director and Executive management remuneration and for reporting decisions made to the Board. The Remuneration Committee determines the individual remuneration package of the Executive Chair and Executive Directors, and also reviews remuneration packages for all senior employees of Science Group. This responsibility includes pension rights and any other compensation payments including bonus and profit share payments and share option awards. The Remuneration Committee's remuneration practices do not include engagement with employees regarding Executive remuneration.

The Remuneration Committee recognises that incentivisation of staff is a key issue for Science Group, which depends on the skill of its people for its success. The Remuneration Committee seeks to incentivise employees by linking individual remuneration to individual performance and contribution, and to Science Group results. During the year, the Remuneration Committee approved grants of share options and confirmed Group profit related bonus and profit share schemes for the Company for 2024. The Remuneration Committee also approved a number of individual discretionary bonuses and a festive winter bonus of £200 per person. All such payments are pro-rated for part time staff and, where appropriate, localised for employees outside of the UK.

The aim of the Board and the Remuneration Committee is to maintain a policy that:

- establishes a remuneration structure that will attract, retain and motivate Executives, senior managers and other staff of appropriate calibre.
- rewards Executives and senior managers according to both individual and Group performance.
- establishes an appropriate balance between fixed and variable elements of total remuneration, with the performance-related element forming a potentially significant proportion of the total remuneration package.
- aligns the interests of Executives and senior managers with those of shareholders through the use of performance-related rewards and share options in Science Group.

From time to time the Remuneration may obtain market data and information as appropriate when making its comparisons and decisions and is sensitive to the wider perspective, including pay and employment conditions elsewhere in Science Group, especially when undertaking salary/remuneration reviews. The Company is not required to, and does not, engage with shareholders regarding its remuneration policy. The remuneration policies operated as intended during the year.

Employee remuneration can include the following elements:

- basic salary: normally reviewed annually and set to reflect market conditions, personal performance and benchmarks in comparable companies. A limited interim review is normally undertaken each year reflecting the accelerated progress that more junior grades may require as they rapidly gain experience.
- annual Group performance-related bonus or profit share: Executives, managers and eligible employees receive annual bonus or profit share payments related to company performance. The bonus scheme includes a claw back mechanism in certain circumstances. The Executive Chair does not participate in the Group annual performance-related bonus scheme but the Remuneration Committee may at its sole discretion award a bonus if appropriate.
- billed hours bonus: employees in certain businesses participate in additional bonus schemes based on achievement of billed hours targets.
- commission: some employees in sales roles participate in commission schemes based on revenue received from relevant sales. These employees are not eligible for the Group bonus or profit share schemes.
- benefits: benefits include medical insurance, income protection, life assurance and pension contributions. The Executive Chair does not receive these benefits.
- share options: share option grants are normally reviewed annually and granted on a discretionary basis by the Remuneration Committee. The Executive Chair has excluded himself from all such awards since 2010.

Full details of each Director's remuneration package and their interests in shares and share options can be found in Note 9 to the Financial Statements. There are no elements of remuneration, other than basic earnings, which are treated as being pensionable.

## Share option plans

The Company's current unapproved Performance Share Plan ('PSP') was adopted by the Company and approved by shareholders in 2022 on broadly equivalent terms to its previous PSP. All options granted under a PSP scheme are issued at the nominal share price. The Remuneration Committee approves any options granted.

Directors are entitled to participate in Science Group's share option schemes. It is the policy of Science Group to grant share options to Executive Directors and key employees as a means of encouraging ownership and providing incentives for performance. Independent Non-Executive Directors do not participate in Science Group's share option schemes. The only share options granted to the Executive Chair, which occurred in 2010, were specifically approved by shareholders and he excludes himself from annual awards.

## Director contracts and remuneration

The Executive Directors have employment contracts that contain notice periods of six months. Non-Executive Directors' service contracts may be terminated on three months' notice. There are no additional financial provisions for termination.

The Executive Chair and Non-Executive Directors receive a fixed salary. The Executive Chair does not participate in the Group bonus scheme but, if appropriate, the Remuneration Committee may award a discretionary bonus. Remuneration of the Executive Directors (excluding the Executive Chair) follows a simple structure of base salary, bonus and long term incentives using share options, including under the Enhanced Executive Incentive ('EEI') addendum to the PSP plan that was approved by shareholders at the 2022 AGM. The Executive Chair is not formally excluded from the share option plan but has declined awards of share options since 2010.

The market price of the shares at 31 December 2024 was 453.0 pence (2023: 392.0 pence). The highest and lowest price during the year was 492.0 pence and 373.0 pence respectively.

## Report of the Audit Committee

The Audit Committee is chaired by Peter Bertram and comprises Peter Bertram and Susan Clement Davies. Other Directors and relevant senior managers attend by invitation.

The Audit Committee provides a mechanism through which the Board can maintain the integrity of the financial statements of Science Group (including financial reporting policies) and any formal announcements relating to Science Group's financial performance, review Science Group's internal financial controls and Science Group's internal control and risk management systems, and make recommendations to the Board in relation to the appointment of the external auditor, their remuneration both for audit and non-audit work, the nature, scope and results of the audit and the cost effectiveness and the independence and objectivity of the auditors. The Group does not maintain a separate internal audit function but the Group finance team undertakes regular reviews of key controls and processes. A recommendation regarding the auditors is put to shareholders for their approval in general meetings.

Provision is made by the Audit Committee to meet the auditors at least twice a year including at least one meeting without any Executive Directors present.

## Financial reporting and significant financial matters

In carrying out its duties, the Audit Committee is required to assess whether suitable accounting policies have been adopted and to challenge the robustness of significant management judgements reflected in the financial results. This is performed through discussions at Audit Committee meetings where the Group Finance Director explains any changes to accounting policies and describes any significant management judgements made. In addition, the Audit Committee reviews the year end Report to the Audit Committee from the external auditors which details its work performed and findings from the annual audit.

During the year, the Audit Committee considered the following key financial matters in relation to the Group's financial statements and disclosures, with input from the external auditor:

**Going concern** – The going concern assertion has a significant impact on the basis of preparation of the financial statements. The Audit Committee reviewed the business plan presented by management for the financial year ending 31 December 2024 and considered the key assumptions made by management. The Audit Committee challenged management on the assumptions in the plan and consequently considered them appropriate. The Audit Committee received the business plan cash flow which covered the period to the end of June 2026 and considered the associated assumptions, which were concluded to be appropriate. The business plan also considered compliance with the banking covenants.

The Group Finance Director performed a sensitivity analysis to assess the amount of headroom available in the event of a downside event occurring. The analysis considered the likelihood of a scenario where covenants would be breached. The conclusion was that the Group would continue to have sufficient cash resources in order to meet its liabilities as they fall due.

**Carrying value of goodwill and acquisition related intangible assets**

– The value of the goodwill and acquisition related intangible assets is supported by a value in use model prepared by management. This is based on cash flows extracted from the Group's financial plan which has been approved by the Board. The Group Finance Director communicated the key assumptions within the value in use model and the Audit Committee concurred with management's conclusion that the carrying value of these assets was fully supported.

**Risk of fraud within revenue recognition** – Revenue is the most material balance in the Consolidated Income Statement and accordingly there is a rebuttable presumption that there is a fraud risk surrounding revenue. There is presumed to be an incentive to manipulate revenue in a manner that inflates the group profit, particularly around the year-end period. The risk is higher for those businesses which undertake fixed price work, in particular the CMS2 and TPG Services businesses.

Project managers carefully monitor the revenue recognised against projects and are accountable for the progress of projects. The Group Finance Director reviews the revenue recognised and accrued income balances on a monthly basis and investigates any unusual amounts recognised against projects. Collectively these processes would identify any unwarranted revenue recognised. No instances of fraudulent revenue recognition have been noted from these monitoring procedures in the current year. In the event of any significant issues arising the Group Finance Director would raise with the Chair of the Audit Committee and the Board. Whilst the Audit Committee is satisfied with management's response to the risk this incentive represents, the Committee provides regular challenge to the Executive Directors. The Audit Committee fully reviews the Auditor's Report (particularly in relation to revenue matters) and seeks to ensure that any recommendations are quickly implemented and that subsequent compliance is monitored.

**Report of the Audit Committee** continued

**Recoverability of investments in subsidiaries of Science Group plc** – The value of investments in subsidiaries is supported by a value in use model prepared by management. This was based on cash flows extracted from the Group's financial plan which has been approved by the Board. The Group Finance Director communicated the key assumptions within the value in use model and the Audit Committee concurred with management's conclusion that the carrying value of these assets was fully supported.

**Internal controls**

In applying the principle that the Board should maintain a sound system of internal control to safeguard shareholders' investments and Science Group's assets, the Directors recognise that they have overall responsibility for ensuring that Science Group maintains systems to provide them with reasonable assurance regarding effective and efficient operations, internal control and compliance with laws and regulations and for reviewing the effectiveness of that system. However, there are inherent limitations in any system of control and accordingly even the most effective system can provide only reasonable and not absolute assurance against material misstatement or loss. The system is designed to manage rather than eliminate the risk of failure to achieve the business objectives.

Science Group has established procedures necessary to implement the guidance on internal control issued by the FRC Guidance on Audit Committees 2014. This includes identification, categorisation and prioritisation of critical risks within the business and allocation of responsibility to its Executives and senior managers.

The key features of the internal control system are described below:

**Control environment** – Science Group is committed to high standards of business conduct and seeks to maintain these standards across all of its operations. There is a whistleblowing policy in place for the reporting and resolution of suspected fraudulent activities. There is a continual review of payment processes, authorisation levels for expenditure, and awareness raising of the risks of fraudulent activities. Science Group has an appropriate organisational structure for planning, executing, controlling and monitoring business operations in order to achieve its objectives.

**Risk identification** – Corporate and operational managers are responsible for the identification and evaluation of key risks applicable to their areas of business. These risks are assessed on a continual basis and may be associated with a variety of internal and external sources, including infringement of IP, sales channels, investment risk, staff retention, disruption in information systems, natural catastrophe and regulatory requirements.

**Information systems** – Group businesses participate in operational/strategy reviews and annual plans. The Board actively monitors performance against the financial plan. Forecasts and operational results are consolidated and presented to the Board on a regular basis. Through these mechanisms, performance is continually monitored, risks identified in a timely manner, their financial implications assessed, control procedures re-evaluated and corrective actions agreed and implemented.

**Main control procedures** – Science Group has implemented control procedures designed to ensure complete and accurate accounting for financial transactions and to limit the exposure to loss of assets and fraud. Measures taken include segregation of duties, as far as reasonably practicable.

**Monitoring and corrective action** – There are procedures in place for monitoring the system of internal financial controls.

This process, which operates in accordance with the FRC Guidance, was maintained throughout the financial year, and has remained in place up to the date of the approval of these financial statements. The Board, via the Audit Committee, has reviewed the systems and processes in place in meetings with the Group Finance Director and Science Group's auditors during 2024. No internal audit function is operated outside of the systems and processes in place as the Board considers that Science Group is currently too small for a separate function, although this remains under regular review. The Board considers the internal control system to be appropriate for the Group.

**Auditors**

Grant Thornton UK LLP was reappointed at the AGM on 18 June 2024. The Audit Committee considers the independence of the auditors as part of considering their annual reappointment.

During the year ended 31 December 2024, a Grant Thornton International member firm in Hong Kong provided low value tax compliance services to a subsidiary within the Group at a time when Grant Thornton International should not have provided any non-audit services. The Audit Committee is satisfied this was a one-off incident and Grant Thornton is not currently providing any other non-audit services.

**Report of the Nomination Committee**

The Nomination Committee is chaired by Martyn Ratcliffe and comprises Martyn Ratcliffe, Peter Bertram and Susan Clement Davies.

The Nomination Committee's primary function is to make recommendations to the Board on all new appointments and reappointments and also to advise generally on issues relating to Board composition and balance. The Committee seeks input from all Directors regarding nominations for Board positions. All Board appointments have to be ratified at a General Meeting of the Company.

The Nomination Committee does not believe that it is appropriate to set any specific targets with regards to diversity, including gender. The Committee believes that the search for Board candidates should be conducted, and appointments made, on merit, against objective criteria but with due regard for the benefits of diversity on the Board. Given the small size of the Board and infrequency of Board appointments, the Company does not have a fixed process for seeking new candidates. However, where appropriate, this may include appointing an external search agency to assist with recruitment.

For information on the Board's performance evaluation process, see the Board Committees section on page 25.

**Directors' Responsibilities**

The Directors are responsible for preparing the Annual Report and the Group and parent Company financial statements in accordance with applicable law and regulations. The Directors consider that the Annual Report and financial statements, taken as a whole, are fair, balanced and understandable, and provide the information necessary for shareholders to assess the Group's position, performance, business model and strategy.

Company law requires the Directors to prepare Group and parent Company financial statements for each financial year. As required by the AIM Rules of the London Stock Exchange they are required to prepare the Group financial statements in accordance with International Financial Reporting Standards (IFRS) as adopted by the UK and applicable law and have elected to prepare the parent Company financial statements on the same basis.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and parent Company and of their profit or loss for that period. In preparing each of the Group and parent Company financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable, relevant and reliable.
- state whether they have been prepared in accordance with IFRS as adopted by the UK.
- assess the Group and parent Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern.
- use the going concern basis of accounting unless they either intend to liquidate the Group or the parent Company or to cease operations, or have no realistic alternative but to do so. The Directors confirm that they consider it appropriate to adopt the going concern basis of accounting in preparing the Annual Report and financial statements.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the parent Company's transactions and disclose with reasonable accuracy at any time the financial position of the parent Company and enable them to ensure that its financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Group and to prevent and detect fraud and other irregularities.

Under applicable law and regulations, the Directors are also responsible for preparing a Strategic Report and a Directors' Report that complies with that law and those regulations.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Approval**

The Report of the Directors was approved by the Board on 21 March 2025 and signed on its behalf:

By order of the Board

**Sarah Cole**  
*Company Secretary*  
Harston Mill  
Harston  
Cambridge  
CB22 7GG



Independent auditor’s report to the members of Science Group plc

Opinion

**Our opinion on the financial statements is unmodified**

We have audited the financial statements of Science Group plc (the ‘parent company’) and its subsidiaries (the ‘group’) for the year ended 31 December 2024, which comprise the Consolidated Income Statement, the Consolidated Statement of Comprehensive Income, the Consolidated Statement of Changes in Shareholders’ Equity, Company Statement of Changes in Shareholders’ Equity, the Consolidated and Company Balance Sheets, the Consolidated and Company Statements of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK-adopted international accounting standards and, as regards the parent company financial statements, as applied in accordance with the provisions of the Companies Act 2006.

In our opinion:

- the financial statements give a true and fair view of the state of the group’s and of the parent company’s affairs as at 31 December 2024 and of the group’s profit for the year then ended;
- the group financial statements have been properly prepared in accordance with UK-adopted international accounting standards;
- the parent company financial statements have been properly prepared in accordance with UK-adopted international accounting standards and as applied in accordance with the provisions of the Companies Act 2006; and
- the financial statements have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (‘ISA’ (UK)) and applicable law. Our responsibilities under those standards are further described in the ‘Auditor’s responsibilities for the audit of the financial statements’ section of our report. We are independent of the group and the parent company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard as applied to listed entities, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Other matters – Non-audit services provided by member firms**

During the year ended 31 December 2024, a Grant Thornton International member firm in Hong Kong provided tax compliance services in May to August 2024, to a non-significant controlled undertaking of the group, which are prohibited in accordance with the Financial Reporting Council’s Ethical Standard. We identified these prohibited services through our audit procedures. Appropriate safeguards have been put in place to mitigate the impact these prohibited services would have had on our independence, such that we could conclude that these services were inconsequential to our audit of the group’s financial statements.

**Conclusions relating to going concern**

We are responsible for concluding on the appropriateness of the directors’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group’s and the parent company’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify the auditor’s opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the group or the parent company to cease to continue as a going concern.

Our evaluation of the directors’ assessment of the group’s and the parent company’s ability to continue to adopt the going concern basis of accounting included:

- obtaining and assessing management’s paper and assessment of going concern, including forecasts covering the period to 30 June 2026 and testing the mathematical accuracy of forecasts, as approved by the board;
- performing arithmetical accuracy procedures on each of management’s forecast scenarios, including forecast liquidity and covenant calculations;
- assessing the robustness and accuracy of forecasts prepared by comparison to forecasts made in prior periods, including assessing management’s historic ability to forecast, in light of our understanding of the group’s operations;
- assessing the reasonableness of the key assumptions applied in management’s forecasts by comparing to external market data and historic performance;
- assessing forecast compliance with financial covenants within the group’s facilities for the period to 30 June 2026, and assessing the headroom available to the group in the forecast period;
- assessing reverse stress tests performed by management and determining if they are plausible;
- considering post balance sheet events, and their impact on management’s forecast scenarios; and
- assessing the appropriateness of disclosures in respect of going concern made in the financial statements.

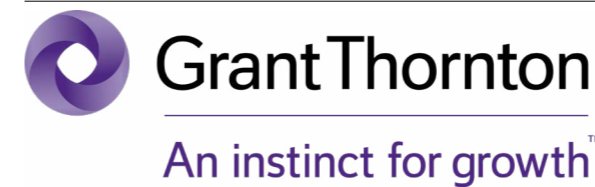
In our evaluation of the directors’ conclusions, we considered the inherent risks associated with the group’s and the parent company’s business model including effects arising from macro-economic uncertainties such as the conflicts in Ukraine and the Middle East, the recent inflationary environment, and the impact of recent US government economic policies. We assessed and challenged the reasonableness of estimates made by the directors and the related disclosures and analysed how those risks might affect the group’s and the parent company’s financial resources or ability to continue operations over the going concern period.

In auditing the financial statements, we have concluded that the directors’ use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group’s and the parent company’s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

**Our approach to the audit**



**Overview of our audit approach**

Overall materiality:

Group: £744,000 which represents 5.0% of the group’s profit before tax.

Parent company: £1,609,200, which represents 1.9% of the parent company’s net assets.

Key audit matters were identified as:

- Valuation of existing goodwill (group) and investments (parent company) (same as previous year); and
- Occurrence of revenue from fixed price over-time contracts in Critical Maritime Systems & Support Limited (‘CMS2’) and TPG Services Limited (‘TPG Services’) (same as previous year).

Our auditor’s report for the year ended 31 December 2023 included one key audit matter that has not been reported as a key audit matter in our current year’s report. This related to the valuation of acquired intangibles arising from the TP Group acquisition in early 2023. Given the one-off nature of the transaction, we no longer consider this to be a key audit matter.

We performed audits of the financial information of 4 components using component performance materiality, and specified audit procedures on the financial information of 7 components, to gain sufficient appropriate audit evidence at group level.

This gives a coverage of 83% of the group’s total revenue, and 70% of the group’s profit before tax.

We performed analytical procedures at group level using group materiality for all 9 other components of the group.

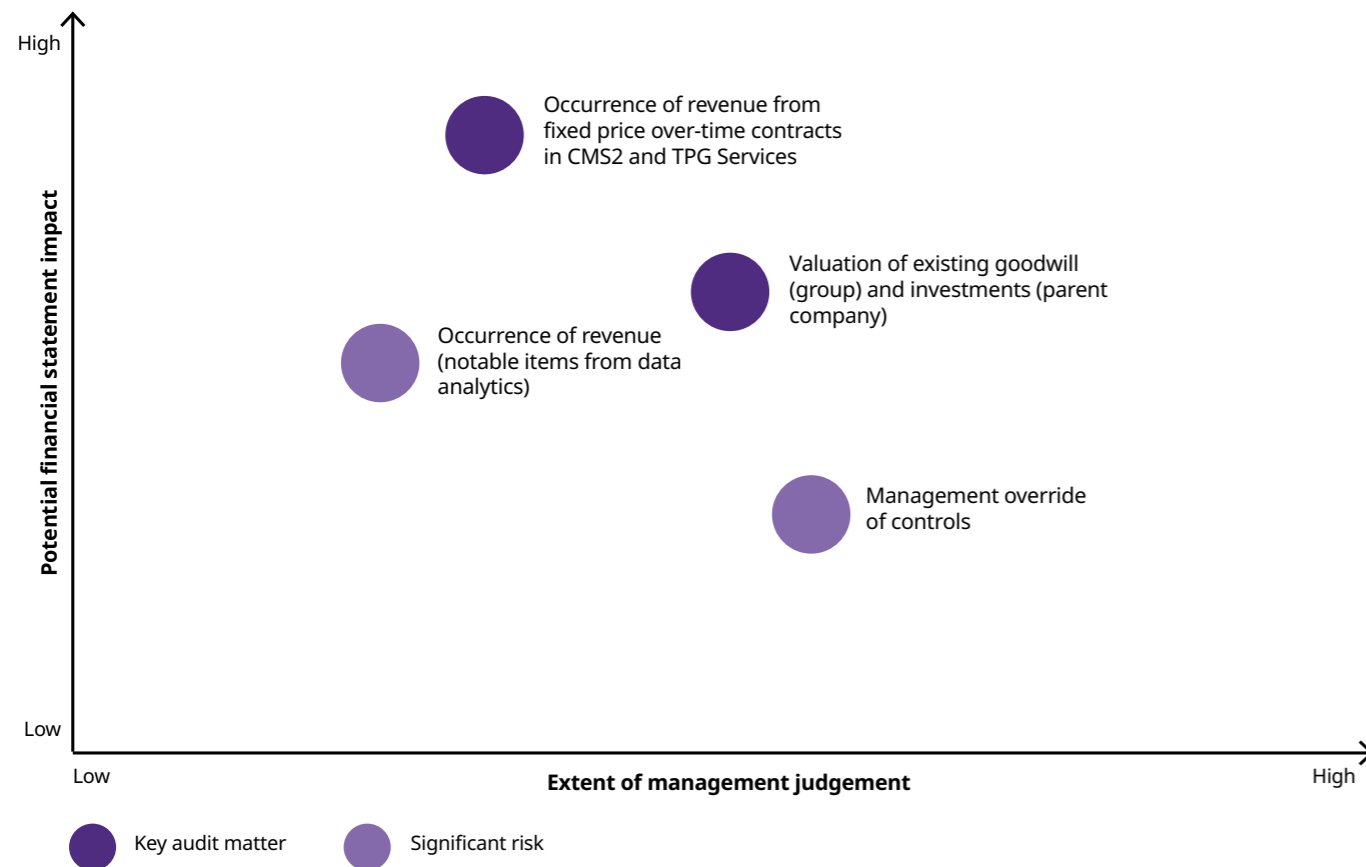
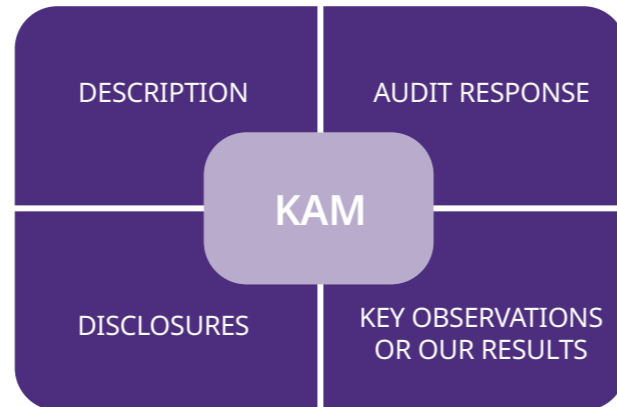
The type of work performed on components changed from the prior year. Due to changes in the composition of the group, we have increased our scope on one component from analytical procedures at group to specified audit procedures, and on one component from specified audit procedures to an audit of the component’s financial information.

Independent auditor’s report to the members of Science Group plc continued

**Key audit matters**

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period and include the most significant assessed risks of material misstatement (whether or not due to fraud) that we identified. These matters included those that had the greatest effect on: the overall audit strategy; the allocation of resources in the audit; and directing the efforts of the engagement team. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

In the graph below, we have presented the key audit matters and significant risks relevant to the audit. This is not a complete list of all risks identified by our audit.



**Key Audit Matter – Group and parent company**

**Valuation of existing goodwill (group) and investments (parent company)**

We identified the carrying value of goodwill, and the associated investment value in the parent company, as one of the most significant assessed risks of material misstatement due to fraud and error.

We have pinpointed the significant risk in relation to the carrying value of goodwill (group) and investment (parent company) to the Frontier Smart Technologies CGU ('Cash Generating Unit) and the TPG Services CGU. There is an incentive and opportunity to overstate the value of these CGUs due to their recent performance and their significance to the group.

This is due to there being significant judgement and uncertainty in management's forecasted growth beyond 2024, and the headroom over the carrying value of the CGUs being more sensitive to changes in management's assumptions regarding the future performance of the CGUs.

Under International Accounting Standard ('IAS') 36 'Impairment of Assets', management is required to assess at the end of each reporting period whether there is any indication that an asset may be impaired and to perform an annual assessment whether the group's goodwill within a CGU is impaired.

The process for assessing whether impairment of assets exists under IAS 36 is complex, and therefore required significant auditor attention.

Management prepares models to calculate the value in use through forecasting cash flows relating to each CGU, applying an appropriate discount rate and, other assumptions. These are all highly judgemental and can therefore be subject to error. The selection of certain inputs into the cash flow forecasts can also significantly impact the results of the impairment assessment.

**How our scope addressed the matter – Group and parent company**

In responding to the key audit matter, we performed the following audit procedures:

- Evaluated the design and implementation of relevant controls around the process of preparing an impairment assessment by performing a walkthrough;
- Tested the accuracy of management's forecasting through a comparison of prior forecasts to actual data;
- Obtained management's assessment over carrying value and value in use and assessed management's identification of CGUs against the requirements of IAS 36;
- Assessed the mathematical accuracy of the impairment model and the methodology applied by management for consistency with the requirements of IAS 36;
- Checked the consistency between the figures in the impairment model to the consolidated budget evaluated as part of our work performed on the going concern basis of preparation;
- Challenged management on their methods and assumptions including, but not limited to, short- and long-term growth rates, future profitability, discount rates, and capital expenditure and working capital assumptions, ensuring these are reasonable and supported by data.
- Engaged our internal valuations team (auditor experts) to challenge the methodology and key assumptions used before forming an opinion on the weighted average cost of capital ('WACC') rates and long-term growth rates used in management's model;
- Assessed the actual performance of the CGUs between the impairment assessment date and signing of the financial statements to understand the consistency or otherwise between post-assessment trading and management's forecasts thereof;
- Assessed the sensitivities applied by management, and performed auditor sensitivities to understand the impact of any reasonably possible change in assumptions and evaluate the headroom available to assess whether goodwill or investment balances could be impaired; and
- Assessed the adequacy of the group's disclosures, including a review of the plausible downside scenarios shown at Note 14 & 16 with response to the carrying value of goodwill and investment held in the parent company.

**Relevant disclosures in the Annual Report and Accounts 2024**

- Financial statements: Note 2.7, Accounting policy – Goodwill; and Note 14, Intangible assets

**Our results**

Our audit procedures did not identify any material misstatements related to the valuation of existing goodwill (group) and investments (parent company).

Independent auditor’s report to the members of Science Group plc continued

Key Audit Matter – Group	How our scope addressed the matter – Group
<p><b>Occurrence of revenue from fixed price over-time contracts in CMS2 and TPG Services</b></p> <p>We identified the occurrence of revenue arising from fixed price over-time contracts in CMS2 and TPG Services as one of the most significant assessed risks of material misstatement due to fraud and error.</p> <p>Under ISA (UK) 240 there is a rebuttable presumed risk that revenue may be misstated due to the improper recognition of revenue.</p> <p>Revenue in CMS2 and TPG Services from over-time contracts totalled £33.4m in the period. We pinpointed the significant risk to contracts which exhibited certain qualitative and quantitative risk criteria.</p> <p>Management continues to apply the provisions of ‘IFRS’ 15 ‘Revenue from Contracts with Customers’. Revenue is recognised based on stage of completion measured in reference to costs incurred as a proportion of total costs (‘input method’). Stage of completion is therefore based on actual costs incurred to date over estimated costs to complete.</p> <p>The estimation of costs to complete is inherently complex and significant management judgment is required.</p>	<p>In responding to the key audit matter, we performed the following audit procedures:</p> <ul style="list-style-type: none"> <li>Assessed the design effectiveness of controls in respect of revenue recognition by performing walkthroughs;</li> <li>Obtained managements accounting papers for those identified as high risk and review the revenue recognition against the identified contract terms;</li> <li>Performed substantive testing on those contracts assessing the appropriateness of revenue recognised in the year;</li> <li>Made inquiries of project managers to obtain an understanding of the performance of the contract throughout the period and at period end;</li> <li>Obtained comfort over accuracy of management’s forecasting, and completeness of forecast costs by:                             <ul style="list-style-type: none"> <li>Obtaining evidence of milestones being met and checking whether costs to achieve milestone are in line with forecasts;</li> <li>Inquiring with project managers - to assess current status of open projects and to identify whether there have been any significant changes in budget, and whether they expect remaining costs to be in-line with forecasts post year-end.</li> <li>Assessing post year-end costs incurred and updated forecasts; and</li> <li>Assessing the group’s historical forecasting accuracy by comparing prior estimated costs to complete to actual costs incurred and actual margin achieved when the contracts were completed during the current period;</li> </ul> </li> <li>Assessed the treatment of liquidated damages, or similar contract terms, for the sample of contracts reviewed to determine whether any required constraint of variable consideration had been applied;</li> <li>Recalculate a sample of accrued and deferred income to determine whether any revenue accruals and deferrals have been appropriately made;</li> <li>In addressing the significant risk on manipulation of project costs we have performed a journals procedure to test the re-allocation of costs between project codes;</li> <li>Tested a sample of costs incurred to corroborative support such as purchase orders, subcontractor agreements, good received notes and purchase invoices, as appropriate, to determine if these were valid project costs, allocated to the correct project, and that the value of revenue recognised was therefore appropriate in relation to the stage of completion; and</li> <li>Assessed the accounting policy and adequacy of the disclosures against the requirements of IFRS 15, and the disclosure made in respect of key judgments and estimates involved in long term contract accounting.</li> </ul>
<p><b>Relevant disclosures in the Annual Report</b></p> <ul style="list-style-type: none"> <li>Financial statements: Note 2.18, Accounting Policy – Revenue Recognition, Note 4 – Segment Information, Note 5 – Revenue</li> </ul>	<p><b>Our results</b></p> <p>Our audit procedures did not identify any material misstatements related to the occurrence of revenue from fixed price over-time contracts in CMS2 and TPG Services.</p>

**Our application of materiality**

We apply the concept of materiality both in planning and performing the audit, and in evaluating the effect of identified misstatements on the audit and of uncorrected misstatements, if any, on the financial statements and in forming the opinion in the auditor’s report.

Materiality was determined as follows:

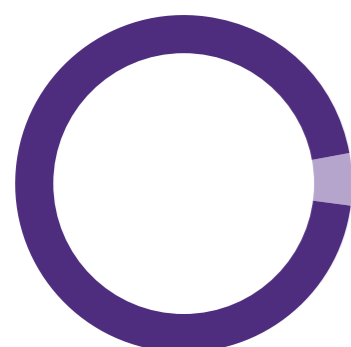
Materiality measure	Group	Parent Company
<b>Materiality for financial statements as a whole</b>	We define materiality as the magnitude of misstatement in the financial statements that, individually or in the aggregate, could reasonably be expected to influence the economic decisions of the users of these financial statements. We use materiality in determining the nature, timing and extent of our audit work.	
Materiality threshold	£744,000 (2023: £619,000), which represents 5.0% (2023: 5.0%) of profit before tax.	£1,609,200 (2023: £557,100), which represents 1.9% (2023: 0.7%) of the parent company’s net assets.
Significant judgements made by auditor in determining materiality	<p>In determining materiality, we made the following significant judgements:</p> <ul style="list-style-type: none"> <li>We have selected profit before tax as the most appropriate benchmark because the group is a commercially focused organisation and profit before tax is a key financial measure for the shareholders, and is a generally accepted audit benchmark.</li> <li>A performance-based measurement percentage of 5.0% was chosen, which reflects our knowledge of the business from prior audits, and aligns with our firm’s methodology.</li> </ul> <p>Materiality for the current year is higher than the level that we determined for the year ended 31 December 2023 to reflect the higher profit before tax in the year.</p>	<p>In determining materiality, we made the following significant judgements:</p> <ul style="list-style-type: none"> <li>We have selected net assets as the most appropriate benchmark as the parent company is a non-trading entity, and holds investments in other group trading entities.</li> <li>1.9% was considered to be an appropriate percentage based on our knowledge of the business from prior year audits and aligns with our firm’s methodology as applied in the financial year under audit.</li> <li>For group audit purposes, we capped materiality at 55% of group materiality based on the component’s significance within the group, as the materiality based on net assets was higher than group performance materiality.</li> </ul>
<b>Performance materiality used to drive the extent of our testing</b>	We set performance materiality at an amount less than materiality for the financial statements as a whole to reduce to an appropriately low level the probability that the aggregate of uncorrected and undetected misstatements exceeds materiality for the financial statements as a whole.	
Performance materiality threshold	£558,000 (2023: £433,300), which is 75% (2023: 70%) of financial statement materiality. The range of component performance materialities used across the group was £279,000 to £391,000.	£1,206,750 (2023: £389,970), which is 75% (2023: 70%) of financial statement materiality. Parent company component performance materiality has been capped at an amount less than group performance materiality for group audit purposes.
Significant judgements made by auditor in determining performance materiality	<p>In determining performance materiality, we made the following significant judgements:</p> <ul style="list-style-type: none"> <li>Whether there were any significant adjustments made to the group financial statements in prior years; and</li> <li>Whether there were any significant control deficiencies identified in prior years.</li> </ul> <p>In determining component performance materiality, we made the following significant judgements:</p> <ul style="list-style-type: none"> <li>Extent of disaggregation of financial information across components, including the relative risk and size of a component to the group.</li> </ul> <p>For each component in scope for our group audit, we allocated a performance materiality that is less than our overall group performance materiality.</p>	<p>In determining performance materiality, we made the following significant judgements:</p> <ul style="list-style-type: none"> <li>Whether there were any significant adjustments made to the group financial statements in prior years; and</li> <li>Whether there were any significant control deficiencies identified in prior years.</li> </ul>

Independent auditor’s report to the members of Science Group plc continued

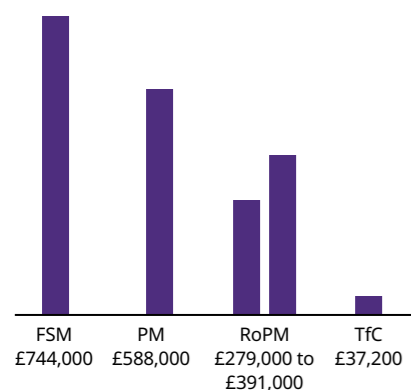
Materiality measure	Group	Parent Company
<b>Specific materiality</b>	We determine specific materiality for one or more particular classes of transactions, account balances or disclosures for which misstatements of lesser amounts than materiality for the financial statements as a whole could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.	
Specific materiality	We determined a lower level of specific materiality for the following areas: <ul style="list-style-type: none"> <li>• Related party transactions; and</li> <li>• Directors’ remuneration</li> </ul>	We determined a lower level of specific materiality for the following areas: <ul style="list-style-type: none"> <li>• Related party transactions; and</li> <li>• Directors’ remuneration</li> </ul>
<b>Communication of misstatements to the audit committee</b>	We determine a threshold for reporting unadjusted differences to the audit committee.	
Threshold for communication	£37,200 (2023: £30,950), which represents 5% of financial statement materiality, and misstatements below that threshold that, in our view, warrant reporting on qualitative grounds.	£80,500 (2023: £27,800), which represents 5% of financial statement materiality, and misstatements below that threshold that, in our view, warrant reporting on qualitative grounds.

The graph below illustrates how performance materiality and the range of component performance materiality interacts with our overall materiality and the threshold for communication to the audit committee.

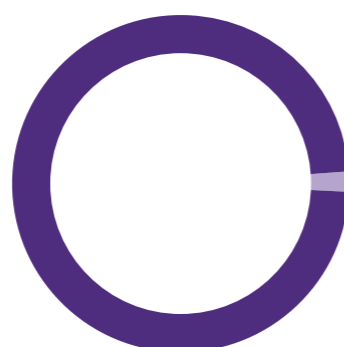
Overall materiality – Group



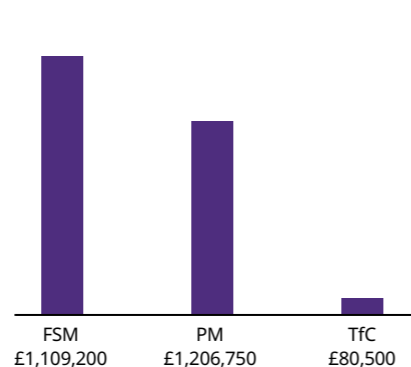
■ Profit before tax, 14,739,000  
 ■ FSM £744,000, 5.0%



Overall materiality – Parent



■ Net Assets, £86,866,000  
 ■ FSM £1,609,200, 1.9%



FSM: Financial statement materiality, PM: Performance materiality, RoPM: Range of performance materiality at 11 components, TFC: Threshold for communication to the audit committee.

**An overview of the scope of our audit**

We performed a risk-based audit that requires an understanding of the group’s and the parent company’s business and in particular matters related to:

**Understanding the group, its components, their environments, and its system of internal control including common controls**

We obtained an understanding of the group and its environment, including group-wide controls and IT general controls; and assessed the risks of material misstatement at a group level.

All financial reporting is based in the UK. Each division has an accounting function which reports to the divisional management in addition to the group finance team.

In assessing the risk of material misstatement of the group financial statements, we considered the transactions undertaken by each entity and therefore where the focus of our work was required.

**Identifying components at which to perform audit procedures**

We identified components at which to perform further audit procedures by considering:

- components which included an individual risk of material misstatement to the group financial statements; this included considering the nature of the individual components and circumstances during the period. Individual risks of material misstatement included, but were not limited to, revenue recognition where revenue is recognised over time, occurrence and accuracy of revenue, valuation of goodwill and management override of controls;
- components which contained a nature and/or size of classes of transactions, account balances or disclosures which were deemed material to the group opinion.

In addition, components were identified for further audit procedures to obtain sufficient appropriate audit evidence for significant classes of transactions, account balances and disclosures, or for unpredictability.

**Type of work to be performed on financial information of parent and other components (including how it addressed the key audit matters)**

We performed audits of the component financial information for Sagentia Limited, Frontier Smart Technologies Limited, TPG Services Limited and Critical Maritime Systems & Support Limited. These audits of component financial information included all of our audit work on the identified key audit matters as described above.

Specified audit procedures were performed on the financial information of the following components: Science Group Plc, Quadro Epsom Limited, Quadro Harston Limited, Leatherhead Research Limited, Technology Sciences Group Consulting Limited, Technology Sciences Group Inc and Osprey Consulting Services Limited.

Analytical procedures were performed on the financial information of all other components using group materiality.

**Performance of our audit**

During our audit, all audit procedures over full-scope audits, specified audit procedures and analytical procedures, were performed by the group engagement team, and the use of staff from Grant Thornton International Limited member firms to observe physical stock counts at overseas locations. Onsite visits were made to United Kingdom based sites by the group engagement team throughout the audit process.

The group has a set of centralised controls, performed by the group finance team based in the UK. We have assessed the design and implementation of group wide controls, acquiring corroborating evidence of the process. Additionally, we have obtained a sufficient understanding of relevant controls over their consolidation process, and IT environment for in-scope components. All components subject to audit procedures report in the UK.

Further audit procedures performed on components subject to specific scope and specified procedures may not have included testing of all significant account balances of such components, but further audit procedures were performed on specific accounts within that component that we, the group auditor, considered had the potential for the greatest impact on the group financial statements either due to risk, size or coverage.

The components within the scope of further audit procedures accounted for the following percentages of the group’s results, including the key audit matters identified:

Audit approach	No. of components	% coverage revenue	% coverage PBT
Full-scope audit	4	68	24
Specific scope procedures	7	15	46
<b>Full scope procedures and specific scope procedures coverage</b>	<b>11 (2023:11)</b>	<b>83 (2023: 86)</b>	<b>70 (2023: 80)</b>
Analytical procedures	9 (2023: 10)	17 (2023: 14)	30 (2023: 20)
Total	20 (2023: 21)	100	100

**Changes in approach from previous period**

The approach to the audit has changed from the previous year. An audit of component financial information has been performed for Frontier Smart Technologies Limited due to their share of revenue and profit before tax within the group. We have changed the level of our audit procedures on Osprey Consulting Services Limited from analytical procedures performed at group level to specified audit procedures to ensure sufficient testing coverage across the group. The scoping on TP Group Limited has changed from specified audit procedures to analytical procedures performed at a group level as this component is no longer of a specific nature or size in the context of the group as a whole. One component was dissolved in the year, reducing the number of components subject to analytical procedures performed at a group level.

**Independent auditor's report to the members of Science Group plc** continued**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Our opinion on other matters prescribed by the Companies Act 2006 is unmodified**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

**Matter on which we are required to report under the Companies Act 2006**

In the light of the knowledge and understanding of the group and the parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report.

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Corporate governance statement**

We have reviewed the directors' statement in relation to going concern, longer-term viability and that part of the Corporate Governance Statement relating to the group's compliance with the provisions of the UK Corporate Governance Code specified for our review by the Listing Rules.

Based on the work undertaken as part of our audit, we have concluded that each of the following elements of the Corporate Governance Statement is materially consistent with the financial statements or our knowledge obtained during the audit:

- the directors' statement with regards to the appropriateness of adopting the going concern basis of accounting and any material uncertainties identified;
- the directors' explanation as to their assessment of the group's prospects, the period this assessment covers and why the period is appropriate;
- the director's statement on whether they have a reasonable expectation that the group will be able to continue in operation and meet its liabilities;
- the directors' statement on fair, balanced and understandable;
- the board's confirmation that it has carried out a robust assessment of the emerging and principal risks;
- the section of the annual report that describes the review of the effectiveness of risk management and internal control systems; and
- the section describing the work of the audit committee.

**Responsibilities of directors**

As explained more fully in the directors' responsibilities statement set out on page 29, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the group's and the parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the group or the parent company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the parent company and the group and industry in which they operate. We determined that the following laws and regulations were most significant: UK-adopted international accounting standards, the Companies Act 2006, the UK Corporate Governance Code 2018 and the relevant tax compliance regulations in the jurisdictions in which the group operates;
- We inquired of management, the finance team, legal counsel and the board of directors about the group's and parent company's policies and procedures relating to:
  - The identification, evaluation and compliance with laws and regulations;
  - The detection and response to risks of fraud; and
  - The establishment of internal controls to mitigate risks related to fraud or non-compliance with laws and regulations.
- We obtained an understanding of the group's policies and procedures implemented to prevent and detect non-compliance with laws and regulations by inquiry of management, those responsible for legal and compliance procedures including the company secretary. We corroborated our inquiries through our reading of board meeting minutes;
- We assessed the susceptibility of the parent company's and group's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the group engagement team;
  - identifying and assessing the design and implementation of controls management has in place to prevent and detect fraud and the adequacy of procedures for authorisation of transactions and internal review procedures;
  - challenging assumptions and judgements made by management in its significant accounting estimates, including utilisation of valuation specialists to review management's impairment calculation; and
  - identifying and testing journal entries, in particular large or unusual journals
- These audit procedures were designed to provide reasonable assurance that the financial statements were free from fraud or error. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error and detecting irregularities that result from fraud is inherently more difficult than detecting those that result from error, as fraud may involve collusion, deliberate concealment, forgery or intentional misrepresentations. Also, the further removed non-compliance with laws and regulations is from events and transactions reflected in the financial statements, the less likely we would become aware of it;
- It is the engagement partner's assessment that the audit team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations based on understanding of, and practical experience with audit engagements of a similar nature and complexity through appropriate training and participation;
- We communicated relevant laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit. None of the matters relating to non-compliance with laws and regulations were determined as key audit matters;

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Stephen Osborne****Senior Statutory Auditor**

for and on behalf of Grant Thornton UK LLP  
Statutory Auditor, Chartered Accountants  
London  
21 March 2025

## Consolidated Income Statement

For the year ended 31 December 2024

		Group	
	Note	2024 £000	2023 £000
Revenue	5	110,669	113,341
Direct operating expenses	6	(65,491)	(67,090)
Sales and marketing expenses		(8,918)	(9,206)
Administrative expenses		(21,379)	(28,731)
Share of loss of equity-accounted investment		-	(169)
<b>Adjusted operating profit</b>	4	<b>21,541</b>	20,535
Acquisition integration costs		-	(518)
Amortisation of acquisition related intangible assets	14	(4,388)	(4,944)
Loss on remeasurement of equity-accounted investment	16	-	(4,762)
Share-based payment charge	8, 22	(2,272)	(1,997)
Share of loss of equity-accounted investment		-	(169)
<b>Operating profit</b>		<b>14,881</b>	8,145
Finance income	7	828	679
Finance costs	7	(970)	(1,205)
<b>Profit before tax</b>		<b>14,739</b>	7,619
Tax charge (net of R&D tax credit of £706,000 (2023: £517,000))	10	(2,719)	(2,095)
<b>Profit for the year</b>		<b>12,020</b>	5,524
<b>Earnings per share</b>			
Earnings per share (basic)	12	26.5p	12.1p
Earnings per share (diluted)	12	26.0p	12.0p

The accompanying Notes on pages 49 to 97 form an integral part of this Consolidated Income Statement.

41	Consolidated Income Statement
42	Consolidated Statement of Comprehensive Income
43	Consolidated Statement of Changes in Shareholders' Equity
44	Company Statement of Changes in Shareholders' Equity
45	Consolidated and Company Balance Sheet
47	Consolidated and Company Statement of Cash Flows
49	Notes to the Financial Statements

## Consolidated Statement of Comprehensive Income

For the year ended 31 December 2024

	Note	Group	
		2024 £000	2023 £000
<b>Profit for the year attributable to:</b>			
Equity holders of the parent		12,020	5,524
<b>Profit for the year</b>		<b>12,020</b>	<b>5,524</b>
<b>Other comprehensive income/(expenses) items that will or may be reclassified to profit or loss:</b>			
Exchange differences on translating foreign operations		10	(848)
Fair value loss on financial instruments	24	(416)	(441)
Deferred tax credit on financial instruments	11,24	104	147
<b>Other comprehensive expense for the year</b>		<b>(302)</b>	<b>(1,142)</b>
<b>Total comprehensive income for the year attributable to:</b>			
Equity holders of the parent		11,718	4,382
<b>Total comprehensive income for the year</b>		<b>11,718</b>	<b>4,382</b>

The accompanying Notes on pages 49 to 97 form an integral part of this Consolidated Statement of Comprehensive Income.

## Consolidated Statement of Changes in Shareholders' Equity

For the year ended 31 December 2024

Group	Share capital	Share premium	Treasury shares	Merger reserve	Translation reserve	Cashflow hedge reserve	Retained earnings	Total equity
	£000	£000	£000	£000	£000	£000	£000	£000
<b>Balance at 1 January 2023</b>	462	26,834	(2,193)	10,343	1,614	1,159	40,359	78,578
<b>Contributions and distributions:</b>								
Purchase of own shares	-	-	(3,875)	-	-	-	-	(3,875)
Issue of shares out of treasury	-	-	3,138	-	-	-	(3,128)	10
Dividends paid (Note 13)	-	-	-	-	-	-	(2,259)	(2,259)
Share-based payment charge (Note 22)	-	-	-	-	-	-	1,997	1,997
Deferred tax charge on share-based payment transactions	-	-	-	-	-	-	(467)	(467)
<b>Transactions with owners</b>	-	-	(737)	-	-	-	(3,857)	(4,594)
<b>Profit for the year</b>	-	-	-	-	-	-	5,524	5,524
<b>Other comprehensive income/(expenses) items that will or maybe reclassified to profit or loss:</b>								
Fair value loss on financial instruments (Note 24)	-	-	-	-	-	(441)	-	(441)
Exchange differences on translating foreign operations	-	-	-	-	(848)	-	-	(848)
Deferred tax credit on financial instruments	-	-	-	-	-	147	-	147
<b>Total comprehensive (expenses)/income for the year</b>	-	-	-	-	(848)	(294)	5,524	4,382
<b>Balance at 31 December 2023</b>	462	26,834	(2,930)	10,343	766	865	42,026	78,366
<b>Balance at 1 January 2024</b>	<b>462</b>	<b>26,834</b>	<b>(2,930)</b>	<b>10,343</b>	<b>766</b>	<b>865</b>	<b>42,026</b>	<b>78,366</b>
<b>Contributions and distributions:</b>								
Purchase of own shares	-	-	(4,959)	-	-	-	-	(4,959)
Issue of shares out of treasury	-	-	1,465	-	-	-	(1,462)	3
Dividends paid (Note 13)	-	-	-	-	-	-	(3,657)	(3,657)
Share-based payment charge (Note 22)	-	-	-	-	-	-	2,272	2,272
Deferred tax credit on share-based payment transactions	-	-	-	-	-	-	262	262
<b>Transactions with owners</b>	-	-	(3,494)	-	-	-	(2,585)	(6,079)
<b>Profit for the year</b>	-	-	-	-	-	-	12,020	12,020
<b>Other comprehensive income/(expenses) items that will or maybe reclassified to profit or loss:</b>								
Fair value loss on financial instruments (Note 24)	-	-	-	-	-	(416)	-	(416)
Exchange differences on translating foreign operations	-	-	-	-	10	-	-	10
Deferred tax credit on financial instruments	-	-	-	-	-	104	-	104
<b>Total comprehensive income/(expenses) for the year</b>	-	-	-	-	10	(312)	12,020	11,718
<b>Balance at 31 December 2024</b>	<b>462</b>	<b>26,834</b>	<b>(6,424)</b>	<b>10,343</b>	<b>776</b>	<b>553</b>	<b>51,461</b>	<b>84,005</b>

The accompanying Notes on pages 49 to 97 form an integral part of this Consolidated Statement of Changes in Shareholders' Equity.

## Company Statement of Changes in Shareholders' Equity

For the year ended 31 December 2024

Company	Share capital £000	Share premium £000	Treasury shares £000	Merger reserve £000	Retained earnings £000	Total equity £000
<b>Balance at 1 January 2023</b>	462	26,834	(2,193)	10,343	42,651	78,097
<b>Contributions and distributions:</b>						
Purchase of own shares	-	-	(3,875)	-	-	(3,875)
Issue of shares out of treasury	-	-	3,138	-	(3,128)	10
Dividends paid (Note 13)	-	-	-	-	(2,259)	(2,259)
Share-based payment charge (Note 22)	-	-	-	-	1,997	1,997
<b>Transactions with owners</b>	-	-	(737)	-	(3,390)	(4,127)
<b>Profit and total comprehensive income for the year</b>	-	-	-	-	6,096	6,096
<b>Balance at 1 January 2024</b>	462	26,834	(2,930)	10,343	45,357	80,066
<b>Contributions and distributions:</b>						
Purchase of own shares	-	-	(4,959)	-	-	(4,959)
Issue of shares out of treasury	-	-	1,465	-	(1,462)	3
Dividends paid (Note 13)	-	-	-	-	(3,657)	(3,657)
Share-based payment charge (Note 22)	-	-	-	-	2,272	2,272
<b>Transactions with owners</b>	-	-	(3,494)	-	(2,847)	(6,341)
<b>Profit and total comprehensive income for the year</b>	-	-	-	-	13,141	13,141
<b>Balance at 31 December 2024</b>	462	26,834	(6,424)	10,343	55,651	86,866

The accompanying Notes on pages 49 to 97 form an integral part of this Company Statement of Changes in Shareholders' Equity.

Distributable reserves at 31 December 2024 are £55.7 million (2023: £45.4 million).

## Consolidated and Company Balance Sheet

As at 31 December 2024

	Note	Group		Company	
		2024 £000	2023 £000	2024 £000	2023 £000
<b>Assets</b>					
<b>Non-current assets</b>					
Acquisition related intangible assets	14	21,496	25,845	-	-
Goodwill	14	18,942	18,878	-	-
Property, plant and equipment and right-of-use assets	15	25,002	25,856	306	29
Investments	16	-	-	78,102	75,830
Derivative financial instruments	24	627	886	-	-
Deferred tax assets	11	2,051	2,071	26	23
		68,118	73,536	78,434	75,882
<b>Current assets</b>					
Inventories	17	1,167	1,332	-	-
Trade and other receivables	18	27,786	23,315	5,646	9,902
Current tax assets		2,428	1,516	-	-
Derivative financial instruments	24	144	301	-	-
Cash and cash equivalents – Group cash	19	38,556	30,949	18,721	16,548
Cash and cash equivalents – Client registration funds	19	2,895	1,881	-	-
		72,976	59,294	24,367	26,450
<b>Total assets</b>		141,094	132,830	102,801	102,332
<b>Liabilities</b>					
<b>Current liabilities</b>					
Trade and other payables	20	35,530	32,041	15,499	22,265
Current tax liabilities		599	379	-	-
Provisions	21	1,049	1,481	-	-
Borrowings	23	1,200	1,200	-	-
Lease liabilities	25	809	626	146	-
		39,187	35,727	15,645	22,265



## Consolidated and Company Balance Sheet continued

As at 31 December 2024

	Note	Group		Company	
		2024 £000	2023 £000	2024 £000	2023 £000
<b>Non-current liabilities</b>					
Provisions	21	1,211	889	90	-
Borrowings	23	10,572	11,756	-	-
Lease liabilities	25	2,914	3,319	200	-
Deferred tax liabilities	11	3,205	2,773	-	-
		17,902	18,737	290	-
<b>Total liabilities</b>		57,089	54,464	15,935	22,265
<b>Net assets</b>		84,005	78,366	86,866	80,067
<b>Shareholders' equity</b>					
Share capital	22	462	462	462	462
Share premium		26,834	26,834	26,834	26,834
Treasury shares		(6,424)	(2,930)	(6,424)	(2,930)
Merger reserve		10,343	10,343	10,343	10,343
Translation reserve		776	766	-	-
Cash flow hedge reserve	24	553	865	-	-
Retained earnings		51,461	42,026	55,651	45,357
<b>Total equity</b>		84,005	78,366	86,866	80,066

The Company's profit for the year was £13,141,000 (2023: £6,096,000).

The Financial Statements were approved by the Board of Directors and signed on its behalf by:

**Martyn Ratcliffe**      **Jon Brett**  
*Executive Chair*      *Finance Director*

On 21 March 2025

The accompanying Notes on pages 49 to 97 form an integral part of this Consolidated and Company Balance Sheet.

The Company's registered number is 06536543.

## Consolidated and Company Statement of Cash Flows

For the year ended 31 December 2024

	Note	Group		Company	
		2024 £000	2023 £000	2024 £000	2023 £000
<b>Profit before income tax</b>		14,739	7,619	13,137	6,096
Adjustments for:					
Share of loss of equity-accounted investment	16	-	169	-	169
Loss on remeasurement of equity-accounted investee		-	4,762	-	4,762
Amortisation of acquisition related intangible assets	14	4,388	4,944	-	-
Depreciation of property, plant and equipment	15	528	694	-	-
Depreciation of right-of-use assets	15	865	1,053	131	114
Bank charges on derivative financial instruments		211	422	-	-
Net interest costs	7	142	526	334	564
Share-based payment charge	8	2,272	1,997	-	-
Decrease in inventories		165	1,222	-	-
(Increase)/decrease in receivables		(4,552)	(2,019)	4,384	(5,604)
Increase/(decrease) in payables representing client registration funds		1,014	(986)	-	-
Increase/(decrease) in payables excluding balances representing client registration funds*		2,247	(10,760)	(7,378)	(6,174)
(Decrease)/increase in provisions		(183)	662	-	-
<b>Cash generated from operations</b>		21,836	10,305	10,608	(73)
Interest paid		(870)	(1,106)	(294)	(273)
UK corporation tax paid		(1,930)	(962)	-	-
Foreign corporation tax paid		(560)	(325)	-	-
<b>Cash flows from operating activities</b>		18,476	7,912	10,314	(346)
Interest received		723	583	533	372
Purchase of property, plant and equipment	15	-	(80)	-	-
Purchase of subsidiary undertakings, net of cash and borrowing acquired		-	(13,923)	-	(12,409)
Sale of subsidiary, net of cash sold		-	638	-	-
<b>Cash flows used in investing activities</b>		723	(12,782)	533	(12,037)

\*FY23 includes transaction costs associated with the acquisition of TP Group plc.

## Consolidated and Company Statement of Cash Flows continued

For the year ended 31 December 2024

	Note	Group		Company	
		2024 £000	2023 £000	2024 £000	2023 £000
Issue of shares out of treasury		3	10	3	10
Repurchase of own shares		(4,959)	(3,875)	(4,959)	(3,875)
Dividends paid	13	(3,657)	(2,259)	(3,657)	(2,259)
Purchase of derivative financial instruments		(211)	(250)	-	-
Repayment of term loan	23	(1,200)	(1,200)	-	-
Principal elements of lease payments	25	(693)	(912)	(61)	(147)
<b>Cash flows from financing activities</b>		<b>(10,717)</b>	<b>(8,486)</b>	<b>(8,674)</b>	<b>(6,271)</b>
<b>Increase/(decrease) in cash and cash equivalents in the year</b>		<b>8,482</b>	<b>(13,356)</b>	<b>2,173</b>	<b>(18,654)</b>
<b>Cash and cash equivalents at the beginning of the year</b>		<b>32,830</b>	<b>46,512</b>	<b>16,548</b>	<b>35,202</b>
<b>Exchange gain/(loss) on cash</b>		<b>139</b>	<b>(326)</b>	<b>-</b>	<b>-</b>
<b>Cash and cash equivalents at the end of the year</b>	19	<b>41,451</b>	<b>32,830</b>	<b>18,721</b>	<b>16,548</b>

The accompanying Notes on pages 49 to 97 form an integral part of this Consolidated and Company Statement of Cash Flows.

## Notes to the Financial Statements

For the year ended 31 December 2024

## 1. General information

Science Group plc (the 'Company') together with its subsidiaries ('Science Group' or the 'Group') is an international science & technology consultancy and systems organisation. The Group and Company Financial Statements of Science Group plc were prepared under the International Financial Reporting Standards ('IFRS') as adopted by the UK in conformity with the requirements of the Companies Act 2006 and have been audited by Grant Thornton UK LLP. Accounts are available from the Company's registered office; Harston Mill, Harston, Cambridge, CB22 7GG.

The Company is incorporated and domiciled in England and Wales under the Companies Act 2006 and has its primary listing on the Alternative Investment Market of the London Stock Exchange (SAG.L). The value of Science Group plc shares, as quoted on the London Stock Exchange on 31 December 2024, was 453.0 pence per share (31 December 2023: 392.0 pence per share).

These Consolidated Financial Statements have been approved for issue by the Board of Directors on 21 March 2025.

## Alternative performance measures (APM)

The Group uses alternative non-Generally Accepted Accounting Principles performance measures which are not defined within IFRS and may not be comparable across companies, as management believe these measures enable management and stakeholders to assess the underlying trading performance of the business as they exclude certain items that are considered to be significant in nature and/or quantum.

The APMs are consistent with how the businesses' performance is planned and reported within the internal management reporting to the Board. The appropriateness of the APMs are kept under review by the Audit Committee. The key APMs that the Group uses and explanations on how they are calculated are set out below:

## (a) Adjusted Operating Profit

The Group calculates this measure by adjusting to exclude certain items from operating profit namely: amortisation of acquisition related intangible assets, acquisition integration costs, share-based payment charges and other specified items that meet the criteria to be adjusted.

The criteria for the adjusted items in the calculation of adjusted operating profit is operating income or expenses that are material and either arise from an irregular and significant event or the income/cost is recognised in a pattern that is unrelated to the resulting operational performance. Materiality is defined as an amount which would reasonably be expected to influence the economic decisions of the users of these financial statements. Acquisition integration costs include all costs incurred directly related to the restructuring, relocation and integration of acquired businesses. Adjustments for share-based payment charges occur because: once the cost has been calculated, the Directors cannot influence the share-based payment charge incurred in subsequent years; it is understood that many investors/analysts exclude the cost from their valuation analysis of the business; and the value of the share option to the employee differs considerably in value and timing from the actual cash cost to the Group.

The calculation of this measure is shown on the Consolidated Income Statement.

## (b) Adjusted Earnings Per Share

The Group calculates this measure by dividing adjusted profit after tax by the weighted average number of shares in issue and the calculation of this measure is disclosed in Note 12. The tax rate applied to calculate the tax charge in this measure is the tax at the blended corporation tax rate across the various jurisdictions for the year which is 23.3% (2023: 24.1%) which results in a comparable tax charge year on year.

## (c) Net Funds

The Group calculates this measure as the net of cash and cash equivalents – Group cash and Borrowings. Client registration funds are excluded from this calculation because these monies are for the purpose of payment of registration fees to regulatory bodies. This cash is separately identified for reporting purposes and is unrestricted. This measure is calculated as follows:

	Note	Group	
		2024 £000	2023 £000
Cash and cash equivalents – Group cash	19	38,556	30,949
Borrowings	23	(11,772)	(12,956)
<b>Net funds</b>		<b>26,784</b>	<b>17,993</b>

The Directors believe that disclosing these alternative performance measures enhances shareholders' ability to evaluate and analyse the underlying financial performance of the Group. Specifically, the adjusted operating profit measure is used internally in order to assess the underlying operational performance of the Group, aid financial, operational and commercial decisions and in determining employee compensation. The adjusted EPS measure allows the shareholder to understand the underlying value generated by the Group on a per share basis. Net funds represent the Group's cash available for day-to-day operations and investments. As such, the Board considers these measures to enhance shareholders' understanding of the Group results and should be considered alongside the IFRS measures.

**Notes to the Financial Statements** continued

For the year ended 31 December 2024

**2. Summary of significant accounting policies**

The principal accounting policies applied in the preparation of these consolidated financial statements are set out below. These policies have been consistently applied to all of the years presented, unless otherwise stated.

**2.1 Basis of preparation**

The consolidated and Company financial statements of Science Group have been prepared under the historical cost convention, as modified by the revaluation of certain financial instruments at fair value. The financial statements are prepared under IFRS as adopted by the UK in conformity with the requirements of the Companies Act 2006.

Of the new standards and interpretations effective for the year ended 31 December 2024, there was no impact on the presentation of the financial statements of Science Group.

As set out in the Climate-Related Financial Disclosures the climate-related risks and opportunities and exposure faced by the Group at the lower end of scale. These risks and opportunities have been considered as part of the Directors' assessment of going concern and impairment and are not considered to be material risks.

No income statement is presented for the Company as provided by Section 408 of the Companies Act 2006. The Company's profit for the financial period after tax, determined in accordance with the Act, was £13,141,000 (2023: £6,096,000).

**Going concern**

The Directors have undertaken a comprehensive going concern review. In adopting the going concern basis for preparing these Consolidated Financial Statements, the Directors have undertaken a review of the Group's cash flows forecasts and available liquidity, along with consideration of the principal risks and uncertainties over an 18-month period to September 2026. Recognising the challenges of reliably estimating and forecasting the impact of external factors on the Group, the Directors have considered two forecasts in the assessment of going concern, along with a likelihood assessment of these forecasts being:

- Base case, which reflects the Directors' current expectations of future trading; and
- Severe but plausible downside forecast which envisages a 'stress' or 'downside' situation.

For the severe but plausible downside forecast the assumptions include:

- A revenue reduction of 20% across all businesses (although due to diversification this is highly unlikely)
- A more limited reduction in the costs
- A reduction of discretionary bonuses across the Group

After reviewing the current liquidity position and the cash flow forecasts modelled under both the base case and stressed downside, the Directors consider that the Group has sufficient liquidity to continue in operational existence for a period of at least 18 months from the date of this report and are satisfied that it is appropriate to adopt the going concern basis of accounting in preparing the Consolidated Financial Statements.

In reaching these conclusions the Directors noted that the Group had a cash balance at 31 December 2024 of £38.6 million (excluding client registration funds) and net funds of £26.8 million, together with the undrawn Revolving Credit Facility (RCF) of £25.0 million.

On 19 March 2025 the Group announced it had agreed new banking facilities with Lloyds Bank plc. The existing Term Loan and RCF were scheduled to expire in September 2026 and December 2026 respectively. There are two new Term Loans for a combined value of £12.0 million, each for 10 years expiring in March 2035. Each loan is secured solely and individually against the Group's freehold properties: one loan to the property in Harston, near Cambridge, and, a second, independent loan to the property in Epsom, Surrey. The new, increased RCF is for £30.0 million, for a period of 5 years expiring in March 2030, an increase of £5.0 million over the 2021 RCF. The RCF also has a £10.0 million accordion, a further increase of £5.0 million over the 2021 RCF. The RCF is currently undrawn and therefore no covenants apply.

**2.2 Changes in accounting policies**

The accounting pronouncements which have become effective from 1 January 2024 and have therefore been adopted do not have a significant impact on the Group's financial results or position.

**2.3 Standards, IFRICs and other guidance applicable**

Standards and IFRICs newly applicable for companies with 31 December 2024 year ends are set out below, together with any noted impact on the Group.

Number	Title	Impact in year
IAS 1 (amendments)	Non-current liabilities with covenants	No material impact
IAS 1 (amendments)	Classification of liabilities as current or non-current	No material impact
IFRS 16 (amendments)	Lease liability in a sale and leaseback	No material impact
IAS 7 & IFRS 7 (amendments)	Supplier finance arrangements	No material impact

**2.4 Standards issued but not yet effective**

At the date of authorisation of these Consolidated Financial Statements, several new, but not yet effective, Standards and amendments to existing Standards, and Interpretations have been published by the IASB or are awaiting endorsement by the UK Endorsement Board. None of these Standards nor amendments to existing Standards have been adopted early by the Group.

Management anticipates that all relevant pronouncements will be adopted for the first period beginning on or after the effective date of the pronouncement. New Standards, amendments and Interpretations not adopted in the current year have not been disclosed as they are not expected to have a material impact on the Group's Financial Statements.

Number	Title	Effective
IAS 21 (amendments)	Lack of exchangeability	1 Jan 25
IFRS 9 and IFRS 7 (amendments)	Classification and measurement of financial instruments	1 Jan 26
IFRS 18	Presentation and disclosures in financial statements	1 Jan 27
IFRS 19	Subsidiaries without public accountability disclosures	1 Jan 27

**2.5 Basis of consolidation**

The basis of consolidation is set out below:

**Subsidiaries** – subsidiaries are entities controlled by Science Group. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

**Investment in subsidiaries** – in the Company accounts, investments in subsidiaries are stated at cost less any provision for impairment where appropriate.

**Business combinations** – the acquisition of subsidiaries is accounted for using the acquisition method. The cost of the acquisition is measured at the aggregate of the fair values, at the date of exchange, of assets given and liabilities incurred or assumed in exchange for control. The acquired Company's identifiable assets, liabilities and contingent liabilities that meet the conditions for recognition under *IFRS 3 Business Combinations* are recognised at their fair value at the acquisition date. Acquisition expenses are expensed as incurred.

**Interests in equity-accounted investees** – Associates are those entities in which the Group has significant influence, but not control or joint control, over the financial and operating policies. Interests in associates are accounted for using the equity method. They are initially recognised at cost, which includes transaction costs. Subsequent to initial recognition, the consolidated financial statements include the Group's share of the profit or loss and other comprehensive income of equity-accounted investees, until the date on which significant influence ceases. The carrying value of the associate investment would not be impaired to the extent it is exceeded by the share of accumulated losses in associate.

**2.6 Segment reporting**

Under IFRS 8, the accounting policy for identifying segments is based on the internal management reporting information that is regularly reviewed by the Chief Operating Decision Makers (CODMs), being the Executive Board. The CODMs monitor the performance of these operating segments as well as deciding on the allocation of resources to them.

The Group results are presented across 4 reporting Segments, determined by management based on the nature of the products and services provided: Consultancy Services, Systems – Submarine Atmosphere Management, Systems – Audio Chips and Modules, and Freehold Properties. Corporate costs, including the PLC costs and one-off costs relating to M&A activity, are not allocated to the Segments and are reported separately. This provides transparency and facilitates shareholder analysis of the component parts of the Group.

The Consultancy Services Segment comprises the Research & Development, Regulatory & Compliance and Defence & Aerospace Practices. The Systems Businesses comprises Submarine Atmosphere Management (Critical Maritime Systems & Support ('CMS2')), which designs, develops and manufactures submarine atmosphere systems for the Defence sector; and, Audit Chips and Modules (Frontier Smart Technologies ('Frontier')), which is a provider of DAB/DAB+ radio semi-conductors/modules.

**2.7 Intangible assets**

All intangible assets, except goodwill, are stated at cost less accumulated amortisation and any accumulated impairment losses.

**Goodwill** – goodwill represents the amount by which the fair value of the cost of a business combination exceeds the fair value of net assets acquired. Goodwill is not amortised and is stated at cost less any accumulated impairment losses.

The recoverable amount of goodwill is tested for impairment annually or when events or changes in circumstance indicate that it might be impaired. Impairment charges are deducted from the carrying value and recognised immediately in profit or loss. For the purpose of impairment testing, goodwill is allocated to each of the Group's cash generating units expected to benefit from the synergies of the combination. If the recoverable amount of the cash generating unit is less than the carrying amount of the unit, the impairment loss is allocated first to reduce the carrying amount of any goodwill allocated to the unit and then to the other assets of the unit pro-rata on the basis of the carrying amount of each asset in the unit. An impairment loss recognised for goodwill is not reversed in a subsequent period.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

**2. Summary of significant accounting policies** continued**2.7 Intangible assets**

**Acquisition related intangible assets** – net assets acquired as part of a business combination includes an assessment of the fair value of separately identifiable acquisition related intangible assets, in addition to other assets, liabilities and contingent liabilities purchased. These are amortised over their useful lives which are individually assessed. The estimated useful economic life for acquired intangible assets, customer contracts and relationships are between 5 and 12 years. The assets are assessed on an annual basis for impairment and amortised over its remaining economic useful life. See Note 14 for further details.

**2.8 Research and development expenditure**

Expenditure on research activities is recognised in profit or loss as incurred.

Development expenditure is capitalised only if the expenditure can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, and the Group intends to and has sufficient resources to complete development and to use or sell the asset. Otherwise, it is recognised in profit or loss as incurred. Subsequent to initial recognition, development expenditure is measured at cost less accumulated amortisation and any accumulated impairment losses.

Any tax credit receivable under either the R&D Expenditure Credit scheme ('RDEC') or the Small or Medium-sized ('SME') scheme is treated as a taxable credit and included in the Group's taxable income in accordance with IAS 12 Income Taxes. The credit is first used to offset the Group's corporation tax liability for the same accounting period. After accounting for tax, the net benefit of the RDEC or SME schemes is recognised in the tax line.

**2.9 Property, plant and equipment**

Land and buildings as shown in the Notes to the Financial Statements comprise offices and laboratories at Harston Mill, Harston, Cambridge, UK and at Great Burgh, Epsom, UK. Land and buildings are shown at historical cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that the future economic benefit associated with the item will flow to Science Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Land is not depreciated. Depreciation on all other property, plant and equipment is calculated using the straight-line method to allocate their cost less their residual values over their estimated useful lives, as follows:

Buildings	25 years
Furniture and fittings	3-5 years
Equipment	3 years

The asset's residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date. An asset's carrying amount is written down immediately to its recoverable amount, when an indicator of impairment is identified. Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement.

**2.10 Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and demand deposits, together with other short-term highly liquid investments (maturing not greater than 3 months) from the date of acquisition that are readily convertible into known amounts of cash which are subject to an insignificant risk of changes in value. Bank overdrafts are included in liabilities.

**2.11 Inventories**

Inventories are stated at the lower of cost and net realisable value. Costs includes all cost incurred in bringing each product to its present location and condition, which comprises the cost of direct materials and third party charges. Net realisable value is the estimated selling price in the ordinary course of business less any applicable selling expenses.

**2.12 Trade and other receivables**

Trade and other receivables are carried at original invoice amount and are subsequently held at amortised cost less provision for impairment. The Group makes use of a simplified approach in accounting for trade and other receivables as well as contract assets and records the loss allowance as lifetime expected credit losses. These are the expected shortfalls in contractual cash flows, considering the potential for default at any point during the life of the financial instrument. The Group uses its historical experience, external indicators and forward-looking information to calculate the expected credit losses. The movement in the provision is recognised in the Consolidated Income Statement.

**2.13 Trade and other payables**

Trade and other payables are initially recognised at original invoice amount or transaction price and subsequently measured at amortised cost using the effective interest method.

**2.14 Provisions**

A provision is recognised if, as a result of a past event, the Group has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation.

Dilapidation provisions are recognised when the Group has an obligation to rectify, remove improvements, repair or reinstate the leased premises to a certain condition in accordance with the lease agreement. The provision is measured at the present value of the estimated cost of rectifying, repairing, or reinstating the leased premises at a specified future date.

Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The unwinding of the discount is recognised as a finance cost.

**2.15 Borrowings**

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost; any difference between the proceeds (net of transaction costs) and the redemption value is recognised in the income statement over the period of the borrowings using the effective interest method.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the balance sheet date.

**2.16 Financial instruments****(a) Classification**

The Group classifies its financial assets in the following measurement categories:

- (i) those to be measured subsequently at fair value (either through other comprehensive income, or through profit or loss), and
- (ii) those to be measured at amortised cost.

The classification depends on the Group's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss or other comprehensive income. For investments in debt instruments, this will depend on the business model in which the investment is held. For investments in equity instruments that are not held for trading, this will depend on whether the group has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income.

**(b) Measurement**

At initial recognition, the Group measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in profit or loss.

**(c) Impairment**

The Group assesses, on a forward-looking basis, the expected credit losses associated with its debt instruments carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk. For trade receivables, the Group applies the simplified approach permitted by IFRS 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables. The Group recognises loss allowances for expected credit losses ('ECLs') on financial assets measured at amortised cost, debt investments measured at FVOCI and contract assets (as defined in IFRS 15).

The Group measures loss allowances at an amount equal to lifetime ECL, except for other debt securities and bank balances for which credit risk (i.e. the risk of default occurring over the expected life of the financial instrument) has not increased significantly since initial recognition, which are measured as 12-month ECL. Loss allowances for trade receivables and contract assets are always measured at an amount equal to lifetime ECL.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECL, the Group considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on the Group's historical experience and informed credit assessment and including forward-looking information.

**Measurement of ECLs**

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Group expects to receive). ECLs are discounted at the effective interest rate of the financial asset.

**Credit-impaired financial assets**

At each reporting date, the Group assesses whether financial assets carried at amortised cost and debt securities at FVOCI are credit impaired. A financial asset is 'credit-impaired' when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred.

**Write-offs**

The gross carrying amount of a financial asset is written off (either partially or in full) to the extent that there is no realistic prospect of recovery.

**(d) Derivative financial instruments and hedge accounting**

Derivative financial instruments are accounted for at fair value through profit or loss except for derivatives designated as hedging instruments in cash flow hedge relationships, which require a specific accounting treatment. To qualify for hedge accounting, the hedging relationship must meet all of the following requirements:

- there is an economic relationship between the hedged item and the hedging instrument,
- the effect of credit risk does not dominate the value changes that result from that economic relationship,
- the hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the entity actually hedges and the quantity of the hedging instrument that the entity actually uses to hedge that quantity of hedged item, and
- At inception, there is formal designation and documentation of the hedging relationship.

The Group has entered into currency exchange instruments which have been designated as hedging instruments in cash flow hedge relationships. These arrangements have been entered into to mitigate foreign currency exchange risk arising from certain highly probable sales transactions denominated in foreign currency.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

**2. Summary of significant accounting policies** continued**2.16 Financial instruments** continued**(d) Derivative financial instruments and hedge accounting** continued

In order to address interest rate risk, the Group has entered into phased interest rate swaps in order to fully hedge the loan borrowings. The interest rate swaps have been designated as hedging instruments in cash flow hedge relationships because the critical terms of the interest rate swaps entered exactly match the terms of the hedged item.

All derivative financial instruments used for hedge accounting are recognised initially at fair value and reported subsequently at fair value in the Consolidated Balance Sheet.

To the extent that the hedge is effective, changes in the fair value of derivatives designated as hedging instruments in cash flow hedges are recognised in other comprehensive income and included within the cash flow hedge reserve in equity. Any ineffectiveness in the hedge relationship is recognised immediately in profit or loss.

At the time the hedged item affects profit or loss, any gain or loss previously recognised in other comprehensive income is reclassified from equity to profit or loss and presented as a reclassification adjustment within other comprehensive income. However, if a non-financial asset or liability is recognised as a result of the hedged transaction, the gains and losses previously recognised in other comprehensive income are included in the initial measurement of the hedged item. In the event that the currency exchange instrument is exercised in any month the gain is recognised as revenue.

If a forecast transaction is no longer expected to occur, any related gain or loss recognised in other comprehensive income is transferred immediately to profit or loss. If the hedging relationship ceases to meet the effectiveness conditions, hedge accounting is discontinued and the related gain or loss is held in the equity reserve until the forecast transaction occurs.

**2.17 Equity**

Equity comprises the following:

**Share capital** represents the nominal value of equity shares net of incremental costs directly attributable to the issue of new shares or options, net of tax.

**Share premium** represents the excess over nominal value of the fair value of consideration received for equity shares net of expenses of the share issue.

**Treasury shares** represent Company shares purchased directly by the Company to satisfy obligations under employee share incentive obligations.

**Merger reserve** is a reserve which reflects historical business combinations where merger relief was obtained.

**Translation reserve** represents the foreign currency differences arising on translating foreign operations into the presentational currency of the Group.

**Cash flow hedge reserve** represents the outstanding notional amount of cash flow hedges, net of deferred tax, at the balance sheet date.

**Retained earnings** represent retained profits.

Where the Company purchases the Company's equity share capital into treasury (treasury shares), the consideration paid, including any directly attributable incremental costs (net of income taxes) is deducted from equity attributable to the Company's equity holders until the shares are cancelled, reissued, or disposed of. Where such shares are subsequently sold or reissued, including settlement of employee share incentive obligations, any consideration received, net of any directly attributable incremental transaction costs, and the related income tax effects are included in equity attributable to the Company's equity holders. The credit for proceeds received is restricted to the purchase price of the treasury shares with the difference between prices paid for treasury shares and proceeds received taken to share premium. Where such shares are subsequently cancelled, the movement is recognised directly in equity with no gain or loss recognised in profit or loss.

**2.18 Revenue recognition**

The Group's revenue arises from the following segments:

**Consultancy Services** comprises the Research & Development, Regulatory & Compliance and Defence & Aerospace Practices.

**Systems – Submarine Atmosphere Management** comprises the Critical Maritime Systems & Support ('CMS2') Business, which designs, develops and manufactures submarine atmosphere systems for the Defence sector; and

**Systems – Audio Chips and Modules** comprises the Frontier Business, which is a provider of DAB/DAB+ radio semi-conductors/modules.

To determine whether to recognise revenue, the Group follows a 5-step process:

- 1 Identifying the contract with a customer
- 2 Identifying the performance obligations
- 3 Determining the transaction price
- 4 Allocating the transaction price to the performance obligations
- 5 Recognising revenue when/as performance obligation(s) are satisfied.

**(a) Consultancy Services**

The Group has consultancy services contracts with clients. For each contract, performance obligations are identified, and the contract is assessed to be either a time and materials or a fixed price basis contract.

**Consultancy Services (Time and Materials contracts)**

Revenue from providing consultancy services on a time and materials basis is recognised as the services are provided, on the basis of time worked at an hourly or daily rate and as expenses for materials are incurred.

Estimates of revenues or extent of progress toward completion are reviewed regularly and, where necessary, revised. Any resulting increases or decreases in estimated revenues are reflected in profit or loss in the period in which the circumstances that give rise to the revision become known by management.

The customer pays for the value of services provided based on an invoicing and payment schedule. If the services rendered by the Group at the reporting date exceed the payments received to date, an asset is recognised, within:

- trade receivables, if the sales invoice has been raised and an unconditional right to receive consideration exists;
- unbilled invoices on contracts, if the services rendered have not been invoiced but where an unconditional right to receive consideration exists;
- amounts recoverable on contract if the services rendered have not been invoiced and no unconditional right to receive consideration exists.

**Consultancy Services (Fixed Price contracts)**

The Group provides fixed price regulatory and compliance services to US customers, to support in the renewal of licenses and product registrations with US state regulatory authorities. Customers simultaneously receive and consume the benefits provided by each individual renewal. Revenue from these contracts is recognised using an output method based on the number of renewals completed and submitted during the reporting period based on the average revenue per renewal.

The Group receives cash from clients which are pass through funds solely for the purpose of payment of registration fees to regulatory bodies and for which no revenue is recognised.

Where the contract is advisory, technical or project management, the customer receives and consumes the benefits of the service as the Group performs. Revenue is recognised overtime, using an input basis, based on costs incurred compared to total contract costs. Costs are only included in the measurement of progress towards satisfying the performance obligation where there is a direct relationship between the input and the satisfaction of the performance obligation.

For contracts where the Group becomes entitled to invoice customers based on achieving a series of performance related milestones, at the point a customer is invoiced, any amount previously recognised as amounts due from contract customers is reclassified to trade receivables. If the milestone payment exceeds the revenue recognised to date under the cost-to-cost method, then the Group recognises a contract liability for the difference. There is not considered to be any significant financing components as the period between recognition of revenue and milestone payment is always less than one year.

**(b) Design and Manufacture of Submarine Atmosphere Systems**

The Group's operations generate revenues through both the design and manufacture of submarine atmosphere systems.

The Group determines the transaction price based on the consideration to which the Group expects to be entitled in a contract with a customer. Where the amount of consideration is variable (e.g. due to trade discounts, late delivery penalties and other similar items) the Group includes the variable consideration in the transaction price only to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur.

The Group recognises revenue when it transfers control of a product or service to a customer as more fully explained below.

The Group designs and manufactures mission-critical systems under long-term contracts with customers. The promises in these contracts include the design and manufacture of systems for delivery to the customer and standard assurance warranties. The promises in these contracts are combined as a single performance obligation because the customer cannot benefit from the promises on their own, and they are not separately identifiable in the context of the contract. In some instances, the contract will also include a promise to install the equipment at the customer site. Where installation is included in the contract, this is not generally considered a separate performance obligation as the promise is not separately identifiable in the context of the contract.

On inception of each contract, the Group assesses whether ongoing contractual obligations represent a distinct performance obligation. If the performance obligation is considered distinct e.g. relates to the delivery of more than one main system to separate boats, each main system for each separate boat is treated as a separate performance obligation and revenue recognised under a separate Project Code. Where it is multiple systems for a single boat, this is considered to be a single performance obligation and revenue is recognised under a single Project Code.

The systems that are designed and manufactured are bespoke for each customer and do not have an alternative use to the Group.

**Over time revenue recognition**

For fixed price contracts within this category, where the Group has an enforceable right to payment for performance completed to date, being recovery of costs incurred in satisfying the performance obligation plus a reasonable profit margin, the performance obligation is satisfied over time. The measurement of progress towards complete satisfaction of the performance obligation is measured using the input method, based on costs incurred compared to total contract costs.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

**2. Summary of significant accounting policies** continued**2.18 Revenue recognition** continued**(b) Design and Manufacture of Submarine Atmosphere Systems** continued

For contracts billed on a time-and-materials basis, the measurement of progress towards complete satisfaction of the performance obligation is measured using the output method (consistent with the time and materials incurred). Under IFRS15.B16, the Group recognises revenue in line with amounts it has the right to invoice. See Note 28 for critical accounting estimates and judgements in relation to certain contracts within this category.

Costs are only included in the measurement of progress towards satisfying the performance obligation where there is a direct relationship between the input and the satisfaction of the performance obligation. Full costs to complete, including Labour and material costs are considered the most faithful depiction of progress as this most accurately reflects the value provided to the customer. The Group designs and manufactures bespoke systems with the time allocated to projects of engineers and technicians, as well as bespoke materials procured from suppliers which can take a number of months to be manufactured and delivered to the Group.

The Group does not incur costs in respect of the components whilst they are being manufactured by the supplier. It is only once the goods are delivered and accepted by the Group that costs associated with the materials are incurred and revenue is recognised. Where payments on account are made to the supplier which are in nature milestone payments, these are not considered to be reflective of costs incurred to date by the supplier in the manufacturing of the components. Material costs are recognised at an amount equal to the cost of the good used to satisfy the performance obligation.

For contracts where the Group becomes entitled to invoice customers based on achieving a series of performance related milestones, at the point a customer is invoiced, any amount previously recognised as amounts due from contract customers is reclassified to trade receivables. If the milestone payment exceeds the revenue recognised to date under the cost-to-cost method, then the Group recognises a contract liability for the difference.

There is not considered to be any significant financing components as the period between recognition of revenue and milestone payment is always less than one year.

**Point in time revenue recognition**

For contracts where the Group does not have an enforceable right to payment for performance completed to date, being recovery of costs incurred in satisfying the performance obligation plus a reasonable profit margin, revenue is recognised at a point in time. For these contracts, revenue is recognised at the point of customer delivery (as defined in each specific contract) of the system, as this is the point at which the customer is in control of the deliverable, has the risks and rewards of ownership and the Group has a present right for payment for the deliverable.

Some contracts will include:

- a promise to store the equipment or an option to purchase storage services at a future date. Storage services are provided in the period between acceptance of the equipment by the customer and shipping. Where storage services are provided, this is considered a separate performance obligation, and/or
- extended service warranties which are a separate performance obligation.

For storage services, the customer receives and consumes the benefit over the storage period. The performance obligation is satisfied over time. Revenue is recognised on an output basis, based on daily rate for the period of storage.

For extended warranties, the customer receives and consumes the benefit of the warranty over the extended warranty period. The performance obligation is satisfied over time, based on straight line recognition over the period of the warranty, which is used to measure progress towards complete satisfaction of the extended warranty performance obligation.

For the supply of consumables, the customer receives the benefit of the service on delivery (as defined in the contract) of the consumable. This is the point at which the customer is in control of the deliverable, has the risks and rewards of ownership and the Group has a present right for payment for the deliverable. Where the Group resells consumables products to customers an assessment is made as to whether the Group is acting as a principal or agent.

There have been no situations identified, based on these assessments, where the directors have concluded the Group is acting as an agent rather than a principal based on the following indicators:

- the Group has control of the goods prior to them being transferred to the customer,
- the Group is deemed to have control where the Group holds the responsibility of designing and manufacturing the items and is therefore primarily responsible for fulfilling the promise to provide the goods,
- the Group holds the inventory risk before goods are transferred to the customer,
- the Group has discretion in establishing the price for the goods.

Payment terms under these contracts are typically 30 days.

**Parts management** – The Group has a parts management contract, whereby the Group manages the parts supply chain for a customer. This contract contains two performance obligations being asset availability, and supply of consumables.

In terms of asset availability, the Group's performance does not create an asset with an alternative use to the Group and the Group has an enforceable right to payment for performance completed to date, being recovery of costs incurred in satisfying the performance obligation plus a reasonable profit margin. The customer also simultaneously receives and consumes the benefits of the asset availability service as the Group performs. Revenue is recognised as a provision of assets are provided and control passes to the customer on the sale of the goods. Where it is concluded that the customer has material rights under the contract for asset availability service then this will be assessed in measuring progress towards complete satisfaction of the performance obligation that depicts the Group's performance in providing the asset availability service to the customer.

The contract price for asset availability includes variable consideration in the form of rebates based on achievement of KPI's within the contract. The expected value approach, which is based on the sum of probability weighted amounts for a range of possible outcomes, has been used to estimate the transaction price. The variable consideration is trued up at the end of each reporting period to reflect changes in the period and conditions that exist at the period end.

For the supply of consumables, revenue is recognised at a point in time because the customer receives the benefit of the service on delivery (as defined in the contract) of the consumable. This is the point at which the customer is in control of the deliverable, has the risks and rewards of ownership and the Company has a present right for payment for the deliverable.

Payment terms under these contracts are typically 30 days.

**Maintenance of equipment** – The Group has contracts for the maintenance and servicing of customer vessels with a 12-month assurance warranty. These contracts contain a single promise and performance obligation. These assurance-type warranties are not considered to be performance obligations, so revenue is not allocated to them. The estimated costs of serving these warranties are recognised as provisions under IAS 37 'Provisions, Contingent Liabilities and Contingent Assets'.

The performance of the Group enhances the vessels, which are controlled by the customer, as the Group performs. Customers simultaneously receive and consume the benefits of the enhancements. Revenue is recognised over time. The Group uses an input method, based on labour hours, costs incurred and materials, to measure complete satisfaction of the performance obligation. Costs are only included in the measurement of progress towards satisfying the performance obligation where there is a direct relationship between the input and the satisfaction of the performance obligation.

Payment terms under these contracts are typically 30 days.

**(c) Subscription Income**

The Group has membership subscription contracts with customers. Subscription income for membership services provided over an annual contractual period is recognised in the income statement on a straight-line basis over the period of the contract.

**(d) Product and Associated Revenue**

The Group supplies audio chips and modules to customers based on purchase orders received from customers. Revenue is recognised upon the transfer of control of promised products or services and for the majority of revenue, transfer of control occurs once the product has been collected, as the terms are ex-works. For smart radio products, ongoing IT infrastructure services are provided over a period of time in order for the consumer to use the full functionality of the end product. When such services have been identified as both capable of being distinct and separately identifiable from the related tangible product, the associated revenue allocated to such services is recognized over time.

Where there are separate performance obligations in a contract (being the product and the ongoing IT infrastructure services), it has been determined that directly observable prices do not exist for these performance obligations, therefore the transaction price is calculated as the expected cost plus a margin.

Revenue is recorded net of sales tax and relevant sales incentives when the performance conditions are met. Sales incentives are rebates offered to customers and paid based on total sales made to respective customers each year. The rebates are estimated on a regular basis by using the most likely amount method. The rebates will be accrued only to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. To the extent unpaid, the rebate liability is presented under accruals.

The Group recognises contract liabilities for consideration received in respect of unsatisfied performance obligations and reports these amounts as trade and other payables in the statement of financial position. Similarly, if the Group satisfies a performance obligation before it receives the consideration, the Group recognises as trade and other receivables in its statement of financial position.

**2.19 Foreign currency**

**(a) Functional and presentation currency** – items included in the financial statements of each of Science Group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The Consolidated Financial Statements are presented in Sterling, which is the Group's functional and presentation currency.

**(b) Transactions and balances** – foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement.

In respect of translation differences on non-monetary items, items held at cost are translated at the exchange rate at the date of transaction.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

**2. Summary of significant accounting policies** continued**2.19 Foreign currency** continued

**(c) Group companies** – the results and financial position of all Science Group entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- (i) assets and liabilities for each balance sheet presented are translated at the closing rate at the date of that balance sheet.
- (ii) income and expenses for each income statement are translated at average exchange rates (unless this average is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the dates of the transactions).
- (iii) all resulting exchange differences are recognised as a separate component of equity.
- (iv) on disposal of a foreign subsidiary the accumulated translation differences recognised in equity are reclassified to profit or loss and recognised as part of the gain or loss on disposal.

**2.20 Employee benefits****(a) Post employment benefit plans**

The Group provides post-employment benefits through various defined contribution plans.

**Defined contribution plans**

The Group pays fixed contributions into independent entities in relation to several retirement plans and insurances for individual employees. The Group has no legal or constructive obligations to pay contributions in addition to its fixed contributions, which are recognised as an expense in the period that related employee services are received.

**(b) Share-based compensation**

Science Group operates an equity-settled, share-based compensation plan, awarding options to certain employees. More details on the scheme are reported in Note 22. The fair value of the employee services received in exchange for the grant of the options is recognised as an expense. The total amount to be expensed over the vesting period is determined by reference to the fair value of the options granted, as calculated by using an appropriate valuation method.

The Black-Scholes model excludes the impact of any non-market vesting conditions (for example profitability and sales growth targets). The Monte Carlo and Binomial Option Pricing models incorporate any market performance conditions. Non-market vesting conditions are included in assumptions about the number of options that are expected to become exercisable.

The Group has the following plans.

- The Performance Share Plan ('PSP'): Targets are set on EPS over three years, with options valued using the Binomial Option Pricing model.
- The Enhanced Executive Incentive Addendum: Options for directors and senior managers with vesting conditions based on the share price, valued using the Monte Carlo model.

At each balance sheet date, the Group revises its estimates of the number of options that are expected to become exercisable. It recognises the impact of the revision of original estimates, if any, in the income statement, and a corresponding adjustment to equity over the remaining vesting period. The proceeds received net of any directly attributable transaction costs are credited to share capital (nominal value) and share premium when the options are exercised.

The employer's NIC liability on vested share options, or the proportion that have vested, is recognised as a provision. As the employee is contractually responsible for the Employer's NIC on any share options exercised (and is required to remit this sum to the Group prior to the share options being exercised) a corresponding current asset is recognised.

The share-based compensation charge in the Group accounts is based only on those option holders employed directly by the Group.

**(c) Termination benefits**

Termination benefits are payable when employment is terminated before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. Science Group recognises termination benefits at the earlier of when the Group can no longer withdraw the offer of the termination benefit and when the Group recognises any related restructuring costs.

**(d) Profit-sharing and bonus plans**

Science Group recognises a liability and an expense for bonuses and/or profit-sharing, based on the incentive plans approved by the Remuneration Committee. Science Group recognises a liability where contractually obliged or where there is a past practice that has created a constructive obligation.

**(e) Sales commission**

Science Group operates a sales commission scheme for relevant sales staff. A liability and expense is recognised based on sales made by employees who are eligible for the scheme, and is calculated using the commission scheme rules. Sales commission is typically paid quarterly. As the amortisation period of such costs, if capitalised, would be less than one year, the Group makes use of the practical expedient in IFRS 15 and expenses them as incurred.

**2.21 Taxation**

The tax expense for the period comprises current and deferred tax. Tax is recognised in the income statement, except to the extent that it relates to items recognised in other comprehensive income, or directly in equity. In this case, the tax is also recognised in other comprehensive income or directly in equity, respectively.

Income tax is provided at amounts expected to be paid (or recovered) using the tax rates and laws of the relevant countries that have been enacted or substantively enacted by the balance sheet date.

Deferred income tax is provided, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, if the deferred income tax arises from goodwill, the initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit nor loss, it is not accounted for. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantively enacted by the balance sheet date and are expected to apply when the related deferred income tax asset is realised, or the deferred income tax liability is settled.

Deferred income tax assets are recognised to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

Deferred income tax is provided on temporary differences arising on investments in subsidiaries, except where the timing of the reversal of the temporary difference is controlled by Science Group, and it is probable that the temporary difference will not reverse in the foreseeable future.

The Group performed a reasonable estimate of all amounts involved to determine the R&D tax credits to be recognised in the period to which it relates.

**2.22 Leases**

At inception of a contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Group uses the definition of a lease in IFRS 16.

**(a) As a lessee**

The Group has leases, principally for office space, in the UK, Europe, North America and China. Office rental contracts are typically negotiated for terms ranging from 2 and 10 years with some including extension options. The Group does not enter into sale and leaseback arrangements. None of the leases included residual value guarantees or purchase options. All the leases are negotiated on an individual basis and contain different terms and conditions such as break clauses, rent reviews and extensions. At commencement or on modification of a contract that contains a lease component, the Group allocates the consideration in the contract to each lease component on the basis of its relative stand-alone prices. However, for the leases of property the Group has elected not to separate non-lease components and account for the lease and non-lease components as a single lease component.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the Group by the end of the lease term or the cost of the right-of-use asset reflects that the Group will exercise a purchase option. In that case the right-of-use asset will be depreciated over the useful life of the underlying asset, which is determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, being the rate of interest which a lessee would have to pay to borrow the funds necessary to obtain an asset, obtained from various external financing sources and makes certain adjustments to reflect the terms of the lease and type of the asset leased.

The Group determines its incremental borrowing rate as a lessee by obtaining interest rates from various external financing sources and makes certain adjustments to reflect the terms of the lease and type of the asset leased.

As of the balance sheet date, there are no leases that have been committed to but have not yet commenced.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments, including in-substance fixed payments.
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date.
- amounts expected to be payable under a residual value guarantee.
- the exercise price under a purchase option that the Group is reasonably certain to exercise, lease payments in an optional renewal period if the Group is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the Group is reasonably certain not to terminate early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, if the Group changes its assessment of whether it will exercise a purchase, extension or termination option or if there is a revised in-substance fixed lease payment. In general the Group assumes that leases will run to the end of the break period.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 2. Summary of significant accounting policies continued

## 2.22 Leases continued

## (a) As a lessee continued

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Group presents right-of-use assets that do not meet the definition of investment property in 'property, plant and equipment' and associated lease obligations in 'lease liabilities' in the Consolidated Balance Sheet.

## Short-term leases and leases of low-value assets

The Group has elected not to recognise right-of-use assets and lease liabilities for leases of low-value assets and short-term leases, including IT equipment. The Group recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term. The total expense for short-term leases and leases with low-value assets for the year ended 31 December 2024 was £0.1 million (2023: £0.1 million).

## (b) As a lessor

At inception or on modification of a contract that contains a lease component, the Group allocates the consideration in the contract to each lease component on the basis of their relative standalone prices.

When the Group acts as a lessor, it determines at lease inception whether each lease is a finance lease or an operating lease. To classify each lease, the Group makes an overall assessment of whether the lease transfers substantially all of the risks and rewards incidental to ownership of the underlying asset. If this is the case, then the lease is a finance lease; if not, then it is an operating lease. As part of this assessment, the Group considers certain indicators such as whether the lease is for a major part of the economic life of the asset.

The Group recognises lease payments received under operating leases as income on a straight-line basis over the lease term.

## 2.23 Dividends paid

Dividends are recognised as a liability in the period in which the shareholders' right to receive payment has been established.

## 2.24 Dividend income

Dividend income is recognised when the right to receive payment is established.

## 3. Financial risk management

## 3.1 Financial risk factors

Science Group's activities expose it to a variety of financial risks: market risk (including currency risk and fair value interest risk), credit risk, liquidity risk and cash flow interest rate risk. Science Group's overall financial risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on Science Group's financial performance. Science Group uses derivative financial instruments to hedge certain risk exposures.

## (a) Foreign currency sensitivity

Science Group operates internationally and is exposed to foreign exchange risk arising from various currency exposures, primarily with respect to the US Dollar and Euro. Foreign exchange risk arises from commercial transactions, recognised assets and liabilities.

To manage the Group's foreign exchange risk arising from commercial transactions, recognised assets and liabilities, entities in Science Group may use forward contracts and other instruments. The Group acquired a currency exchange instrument to cap the US Dollar/GBP rate in relation to the Consultancy Services segment US Dollar revenue through to the end of 2024. The instrument is a US Dollar/GBP cap set at \$1.25/£1 which applies to \$1.0 million per month. In the event that the exchange rate moves above \$1.25/£1 at set monthly dates the Consultancy Services segment was guaranteed to receive £0.8 million for \$1.0 million. Similar instruments have also been acquired in relation to 2025 covering \$1.0 million per month at a blended rate of \$1.275/£1 (see Note 24). Foreign exchange risk arises when commercial transactions and recognised assets and liabilities are denominated in a currency that is not the entity's functional currency. The Group finance function is responsible for managing the net position in each foreign currency primarily by selling monies held in currency into GBP on a regular basis.

Science Group has certain investments in foreign operations, whose net assets are exposed to foreign currency translation risk. Foreign currency denominated financial assets and liabilities, translated into GBP at the closing rate, are as follows:

2024	US Dollar £000	Euro £000	Other £000	Total £000
<b>Financial assets</b>	<b>11,032</b>	<b>845</b>	<b>359</b>	<b>12,236</b>
<b>Financial liabilities</b>	<b>(1,450)</b>	<b>(171)</b>	<b>(218)</b>	<b>(1,839)</b>
<b>Exposure</b>	<b>9,582</b>	<b>674</b>	<b>141</b>	<b>10,397</b>
	US Dollar £000	Euro £000	Other £000	Total £000
2023				
Financial assets	9,967	806	302	11,075
Financial liabilities	(1,098)	(201)	(660)	(1,959)
Exposure	8,869	605	(358)	9,116

All foreign currency denominated financial assets and liabilities are classified as current.

The following table illustrates the sensitivity of the net movement on Consolidated Income Statement and equity in regard to Science Group's financial assets and financial liabilities and the US Dollar/GBP exchange rate and Euro/GBP exchange rate. It assumes a 10.0% change of the US Dollar/GBP exchange rate as at 31 December 2024 (2023: +/-10.0%). A 10.0% change is considered for the Euro/GBP exchange rate (2023: +/-10.0%). If the GBP had strengthened against the US Dollar and Euro by 10.0% (2023: 10.0%) respectively then this would have had the following impact:

2024	US Dollar £000	Euro £000	Other £000	Total £000
<b>Income statement</b>	<b>(352)</b>	<b>(54)</b>	<b>(14)</b>	<b>(420)</b>
<b>Equity</b>	<b>(333)</b>	<b>(126)</b>	<b>77</b>	<b>(382)</b>
	US Dollar £000	Euro £000	Other £000	Total £000
2023				
Income statement	(263)	(38)	-	(301)
Equity	(1,355)	(157)	(36)	(1,548)

For a 10.0% weakening of GBP against the relevant currency, there would be a comparable but opposite impact on the Consolidated Income Statement and equity.

The Company did not hold any material financial assets or liabilities in foreign currencies at the start nor end of the year.

The currency rate movements against the US Dollar and Euro at year end compared to the previous year end were 1.7% (2023: -5.2%) and -4.9% (2023: -2.3%) respectively. Exposures to foreign exchange rates vary during the year depending on the volume and value of transactions.

## (b) Interest rate risk

Science Group manages its longer-term cash flow interest rate risk by using floating-to-fixed interest rate swaps. Such interest rate swaps have the economic effect of converting borrowings from floating rates to fixed rates. Generally, Science Group raises long-term borrowings at floating rates and swaps them into fixed rates that are lower than those available if Science Group borrowed at fixed rates directly. Under the interest rate swaps, Science Group agrees with other parties to exchange, at specified intervals (typically quarterly), the difference between fixed contract rates and floating rate interest amounts calculated by reference to the agreed notional principal amounts.

Science Group's bank borrowings and its interest rate profile are as follows:

Group	2024 £000	2023 £000
Pound Sterling – bank loan	<b>11,800</b>	13,000
<b>Weighted average interest rate</b>		
Pound Sterling – fixed rate bank loan	<b>3.5%</b>	3.5%
Pound Sterling – floating rate bank loan	<b>SONIA+2.6%</b>	SONIA+2.6%

For benchmark rates of interest, Science Group refers to SONIA. The bank loan is secured via a fixed charge over certain assets of Science Group and is repayable as disclosed in Note 23. Terms and conditions of the interest rate swaps are as disclosed in Note 23. The interest rate swaps mature in accordance with the repayment profile of the loan: £0.8 million in September 2025 and the balance of £11.0 million in September 2026. Given the interest rate swaps in place there is no exposures to interest rate movements to P&L and an immaterial impact to equity. If the SONIA rate goes up by 25 basis points, it is estimated that the net impact to equity would be approximately £37,000 (2023: £64,000).

## (c) Credit risk analysis

Science Group has policies in place to ensure that sales are made to clients with an appropriate credit history. Derivative counterparties and cash transactions are limited to high-credit-quality financial institutions although counterparty risk is not negligible. Science Group has policies that limit the amount of credit exposure to any financial institution. Science Group's exposure to credit risk is limited to the carrying amount of financial assets recognised at the balance sheet date, as summarised below:

		Group		Company	
	Note	2024 £000	2023 £000	2024 £000	2023 £000
Cash and cash equivalents – Group cash	19	<b>38,556</b>	30,949	<b>18,721</b>	16,548
Cash and cash equivalents – Client registration funds	19	<b>2,895</b>	1,881	-	-
Trade and other receivables (excluding VAT, taxation and prepayments)	18	<b>22,648</b>	20,668	<b>4,694</b>	9,530
		<b>64,099</b>	53,498	<b>23,415</b>	26,078



## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 3. Financial risk management continued

## 3.1 Financial risk factors continued

## (c) Credit risk analysis continued

Science Group monitors defaults of customers and other counterparties identified either individually or by group and incorporates this information into its credit risk controls. Where available at reasonable cost, external credit ratings and/or reports on customers and other counterparties are obtained and used. Science Group's policy is to deal only with creditworthy counterparties or to require settlement in advance, although there can be no certainty that counterparty creditworthiness will be maintained. Cash balances are held with more than one creditworthy institution.

Management reviews the credit status of the financial institutions with whom it holds its deposits. Science Group's management considers that all in relation to the above financial assets the expected credit losses are considered to be insignificant. An analysis of trade and other receivables that are considered to be impaired are disclosed in Note 18. None of Science Group's financial assets are secured by collateral nor other credit enhancements.

## (d) Liquidity risk analysis

Science Group manages its liquidity needs by monitoring scheduled debt servicing payments for long-term financial liabilities as well as cash outflows due in day-to-day business. Liquidity needs are monitored on a weekly and monthly basis. Long-term liquidity needs for a quarterly and semi-annual period are reviewed monthly.

Science Group maintains cash to meet its liquidity requirements in interest bearing current accounts.

As at 31 December 2024, Science Group's financial liabilities have contractual undiscounted cashflows and maturities as below:

2024	Group	Note	Current		Non-current	
			< 6 months £000	6 to 12 months £000	1 to 5 years £000	> 5 years £000
	Bank borrowings	23	600	600	10,600	-
	Interest on bank borrowings		198	191	264	-
	Lease payments	25	509	512	2,354	1,106
	Trade payables	20	4,022	-	-	-
	Accruals	20	6,604	-	-	-
			<b>11,933</b>	<b>1,303</b>	<b>13,218</b>	<b>1,106</b>

This compares to the maturity of Science Group's financial liabilities in the previous reporting period as follows:

2023	Group	Note	Current		Non-current	
			< 6 months £000	6 to 12 months £000	1 to 5 years £000	> 5 years £000
	Bank borrowings	23	600	600	11,800	-
	Interest on bank borrowings		220	212	653	-
	Lease payments	25	426	418	2,559	1,478
	Trade payables	20	4,106	-	-	-
	Accruals	20	7,657	-	-	-
			<b>13,009</b>	<b>1,230</b>	<b>15,012</b>	<b>1,478</b>

As at 31 December 2024, the Company's financial liabilities have contractual undiscounted cashflows and maturities as below:

2024	Company	Note	Current		Non-current	
			< 6 months £000	6 to 12 months £000	1 to 5 years £000	> 5 years £000
	Trade payables and other payables	20	14,098	-	-	-
	Lease payments		85	85	211	-
	Accruals	20	1,313	-	-	-
			<b>15,496</b>	<b>85</b>	<b>211</b>	<b>-</b>

This compares to the maturity of the Company's financial liabilities in the previous reporting period as follows:

2023	Company	Note	Current		Non-current	
			< 6 months £000	6 to 12 months £000	1 to 5 years £000	> 5 years £000
	Trade payables and other payables	20	21,391	-	-	-
	Accruals	20	874	-	-	-
			<b>22,265</b>	<b>-</b>	<b>-</b>	<b>-</b>

## (e) Summary of financial assets and liabilities by category

The carrying amounts of Science Group's financial assets and liabilities as recognised at the balance sheet date of the reporting periods under review may also be categorised as follows:

	Note	Group		Company	
		2024 £000	2023 £000	2024 £000	2023 £000
<b>Financial assets at amortised cost:</b>					
Trade receivables	18	16,642	13,799	-	-
Other receivables	18	6,005	6,869	4,694	9,530
Cash and cash equivalents – Group cash	19	38,556	30,949	18,721	16,548
Cash and cash equivalents – Client registration funds	19	2,895	1,881	-	-
		<b>64,098</b>	<b>53,498</b>	<b>23,415</b>	<b>26,078</b>
<b>Financial liabilities at amortised cost:</b>					
Non-current borrowings	23	10,572	11,756	-	-
Current borrowings	23	1,200	1,200	-	-
Lease payments	25	4,481	4,881	381	-
Trade payables	20	4,022	4,106	-	210
Other payables	20	-	-	14,098	21,181
Accruals	20	6,604	7,657	1,313	874
		<b>26,879</b>	<b>29,600</b>	<b>15,792</b>	<b>22,265</b>
<b>Derivatives used for hedging held at fair value:</b>					
Non-current financial instrument assets	24	627	886	-	-
Current financial instrument assets	24	144	301	-	-
		<b>771</b>	<b>1,187</b>	<b>-</b>	<b>-</b>

The fair value of Science Group's financial assets and liabilities is not materially different from the carrying value.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 3. Financial risk management continued

## 3.2 Fair value estimation

Financial assets and liabilities measured at fair value in the balance sheet are grouped into three levels based on the significance used in measuring the fair value of the financial assets and liabilities. The fair value hierarchy has the following levels:

- level 1 – quoted prices (unadjusted) in active markets for identical assets or liabilities
- level 2 – inputs other than quoted market prices included within level 1 that are observable for an asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices)
- level 3 – input for the asset or liability that are not based on observable market data (unobservable inputs)

The level within which the financial asset or liability is determined is based on the lowest level of significant input to the fair value measurement.

The Group has measured the interest rate swaps and the currency exchange instruments in non-current financial instruments and current financial instruments in the Consolidated Balance Sheet respectively at fair value under level 2. The Group's finance team performs valuations of financial items for financial reporting purposes, including level 2 fair values, in consultation with third party valuation specialists for complex valuations. Valuation techniques are selected based on the characteristics of each instrument, with the overall objective of maximising the use of market-based information. These contracts have been fair valued using observable interest rates and exchange rates corresponding to maturity of the contract. The effects of non-observable inputs are not significant for both instruments.

The Group has the following financial assets and liabilities. IFRS 13 requires disclosure of the fair value measurements for each instrument using the fair value hierarchy levels as below:

Group	Level 1 £000	Level 2 £000	2024 £000	Level 1 £000	Level 2 £000	2023 £000
<b>Financial assets at amortised cost:</b>						
Trade receivables	16,642	–	16,642	13,799	–	13,799
Other receivables	6,005	–	6,006	6,869	–	6,869
Cash and cash equivalents – Group cash	38,556	–	38,556	30,949	–	30,949
Cash and cash equivalents – Client registration funds	2,895	–	2,895	1,881	–	1,881
	<b>64,098</b>	<b>–</b>	<b>64,099</b>	53,498	–	53,498
<b>Financial liabilities at amortised cost:</b>						
Non-current borrowings	–	10,572	10,572	–	11,756	11,756
Current borrowings	–	1,200	1,200	–	1,200	1,200
Lease payments	–	4,481	4,481	–	4,881	4,881
Trade payables	4,022	–	4,022	4,106	–	4,106
Accruals	6,604	–	6,604	7,657	–	7,657
	<b>10,626</b>	<b>16,253</b>	<b>26,879</b>	11,763	17,837	29,600
<b>Derivatives used for hedging held at fair value:</b>						
Non-current derivative financial asset	–	627	627	–	886	886
Current derivative financial asset	–	144	144	–	301	301
	<b>–</b>	<b>771</b>	<b>771</b>	–	1,187	1,187

The fair values of financial assets and liabilities at amortised cost are determined to be in line with book value, as this is considered to be a reasonable approximation.

Company	Level 1 £000	Level 2 £000	2024 £000	Level 1 £000	Level 2 £000	2023 £000
<b>Financial assets at amortised cost:</b>						
Other receivables	4,694	–	4,694	9,530	–	9,530
Cash and cash equivalents – Group cash	18,721	–	18,721	16,548	–	16,548
	<b>23,415</b>	<b>–</b>	<b>23,415</b>	26,078	–	26,078
<b>Financial liabilities at amortised cost:</b>						
Lease payments	381	–	381	–	–	–
Trade payables	–	–	–	210	–	210
Other payables	14,098	–	14,098	21,181	–	21,181
Accruals	1,313	–	1,313	874	–	874
	<b>15,792</b>	<b>–</b>	<b>15,792</b>	22,265	–	22,265

The fair values of financial assets and liabilities at amortised cost are determined to be in line with book value, as this is considered to be a reasonable approximation.

## 3.3 Capital management

The Group's objectives when managing capital are to safeguard the Group's ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal structure to reduce the cost of capital and to provide funds for merger and acquisition activity. The Group primarily views its capital as being its shareholders' funds, net funds (being Group cash less borrowings) and the freehold properties at Harston Mill and Great Burgh.

	Note	2024 £000	2023 £000
<b>Group</b>			
Shareholders' funds		83,626	77,987
Net funds	1	26,784	17,993
Freehold properties at Harston Mill and Great Burgh	15	20,836	21,014

## Shareholders' funds

	2024 £000	2023 £000
<b>Company</b>		
<b>Summary of subsidiary dividends paid to Science Group plc</b>		
Leatherhead Research Limited	2,000	2,500
OTM Consulting Ltd	–	140
Sagentia Limited	8,000	8,000
Technology Sciences Group Consulting Limited	3,000	3,000
Technology Sciences Group Inc.	2,986	–
<b>Total dividends paid</b>	<b>15,986</b>	13,640

In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to shareholders, return capital to shareholders or issue new shares. The Board will recommend the payment of a dividend of 8.0 pence per share at the forthcoming AGM (2023: 8.0 pence per share). The Board anticipates recommending a single dividend being paid each year.

## Net funds

The net funds of the Group have increased by £8.8 million in 2024 (2023: decreased by £11.5 million) as set out in the Net Funds Movement in Note 1(c). Details of the Group's borrowings are set out in Note 23 which summarises the terms of the loan and interest rate swap arrangement.

## Freehold property

Details of freehold property and related rental income are set out in Note 15.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 4. Segment information

The Consultancy Services Segment comprises the Research & Development, Regulatory & Compliance, and Defence & Aerospace Practices. The Systems – Submarine Atmosphere Management Segment comprises the Critical Maritime Systems & Support ('CMS2') Business, which designs, develops and manufactures submarine atmosphere systems for the Defence sector. The Systems – Audio Chips and Modules Segment comprises the Frontier Business, which is a provider of DAB/DAB+ radio semi-conductors/modules.

The Group's segmental reporting shows the performance of the operating businesses separately from the value generated by the Group's significant freehold property assets and the corporate costs. The Consultancy Services Segment consists of three Practices: (i) Research & Development, (ii) Regulatory & Compliance and (iii) Defence & Aerospace. Financial information is provided to the Chief Operating Decision Makers ('CODMs') in line with this structure: the Consultancy Services Segment; the two Systems Businesses (Submarine Atmosphere Management and Audio Chips and Modules); the Freehold Properties and Corporate costs.

The Consultancy Services Practices are aggregated into one Consultancy Services Segment because the Practices provide similar consultancy services and share economic characteristics, including the timing of revenue recognition, the nature of performance obligations, and the nature of costs incurred in the provision of said performance obligations. The CODM reviews this Segment as a whole. This aggregation does not impact the user's ability to understand the entity's performance, its prospects for future cash flows or the user's decisions about the entity as a whole as it is a fair representation of the performance of each service line.

Consultancy Services revenue includes all consultancy fees and other revenue includes recharged materials and expenses relating directly to Consultancy Services activities. Systems - Submarine Atmosphere Management revenue includes the development, manufacture and support of specialist systems for submarine atmosphere management, used in the UK and international naval defence markets. Systems - Audio Chips and Modules revenue includes sales of chips and modules which are incorporated into digital radios. The Freehold Properties Segment includes the results for the two freehold properties owned by the Group. Income is derived from third party tenants from the Harston Mill site and from internal businesses which have been charged fees at an arm's length market rental rate for their utilised property space and associated costs. Corporate costs include PLC/Group costs.

The segmental analysis is reviewed to operating profit. Other resources are shared across the Group.

	2024 £000	2023 £000
<b>Consultancy Services</b>		
Consultancy Services revenue	70,978	79,729
Other	1,231	1,553
<b>Revenue</b>	<b>72,209</b>	<b>81,282</b>
Direct operating expenses	(38,768)	(43,142)
Sales and marketing expenses	(7,209)	(7,322)
Administrative expenses	(11,342)	(13,938)
<b>Adjusted operating profit</b>	<b>17,947</b>	<b>20,355</b>
Amortisation of acquisition related intangible assets	(1,487)	(1,918)
Share-based payment charge	(1,570)	(1,557)
<b>Operating profit</b>	<b>14,890</b>	<b>16,880</b>
<b>Systems – Submarine Atmosphere Management</b>		
Systems revenue - Submarine Atmosphere Management	25,857	21,265
<b>Revenue</b>	<b>25,857</b>	<b>21,265</b>
Direct operating expenses	(17,066)	(14,686)
Sales and marketing expenses	(338)	(327)
Administrative expenses	(3,769)	(3,462)
<b>Adjusted operating profit</b>	<b>5,737</b>	<b>3,619</b>
Amortisation of acquisition related intangible assets	(820)	(752)
Share-based payment charge	(233)	(77)
<b>Operating profit</b>	<b>4,684</b>	<b>2,790</b>

	2024 £000	2023 £000
<b>Systems – Audio Chips and Modules</b>		
Systems revenue – Audio Chips and Modules	11,970	9,975
<b>Revenue</b>	<b>11,970</b>	<b>9,975</b>
Direct operating expenses	(9,558)	(8,496)
Sales and marketing expenses	(1,293)	(1,463)
Administrative expenses	(3,356)	(3,946)
<b>Adjusted operating profit/(loss)</b>	<b>85</b>	<b>(1,427)</b>
Amortisation of acquisition related intangible assets	(2,081)	(2,274)
Share-based payment charge	(241)	(229)
<b>Operating loss</b>	<b>(2,237)</b>	<b>(3,930)</b>
<b>Freehold Properties</b>		
Intra-Group property income	3,313	3,398
Third party property income	633	819
<b>Revenue</b>	<b>3,946</b>	<b>4,217</b>
Direct operating expenses	(2,330)	(2,810)
Administrative expenses	(966)	(854)
<b>Adjusted operating profit</b>	<b>713</b>	<b>597</b>
Share-based payment charge	(63)	(44)
<b>Operating profit</b>	<b>650</b>	<b>553</b>
<b>Corporate</b>		
Direct operating expenses	(1,082)	(1,354)
Sales and marketing expenses	(78)	(94)
Administrative expenses	(1,946)	(6,531)
Share of loss of equity-accounted investment	-	(169)
<b>Adjusted operating loss</b>	<b>(2,941)</b>	<b>(2,609)</b>
Acquisition integration costs	-	(518)
Loss on remeasurement of equity-accounted investment	-	(4,762)
Share-based payment charge	(165)	(90)
Share of loss of equity-accounted investment	-	(169)
<b>Operating loss</b>	<b>(3,106)</b>	<b>(8,148)</b>

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 4. Segment information continued

Group	2024 £000	2023 £000
Consultancy Services revenue	70,978	79,729
Systems revenue – Submarine Atmosphere Management	25,857	21,265
Systems revenue – Audio Chips and Modules	11,970	9,975
Third party property income	633	819
Other	1,231	1,553
<b>Revenue</b>	<b>110,669</b>	<b>113,341</b>
Direct operating expenses	(65,491)	(67,090)
Sales and marketing expenses	(8,918)	(9,206)
Administrative expenses	(21,379)	(28,731)
Share of loss of equity-accounted investment	–	(169)
<b>Adjusted operating profit</b>	<b>21,541</b>	<b>20,535</b>
Acquisition integration costs	–	(518)
Amortisation of acquisition related intangible assets	(4,388)	(4,944)
Loss on remeasurement of equity-accounted investment	–	(4,762)
Share-based payment charge	(2,272)	(1,997)
Share of loss of equity-accounted investment	–	(169)
<b>Operating profit</b>	<b>14,881</b>	<b>8,145</b>
Net finance costs	(142)	(526)
<b>Profit before income tax</b>	<b>14,739</b>	<b>7,619</b>
Income tax charge	(2,719)	(2,095)
<b>Profit for the period</b>	<b>12,020</b>	<b>5,524</b>

In the Freehold Properties Segment, income includes £3.3 million (2023: £3.4 million) generated from intra-group recharges. The corresponding costs are included within the respective Group businesses and are eliminated on consolidation.

Other income relates to rechargeable materials within the Consultancy Services Segment.

During 2024, no single customer accounted for more than 10% of the Group's revenue (2023: one).

## Geographical analysis

Non-current assets (excluding derivative financial instruments and deferred tax assets) by geographical area are as follows:

	2024 £000	2023 £000
United Kingdom	64,287	69,181
Other European Countries	3	4
North America	692	982
Asia	79	33
	<b>65,061</b>	<b>70,200</b>

Non-current assets are allocated based on their physical location. The assets of the Group are predominantly based in the UK.

Operating profit for the Consultancy Services Segment included a depreciation charge of £0.5 million (2023: £0.2 million), the Systems - Submarine Atmosphere Management Segment included a depreciation charge of £0.3 million (2023: £0.1 million), the Systems - Audio Chips and Modules Segment included a depreciation charge of £0.1 million (2023: £0.1 million), the Freehold Properties included a depreciation charge of £0.3 million (2023: £0.4 million) and Corporate included a depreciation charge of £0.1 million (2023: £nil).

## 5. Revenue

## 5.1 Revenue streams

The Group's operations and main revenue streams are those described in Note 4. The Group's revenue is derived from contracts with customers.

## 5.2 Disaggregation of revenue

In the following table, revenue is disaggregated by geographical market and by the currency in which the contract is denominated. For the purpose of the analysis of revenue, geographical markets are defined as the country or area in which the client is based.

Primary geographic markets	2024 £000	2023 £000
United Kingdom	51,067	52,522
Other European Countries	15,023	14,202
North America	24,368	29,056
Asia	19,489	16,641
Other	722	920
	<b>110,669</b>	<b>113,341</b>

Currency	2024 £000	2023 £000
US Dollar	32,762	34,642
Euro	1,788	3,876
Sterling	76,119	74,823
	<b>110,669</b>	<b>113,341</b>

Included in the United Kingdom and Sterling disclosure above is rental income of £633,000 (2023: £819,000).

Timeframe	2024 £000	2023 £000
Revenue recognised at a point in time	29,788	16,306
Revenue recognised over a period of time	80,881	97,035
	<b>110,669</b>	<b>113,341</b>

## 5.3 Contract balances

The following table provides information about receivables, amount recoverable on contracts and contract liabilities from contracts with customers.

	Note	2024 £000	Restated* 2023 £000
Receivables that are included in 'Trade and other receivables'	18	16,642	13,799
Unbilled invoices on contracts that are included in 'Trade and other receivables'	18	1,679	2,408
Amount recoverable on contracts that are included in 'Trade and other receivables'	18	4,283	4,300
Contract liabilities that are included in 'Trade and other payables'	20	(17,863)	(15,669)
Client registration funds on account that are included in 'Trade and other payables'	19, 20	(2,895)	(1,881)

\* An amount of £2,408,000, previously disclosed under 'Amount recoverable on contracts' within 'Trade and other receivables' is now presented under 'Unbilled invoices on contracts' (Note 18) reflecting a correction in the presentation to align with the nature of the balances, which are uninvoiced but where an unconditional right to receive consideration exists. The 2023 'Amount recoverable on contracts' included in 'Trade and other receivables' has been restated from £6,708,000 to £4,300,000.

\* An amount of £1,881,000, previously disclosed under 'Contract liabilities' within 'Trade and other payables' is now presented under 'Client registration funds on account' (Note 20). The 2023 'Contract liabilities' included in 'Trade and other payables' has been restated from £17,550,000 to £15,669,000.

The amounts recoverable on contracts primarily relate to the Group's rights to consideration for work performed but not billed at the reporting date. The amounts recoverable on contracts are transferred to receivables when the rights to receive cash become unconditional, i.e. when the Group has fulfilled all the performance obligations and an invoice is issued to the customer.

The contract liabilities primarily relate to the advance consideration received from customers (Note 20). The remainder represents revenue to be recognised over time as the work is performed. The balance of £2.9 million (2023: £1.9 million) that relates to pass through fees which represent advance payments for registration fees to be paid to regulatory bodies is excluded as these balances are not recognised as revenue (Note 20).

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 5. Revenue continued

## 5.3 Contract balances continued

Significant changes in the amount recoverable on contracts and the contract liabilities balances during the period are as follows:

	Amount recoverable on contracts £000	Contract Liabilities £000
<b>Year ended 31 December 2024</b>		
Revenue recognised that was included in the contract liability at the beginning of the period	–	15,669
Increase due to invoices raised to clients, excluding amounts recognised as revenue in the period	–	(17,863)
Transfers from amount recoverable on contracts recognised at the beginning of the period to receivables	(4,300)	–
Increases as a result of changes in the measure of progress	4,283	–
	Restated* Amount recoverable on contracts £000	Contract Liabilities £000
<b>Year ended 31 December 2023</b>		
Revenue recognised that was included in the contract liability at the beginning of the period	–	16,812
Increase due to invoices raised to clients, excluding amounts recognised as revenue in the period	–	(15,669)
Transfers from amount recoverable on contracts recognised at the beginning of the period to receivables	(1,152)	–
Increases as a result of changes in the measure of progress	4,300	–

\* An amount of £2,408,000, previously disclosed under 'Amount recoverable on contracts' within 'Trade and other receivables' is now presented under 'Unbilled invoices on contracts' (Note 18). The 2023 'Amount recoverable on contracts' included in 'Trade and other receivables' has been restated from £6,708,000 to £4,300,000.

The Group applies the practical expedient in paragraph 121 of IFRS 15 and does not disclose information about remaining performance obligations that have original expected durations of one year or less.

## 6. Operating expenses

Operating profit is stated after charging/(crediting):

	Note	2024 £000	2023 £000
<b>Year ended 31 December</b>			
Cost of inventories		16,457	12,128
Share of loss of equity-accounted investment	16	–	169
Depreciation of property, plant and equipment	15	528	694
Depreciation of right-of-use assets	15, 25	865	1,053
Foreign currency (gains)/losses		(202)	66
Amortisation of intangible assets	14	4,388	4,944
Research and development*		8,889	10,234

\*R&D costs are represented by employee and material costs incurred in relation to R&D projects.

	2024 £000	2023 £000
<b>Auditor's remuneration</b>		
<b>Auditor's remuneration to Grant Thornton UK LLP:</b>		
Fees payable to the Company's auditors for the audit of the financial statements	173	125
Fees payable to the Company's auditors for the audit of the Company's subsidiaries pursuant to legislation	442	377
<b>Remuneration to Grant Thornton UK LLP for non-audit services:</b>		
Audit related assurance services	18	16
Tax compliance services	5	12
Other taxation advisory services	–	8
<b>Remuneration to Grant Thornton International for audit and non-audit services:</b>		
Fees payable for the audit of the financial statements	26	21
Accountancy and taxation services for a foreign subsidiary	4	28

## 7. Finance income and finance costs

Net finance costs include all interest-related income and expenses through profit or loss. The following have been included in the Consolidated Income Statement for the years presented:

	Group	
Year ended 31 December	2024 £000	2023 £000
<b>Finance income</b>		
Bank interest receivable and similar income	828	616
Amortisation of credit facility arrangement fee	–	63
	828	679
<b>Finance costs</b>		
Interest on bank borrowings	(447)	(482)
Fees on settlement of revolving credit facility	(268)	(268)
Amortisation of loan arrangement fees	(16)	(17)
Amortisation of revolving credit facility arrangement fee	(81)	(81)
Bank interest payables and similar costs	(7)	(23)
Interest on lease liabilities	(151)	(334)
	(970)	(1,205)
<b>Net finance costs</b>	<b>(142)</b>	<b>(526)</b>

## 8. Employee benefit expenses

Employment costs are shown below:

	Note	Group	
Year ended 31 December		2024 £000	2023 £000
Wages and salaries (including bonuses)		39,056	43,548
Social security costs		5,296	5,872
Redundancy costs		424	673
Pension costs		2,626	2,700
		47,402	52,793
Share-based payments	22	2,272	1,997
<b>Total employee benefit expenses</b>		<b>49,674</b>	<b>54,790</b>

Wages and salaries costs (including bonuses) for the Company were £672,000 (2023: £601,000), with social security costs for the year of £90,000 (2023: £82,000) and pension costs of £nil (2023: £nil). None of the employees of the Company have share options, therefore there is no share-based payment charge for the Company (2023: £nil).

The average monthly number of total persons employed (including Executive and Non-Executive Directors and fixed term contractors) by Science Group was as follows:

	Group	
Year ended 31 December	2024 Number	2023 Number
Consultants and engineers	449	532
Marketing, support, administration, and other technically qualified staff	141	164
<b>Total average number</b>	<b>590</b>	<b>696</b>

The average monthly number of persons employed by the Company was 3 (2023: 3).

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 9. Directors' remuneration, interests and transactions

Directors' emoluments and benefits include:

Year ended 31 December 2024 Name of Director	Salary/ fee £000	Bonus £000	Pension contribution £000	Other payment £000	Total £000
Ratcliffe	450	-	-	-	450
Edwards	251	102	17	1	371
Brett	165	33	11	-	209
Bertram	49	-	-	-	49
Clement Davies	49	-	-	-	49
<b>Aggregate emoluments</b>	<b>964</b>	<b>135</b>	<b>28</b>	<b>1</b>	<b>1,128</b>

Year ended 31 December 2023 Name of Director	Salary/ fee £000	Bonus £000	Pension contribution £000	Other payment £000	Total £000
Ratcliffe	495	-	-	-	495
Edwards	251	113	17	1	382
Brett	154	35	11	-	200
Bertram	45	-	-	-	45
Clement Davies	43	-	-	-	43
Lacey-Solymar	17	-	-	-	17
<b>Aggregate emoluments</b>	<b>1,005</b>	<b>148</b>	<b>28</b>	<b>1</b>	<b>1,182</b>

Directors' emoluments and benefits are stated for the Directors of Science Group plc only.

A share-based payment charge of £419,000 was recognised in the Consolidated Income Statement relating to share options held by Directors who are employed by Sagentia Limited (2023: £390,000).

The amounts shown were recognised as an expense during the year and relate to the Directors of the Company. Bonuses, pension and medical benefits are not paid to Non-Executive Directors. Mr Ratcliffe does not participate in the Group bonus scheme or receive pension or medical benefits.

Total social security costs related to Directors during the year was £154,000 (2023: £160,000).

Other payments relate to the provision of private medical insurance.

Directors' interests in the shares of Science Group as at 31 December 2024 and 31 December 2023 are as follows.

Year ended 31 December	Options				Shares	
	2024	2023	2024	2023	2024	2023
	Average exercise price (pence)		Number	Number	Number	Number
Ratcliffe	-	-	-	-	9,462,080	9,412,080
Edwards	1.0	1.0	620,000	385,000	93,333	150,000
Brett	1.0	1.0	235,000	125,000	2,000	-
Bertram	-	-	-	-	5,000	5,000
			<b>855,000</b>	510,000	<b>9,562,413</b>	9,567,080

There have been no changes subsequent to 31 December 2024.

See Note 22 for further details on option plans.

## 10. Income tax

The tax charge comprises:

Year ended 31 December	Note	2024 £000	2023 £000
Current taxation		(3,435)	(3,056)
Current taxation – adjustment in respect of prior years		854	84
Deferred taxation	11	(72)	317
Deferred taxation – adjustment in respect of prior years		(772)	43
R&D tax credit		706	517
		<b>(2,719)</b>	<b>(2,095)</b>

The adjustments in prior years are due to estimation differences related to the tax charge. In 2024, the Group opted to use tax losses sooner than anticipated, resulting in a higher than normal current tax adjustment offset by a matching deferred tax adjustment.

The corporation tax on Science Group's profit before tax differs from the theoretical amount that would arise using the blended corporation tax rate across the various jurisdictions applicable to profits/(losses) of the consolidated companies of 23.3% (2023: 24.1%) as follows:

	2024 £000	2023 £000
Profit before tax	14,739	7,619
Tax calculated at domestic tax rates applicable to profits/(losses) in the respective countries	(3,434)	(1,836)
Expenses not deductible for tax purposes	(280)	(1,589)
Adjustment in respect of prior years – current tax	854	84
Adjustment in respect of prior years – deferred tax	(772)	43
Share scheme movements	77	554
Utilisation of losses previously not recognised	11	241
Utilisation of previously unrecognised tax losses	119	(71)
Share of loss of equity-accounted investment	-	(38)
Research & Development ('R&D') tax credit	706	517
<b>Tax charge</b>	<b>(2,719)</b>	<b>(2,095)</b>

The Group claims R&amp;D tax credits under the R&amp;D expenditure credit scheme. In the current year, the Group recognised a tax credit of £0.7 million (2023: £0.5 million). The Group performed a reasonable estimate of all amounts involved to determine the R&amp;D tax credits to be recognised in the period to which it relates.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 11. Deferred tax

The movement in deferred tax assets and liabilities during the year by each type of temporary difference is as follows:

Group	Accelerated capital allowances £000	Tax losses £000	Share-based payment £000	Acquisition related intangible assets £000	Other temporary differences £000	Total £000	Company	
							Other temporary differences £000	Total £000
At 1 January 2023	28	2,176	1,768	(1,811)	(67)	2,094		
Credited/(charged) to the Income Statement	47	(678)	66	985	(103)	317		
Deferred taxation relating to acquisitions	4	2,259	-	(5,108)	63	(2,782)		
(Charged)/credited to the income statement (adjustment in respect of prior year)	(8)	-	(51)	-	102	43		
(Charged)/credited to Equity	-	-	(486)	-	147	(339)		
Effect of movements in exchange rates	(5)	(115)	-	85	-	(35)		
At 31 December 2023	66	3,642	1,297	(5,849)	142	(702)		
(Charged)/credited to the Income Statement	(18)	(1,114)	288	864	(92)	(72)		
(Charged)/credited to the income statement (adjustment in respect of prior year)	(74)	(798)	-	-	100	(772)		
Charged to Equity	-	-	262	-	104	366		
Effect of movements in exchange rates	4	28	-	(7)	1	26		
<b>At 31 December 2024</b>	<b>(22)</b>	<b>1,758</b>	<b>1,847</b>	<b>(4,992)</b>	<b>255</b>	<b>(1,154)</b>		
					Other temporary differences £000	Total £000		
At 1 January 2023					23	23		
Charged to Consolidated Income Statement					-	-		
At 31 December 2023					23	23		
Charged to Consolidated Income Statement					3	3		
<b>At 31 December 2024</b>					<b>26</b>	<b>26</b>		

The Company has available tax losses of approximately £2.3 million (2023: £2.3 million) and these losses do not expire.

Deferred tax assets comprise temporary differences attributable to:

	Group		Company	
	2024 £000	2023 £000	2024 £000	2023 £000
Tax losses	1,758	3,642	-	-
Share-based payment	1,847	1,297	-	-
Accelerated capital allowances	-	66	-	-
<i>Other temporary differences:</i>				
Lease liabilities	178	293	-	-
Provision	320	142	26	23
Total deferred tax assets	4,103	5,440	26	23
Set-off deferred tax liabilities pursuant to set-off provisions	(2,052)	(3,369)	-	-
Net deferred tax assets	2,051	2,071	26	23

Deferred tax liabilities comprise temporary differences attributable to:

	Group		Company	
	2024 £000	2023 £000	2024 £000	2023 £000
Acquisition related intangible assets	4,992	5,849	-	-
<i>Other temporary differences:</i>				
Right-of-use assets	243	293	-	-
Provision	22	-	-	-
Total deferred tax liabilities	5,257	6,142	-	-
Set-off deferred tax liabilities pursuant to set-off provisions	(2,052)	(3,369)	-	-
Net deferred tax liabilities	3,205	2,773	-	-

At 31 December 2024, Science Group had £21.4 million (2023: £29.3 million) of tax losses, the largest component of which related to Frontier (£16.8 million (2023: £19.2 million)). Of the Frontier losses balance, £7.0 million (2023: £9.1 million) is recognised as a deferred tax asset which is anticipated to be used to offset future taxable profits. The balance of £9.8 million (2023: £10.1 million) has not been recognised as a deferred tax asset due to the uncertainty in the timing of utilisation of these losses. Aside from these amounts, the Group has other tax losses of £4.6 million (2023: £4.2 million) unrecognised as a deferred tax asset due to the low probability that these losses will be utilised.

## Factors affecting future tax charges

Deferred tax assets and liabilities were calculated at the substantively enacted corporation tax rates in the respective jurisdictions, taking into account the impact of any known future changes.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 12. Earnings per share

The calculation of earnings per share is based on the following result and weighted average number of shares:

	2024			2023		
	Profit after tax £000	Weighted average number of shares	Pence per share	Profit after tax £000	Weighted average number of shares	Pence per share
Basic earnings per ordinary share	12,020	45,377,531	26.5	5,524	45,553,584	12.1
Effect of dilutive potential ordinary shares: share options	-	915,406	(0.5)	-	638,394	(0.1)
Diluted earnings per ordinary share	12,020	46,292,937	26.0	5,524	46,191,978	12.0

Only the share options granted, as disclosed in Note 22, are dilutive.

The calculation of adjusted earnings per share is as follows:

	2024			2023		
	Adjusted* profit after tax £000	Weighted average number of shares	Pence per share	Adjusted* profit after tax £000	Weighted average number of shares	Pence per share
Adjusted basic earnings per ordinary share	16,413	45,377,531	36.2	15,187	45,553,584	33.3
Effect of dilutive potential ordinary shares: share options	-	915,406	(0.7)	-	638,394	(0.4)
Adjusted diluted earnings per ordinary share	16,413	46,292,937	35.5	15,187	46,191,978	32.9

2024 has been updated to calculate Diluted EPS on the treasury share method as required by IAS 33.

\*The calculation of adjusted profit after tax is as follows:

Group	2024 £000	2023 £000
Adjusted operating profit	21,541	20,535
Finance income	828	679
Finance costs	(970)	(1,205)
Adjusted profit before tax	21,399	20,009
Tax charge at the blended corporation tax rate across the various jurisdictions 23.3% (2023: 24.1%)	(4,986)	(4,822)
Adjusted profit after tax	16,413	15,187

The tax charge is calculated using the blended corporation tax rate across the various jurisdictions in which the Group companies are incorporated.

## 13. Dividends

The final dividend for 2023 of £3.7 million was paid in July 2024 (2023: £2.3 million paid for 2022 in June 2023).

The Board has proposed a final dividend for 2024 of 8.0 pence per share (2023: 8.0 pence per share). The dividend is subject to approval by shareholders at the next Annual General Meeting and the expected cost of £3.6 million has not been included as a liability as at 31 December 2024.

## 14. Intangible assets

Group	Technical know-how and intellectual property rights £000	Customer relationships £000	Goodwill £000	Total £000
<b>Cost</b>				
At 1 January 2023	13,656	14,343	17,200	45,199
Acquisitions through business combination	3,346	17,084	4,222	24,652
Effect of movement in exchange rates	(679)	(211)	(319)	(1,209)
At 31 December 2023	16,323	31,216	21,103	68,642
Effect of movement in exchange rates	158	54	64	276
<b>At 31 December 2024</b>	<b>16,481</b>	<b>31,270</b>	<b>21,167</b>	<b>68,918</b>

## Accumulated amortisation

At 1 January 2023	4,971	12,206	-	17,177
Amortisation charged in year	2,349	2,595	-	4,944
Effect of movement in exchange rates	(296)	(138)	-	(434)
At 31 December 2023	7,024	14,663	-	21,687
Amortisation charged in year	2,180	2,208	-	4,388
Effect of movement in exchange rates	123	50	-	173
<b>At 31 December 2024</b>	<b>9,327</b>	<b>16,921</b>	<b>-</b>	<b>26,248</b>

## Accumulated impairment

<b>At 1 January, 31 December 2023 and 31 December 2024</b>	<b>-</b>	<b>7</b>	<b>2,225</b>	<b>2,232</b>
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## Carrying amount

At 31 December 2023	9,299	16,546	18,878	44,723
<b>At 31 December 2024</b>	<b>7,154</b>	<b>14,342</b>	<b>18,942</b>	<b>40,438</b>



## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 14. Intangible assets continued

Goodwill and acquisition related intangible assets recognised arose from acquisitions during 2013, 2015, 2017, 2019, 2021 and 2023. The discount rates used for goodwill impairment reviews and the carrying amount of goodwill is allocated as follows:

Group	2024		2023	
	Pre-tax discount rate	£000	Pre-tax discount rate	£000
R&D Consultancy	17.2%	3,383	17.8%	3,383
Leatherhead Research	17.2%	650	18.1%	650
TSG Americas	17.5%	2,778	17.5%	2,732
TSG Europe	17.2%	4,546	17.9%	4,546
Frontier Smart Technologies Group	20.0%	3,363	20.2%	3,345
CMS2	15.9%	1,576	16.1%	1,576
TPG Services	17.2%	2,646	17.8%	2,646
		18,942		18,878

## Impairment review of goodwill

The Group tests goodwill annually for impairment or more frequently if there are indications that goodwill might be impaired. The recoverable amounts of the Cash Generating Units ('CGUs') are determined from value in use. (CGUs are a description of the smallest identifiable group of assets that generate cash inflows (such as a whether it is a product line, a business operation or a reportable segment as defined in IFRS8)). The key assumptions for the value in use calculations are those regarding the discount rates, profit margins, and rates of growth or decline in revenue.

The Group prepares the cash flow forecasts derived from the most recent annual financial plan approved by the Board and extrapolates cash flows for the following four years based on forecast rates of growth or decline in revenue by the CGU. Beyond 5 years cash flows were extrapolated using a terminal growth rate of 2.5% based on historic average inflation rates.

The Group monitors its post-tax weighted average cost of capital and those of its competitors using market data. In considering the discount rates applying to CGUs, the Directors have considered the relative sizes, risks and the inter-dependencies of its CGUs. The impairment reviews use a discount rate adjusted for pre-tax cash flows and are included in the table above.

The revenue growth rates vary by CGU and are included in the relevant CGU section below:

## R&amp;D Consultancy CGU

Based on an average revenue growth rate over the next 5 years of 5.1%, the net present value of future cash flows exceeds the carrying value of the CGU, as such no impairment has been recorded.

A sensitivity analysis using reasonably possible changes in key assumptions has been performed. None of these changes result in the value of goodwill allocated to R&D Consultancy being in excess of its recoverable amount and therefore no sensitivity analysis is presented.

## Leatherhead Research CGU

Based on an average revenue growth rate over the next 5 years of 2.5%, the net present value of future cash flows exceeds the carrying value of the CGU, as such no impairment has been recorded.

A sensitivity analysis using reasonably possible changes in key assumptions has been performed. None of these changes result in the value of goodwill allocated to Leatherhead Research being in excess of its recoverable amount and therefore no sensitivity analysis is presented.

When assessing the recoverability of the Epsom freehold property, this has been reviewed as part of the Leatherhead CGU. The Leatherhead Food Research business uses the Epsom property for office and kitchen space. There were no recoverability issues raised as part of this review.

## TSG America CGU

Based on an average revenue growth rate over the next 5 years of 4.1%, the net present value of future cash flows exceeds the carrying value of the CGU, as such no impairment has been recorded.

A sensitivity analysis using reasonably possible changes in key assumptions has been performed. None of these changes result in the value of goodwill allocated to TSG America being in excess of its recoverable amount and therefore no sensitivity analysis is presented.

## TSG Europe CGU

Based on an average revenue growth rate over the next 5 years of 4.3%, the net present value of future cash flows exceeds the carrying value on the CGU, as such no impairment has been recorded.

A sensitivity analysis using reasonably possible changes in key assumptions has been performed. None of these changes result in the value of goodwill allocated to TSG Europe being in excess of its recoverable amount and therefore no sensitivity analysis is presented.

## Frontier Smart Technologies Group CGU

Based on an average revenue growth rate over the next 5 years of 13.8%, the net present value of future cash flows exceeds the carrying value of the CGU, and as such no impairment has been recorded.

A sensitivity analysis using reasonably possible changes in key assumptions has been performed. None of these changes result in the value of goodwill allocated Frontier Smart Technologies being in excess of its recoverable amount, as such no impairment has been recorded.

## CMS2 CGU

Based on an average revenue growth rate over the next 5 years of 2.9%, the net present value of future cash flows exceeds the carrying value of the CGU, as such no impairment has been recorded.

A sensitivity analysis using reasonably possible changes in key assumptions has been performed. None of these changes result in the value of goodwill allocated to CMS2 being in excess of its recoverable amount and therefore no sensitivity analysis is presented.

## TPG Services CGU

Based on an average revenue growth rate over the next 5 years of 2.8%, and gross margin improvement of 6.3% from that achieved in 2024, the net present value of future cash flows exceeds the carrying value of the CGU by £5.7 million and as such no impairment has been recorded.

There has been management action in TPG Services to reduce some legacy, low margin defence revenue contracts. This has led to an overall forecast decrease in revenue within the CGU, with the intention of improving future margin. The forecast expects margin to improve, however should the transition be slower or less effective than anticipated, revenue and margin may not be at the levels forecast (which may in turn lead to a potential impairment).

Sensitivity analysis using reasonably possible changes in key assumptions has been performed. With all other base forecast assumptions remaining constant, a sensitivity was modelled where no gross margin improvement was achieved over the forecast period. In this case, the business would need to achieve a compound annual revenue growth rate of 10.3% (from a conservative 2025 forecast) to avoid a potential impairment position. Alternatively, a sensitivity was modelled where revenue and the other forecast base assumptions remained constant, showing that a 6% increase in gross margin (on 2024) would be needed to avoid a potential impairment position. In both modelled scenarios, there would be further actions management could take to maintain and improve margin.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 15. Property, plant and equipment

Group	Freehold land and buildings £000	Right-of-use Assets £000	Furniture and fittings £000	Equipment £000	Total £000
<b>Cost</b>					
At 1 January 2023	25,194	4,068	2,427	2,286	33,975
Addition due to business combination	-	2,447	135	122	2,704
Additions	-	328	14	66	408
Lease amendment	-	449	-	-	449
Disposals	-	(1,200)	(172)	(150)	(1,522)
Exchange differences on cost	-	(135)	(5)	(23)	(163)
At 1 January 2024	25,194	5,957	2,399	2,301	35,851
Additions	-	204	-	-	204
Lease amendment	-	408	-	-	408
Disposals	-	(821)	-	(57)	(878)
Exchange differences on cost	-	39	1	6	46
<b>At 31 December 2024</b>	<b>25,194</b>	<b>5,787</b>	<b>2,400</b>	<b>2,250</b>	<b>35,631</b>
<b>Accumulated depreciation</b>					
At 1 January 2023	4,002	2,245	1,614	1,868	9,729
Depreciation charge	178	1,053	209	307	1,747
Disposals	-	(1,200)	(64)	(128)	(1,392)
Exchange differences on depreciation	-	(70)	(4)	(15)	(89)
At 1 January 2024	4,180	2,028	1,755	2,032	9,995
Depreciation charge	178	865	188	162	1,393
Disposals	-	(736)	-	(57)	(793)
Exchange differences on depreciation	-	25	3	6	34
<b>At 31 December 2024</b>	<b>4,358</b>	<b>2,182</b>	<b>1,946</b>	<b>2,143</b>	<b>10,629</b>
<b>Carrying amount</b>					
At 31 December 2023	21,014	3,929	644	269	25,856
<b>At 31 December 2024</b>	<b>20,836</b>	<b>3,605</b>	<b>454</b>	<b>107</b>	<b>25,002</b>

Freehold land and buildings include two properties in the UK.

The Epsom property is held at cost less accumulated depreciation. Included within land and buildings for the Group is freehold land to the value of £500,000 (2023: £500,000) which has not been depreciated. During the year ended 31 December 2016, the property was brought into use from which point depreciation commenced. This property was acquired solely for the use of Science Group. This property was last formally valued by BNP Paribas Real Estate in December 2023 to a range of between £3.9 million (subject to the assumption of full vacant possession) and £7.6 million (under a sale and leaseback scenario).

The Harston property is held at cost less accumulated depreciation. Included within land and buildings for the Group is freehold land to the value of £1,360,000 (2023: £1,360,000) which has not been depreciated. Cumulative interest capitalised up to 31 December 2003 was £340,000. No further interest has been capitalised. The Harston property was last formally valued during December 2023 by BNP Paribas Real Estate. Under the assumptions used, including tenant covenant strength and market rents, the indicative valuation range for the property was between £13.0 million (subject to the assumption of full vacant possession) and £24.0 million (under a sale and leaseback scenario).

The Epsom and Harston buildings are depreciated using the straight-line method to allocate their cost less their residual values over their estimated useful lives of 25 years. The residual values of the properties are based on estimates of the amounts the Group would receive currently for the properties if they were already of an age and in the condition expected at the end of their useful lives. The residual values are reviewed annually to ensure that they do not exceed the estimated market values of the properties.

The Harston property generated third party rental and associated income of £633,000 (2023: £819,000). Of this income, £363,000 (2023: £481,000) was rental income and £270,000 (2023: £338,000) was associated income. Associated income includes, but is not limited to, utilities, cleaning, and general maintenance.

The total space on the Harston site available for business use is 97,000 sq. ft. Of this space, the average total space let to third parties during 2024 was 15,100 sq. ft. (2023: 21,000 sq. ft.). The leases to tenants are typically for between 24 and 60 months term and normally have a termination notice period of 3 to 12 months. An average of 47,800 sq. ft. (2023: 47,800 sq. ft.) was used by the Group during the year for its business activities including office space and laboratory space and 22,800 sq. ft. are common areas. The remaining space of 5,400 sq. ft. (2023: 5,400 sq. ft.) was vacant during the year.

Given the continuing rental values and occupancy rates the Directors do not believe that the combined carrying value of the Harston and Epsom properties of £20.8 million (2023: £21.0 million) is significantly different to its fair value.

The Term Loan with Lloyds Bank plc is secured on the Harston and Epsom properties.

Science Group plc, the Company, had fixed assets with a net book value of £306,000 at 31 December 2024 (£29,000 at 31 December 2023).

Residual values have been estimated for the Epsom and Harston properties based on estimates of the amounts the Group would receive currently for the properties if they were already of an age and in the condition expected at the end of their useful lives. The residual values are reviewed annually to ensure that they do not exceed the estimated market values of the properties. The property book values have been considered in comparison to third party valuation reports as well as value in use to the Group. Taking into account these valuation indicators, the Directors are comfortable the book values are appropriately stated and hold up to a robust level of sensitivity stress testing.

On 19 March 2025 a refinancing of the existing Term Loan which is supported by the Epsom and Harston properties was announced. Further details can be found in Note 29.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 16. Investments

## a) Investments in subsidiaries

Science Group plc held investments in the following subsidiaries at 31 December 2024:

Subsidiaries of Science Group plc	Registered office	Country of incorporation	Principal activity	Shares held	%
Sagentia Limited*	(1)	England	Consultancy	Ordinary	100
Quadro Harston Limited*	(1)	England	Property	Ordinary	100
Quadro Epsom Limited*	(1)	England	Property	Ordinary	100
Sagentia Inc.	(2)	USA	Consultancy	Ordinary	100
Oakland Innovation Ltd*	(1)	England	Consultancy	Ordinary	100
Leatherhead Research Limited*	(1)	England	Consultancy	Ordinary	100
Technology Sciences Group Consulting Limited*	(1)	England	Consultancy	Ordinary	100
Technology Sciences Group (TSG) Canada Inc.	(6)	Canada	Consultancy	Ordinary	100
Technology Sciences Group Iberia SL	(4)	Spain	Consultancy	Ordinary	100
TSGE Deutschland GmbH	(5)	Germany	Consultancy	Ordinary	100
Technology Sciences Group Inc.*	(2)	USA	Consultancy	Ordinary	100
Technology Science Group France SAS*	(3)	France	Consultancy	Ordinary	100
Frontier Smart Technologies Limited*	(1)	England	Production	Ordinary	100
Frontier Silicon (HK) Ltd	(7)	Hong Kong	Production	Ordinary	100
Magic Systech Inc	(8)	Taiwan	Production	Ordinary	100
TP Group Limited*	(1)	England	Holding Company	Ordinary	100
TPG Services Limited	(1)	England	Consultancy	Ordinary	100
Critical Maritime Systems & Support Limited	(1)	England	Production	Ordinary	100
Osprey Consulting Services Limited	(1)	England	Consultancy	Ordinary	100

\* Direct subsidiaries of Science Group plc as at 31 December 2024.

OTM Consulting Ltd was dissolved in September 2024.

(1) Harston Mill, Royston Road, Harston, Cambridge, CB22 7GG, England

(2) 1150 18th Street NW Suite 475, Washington, DC 20036

(3) 229 rue Saint-Honoré, 75001, Paris, France

(4) Avenida De Galicia, 22-1, Isquierda, Dr Oviedo, 33005, Spain

(5) Im Fliegerhorst 12 38642 Goslar, Germany

(6) 50 O'Connor Street, Suite 300, Ottawa, Ontario, K1P 6L2, Canada

(7) 31/F Tower Two Times Square, 1 Matheson Street, Causeway Bay, Hong Kong, China

(8) Taipei Concord, 8F, No.367 Fuxing N Rd, Songshan Dist. Taipei 10543 Taiwan

## 16. Investments continued

## b) Investments summary

	Subsidiary investments £000	Associate investment £000	Total Company £000
<b>Cost</b>			
At 1 January 2023	58,485	10,054	68,539
Capital contribution to subsidiaries*	1,997	-	1,997
Remeasurement of associate investment to reflect fair value on 26 January 2023	-	(4,762)	(4,762)
Acquisition through business combinations**	12,410	-	12,410
Share of loss in associate investment	-	(169)	(169)
Reclassification from associate investment to subsidiary investment**	5,123	(5,123)	-
At 1 January 2024	78,015	-	78,015
Capital contribution to subsidiaries*	2,272	-	2,272
<b>At 31 December 2024</b>	<b>80,287</b>	<b>-</b>	<b>80,287</b>

## Impairment

<b>At 1 January 2023, 1 January 2024 and 31 December 2024</b>	<b>2,185</b>	<b>-</b>	<b>2,185</b>
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## Carrying amount

At 31 December 2023	75,830	-	75,830
<b>At 31 December 2024</b>	<b>78,102</b>	<b>-</b>	<b>78,102</b>

\* Capital contributions to subsidiaries are in relation to share-based payment charges for employees of the subsidiaries.

\*\* From August 2021, the Group commenced on-market purchases of shares in TP Group plc, increasing its shareholding to 29.21% as at 31 December 2022. The Group held an associate shareholding in TP Group plc until 26 January 2023, at which point Science Group plc acquired the remaining shares in TP Group plc and it became a subsidiary undertaking.

For the period from 1 January 2023 to 26 January 2023, when TP Group plc was an associate undertaking, it had revenue from continuing operations of £2,574,000 and there was a loss in the period of £859,000. Science Group plc's share of associate loss in this short period was £169,000.

The investment in Frontier Smart Technologies Limited, is held at a carrying value of £13.7 million (2023: £13.5 million). In 2023, Frontier Smart Technologies Limited was impacted by the economic downturn in consumer electronics, compounded by overstocking in the distribution channel related to the post-Covid supply chain imbalances. There was a partial recovery for Frontier Smart Technologies Limited in 2024 and future forecast cash flows for this investment assume this to continue. When assessing for impairment, management considered the possibility of a slower than anticipated market recovery. If compound revenue growth is 3.7% less than forecast, an impairment of the investment would arise. There would however be further actions management could take to maintain and improve margin. This is in respect of Science Group plc Company only and would have no impact on the Group results.

## 17. Inventories

	Group	
	2024 £000	2023 £000
Raw materials	220	174
Work in progress	433	743
Finished goods	514	415
	<b>1,167</b>	1,332

The costs of inventory included in operating expenses were £16,457,000 (2023: £12,128,000).

The Company held £nil inventories at 31 December 2024 (2023: £nil).

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 18. Trade and other receivables

	Group		Company	
	2024 £000	Restated* 2023 £000	2024 £000	2023 £000
<b>Current assets:</b>				
Trade receivables	16,739	13,899	-	-
Provision for impairment	(97)	(100)	-	-
<b>Trade receivables – net</b>	<b>16,642</b>	<b>13,799</b>	<b>-</b>	<b>-</b>
Amounts recoverable on contracts	4,283	4,300	-	-
Unbilled invoices on contracts	1,679	2,408	-	-
Other receivables	43	161	-	103
Other taxation and social security	1,111	768	-	-
Amounts owed by Group undertakings	-	-	4,694	9,427
VAT	423	222	337	72
Prepayments	3,605	1,657	615	300
	<b>27,786</b>	<b>23,315</b>	<b>5,646</b>	<b>9,902</b>

\* An amount of £2,408,000, previously disclosed under 'Amount recoverable on contracts' is now presented under 'Unbilled invoices on contracts', reflecting a correction in the presentation to align with the nature of the balances, which are uninvoiced but where an unconditional right to receive consideration exists. The 2023 'Amount recoverable on contracts' has been restated from £6,708,000 to £4,300,000.

All amounts disclosed above, except for prepayments and amounts owed by Group undertakings, are receivable within 90 days. Amounts owed by Group undertakings are unsecured and repayable on demand.

The Other taxation and social security asset relates to employer's NIC liability on share options vested. Of this balance, £653,000 is due after one year. See Note 21 for further information.

The following table provides information about the exposure to credit risk and Expected Credit Losses ('ECLs') for trade receivables and amounts recoverable on contracts.

Group	2024		2023	
	Gross carrying amount £000	Provision for impairment £000	Gross carrying amount £000	Provision for impairment £000
Current (not past due)	19,788	-	17,901	-
1-30 days past due	2,567	-	2,349	-
31-60 days past due	302	21	265	7
61-90 days past due	12	-	41	11
More than 90 days past due	33	76	51	82
	<b>22,702</b>	<b>97</b>	<b>20,607</b>	<b>100</b>

The Group applies the IFRS 9 simplified model of recognising lifetime expected credit losses for all trade receivables and amounts recoverable on contracts as these items do not have a significant financing component.

The ECLs are based on the payment profile for sales over the past 48 months before 31 December 2024 and 31 December 2023 respectively as well as the corresponding historical credit losses during that period. The historical ECLs are adjusted to reflect current and forwarding looking macroeconomic factors affecting the customer's ability to settle the amount outstanding.

Trade receivables and amounts recoverable on contracts are written off (i.e. derecognised) when there is no reasonable expectation of recovery.

In relation to amounts owed by Group Undertakings, based on historical experience and informed credit assessment, the ECL is not material.

	Group	
	2024 £000	2023 £000
Provision brought forward	100	207
Provision on acquisition	-	133
Provision made	52	16
Provision released	(56)	(251)
Movement due to foreign exchange fluctuations	1	(5)
<b>Provision carried forward</b>	<b>97</b>	<b>100</b>

## 19. Cash and cash equivalents

	Group		Company	
	2024 £000	2023 £000	2024 £000	2023 £000
Cash and cash equivalents – Group cash	38,556	30,949	18,721	16,548
Cash and cash equivalents – Client registration funds	2,895	1,881	-	-
	<b>41,451</b>	<b>32,830</b>	<b>18,721</b>	<b>16,548</b>

The Group receives cash from clients, primarily in North America, for the purpose of payment of registration fees to regulatory bodies. This cash is separately identified for reporting purposes and is unrestricted.

## 20. Trade and other payables

	Group		Company	
	2024 £000	Restated* 2023 £000	2024 £000	2023 £000
Current liabilities:				
Contract liabilities	17,863	15,669	-	-
Client registration funds on account	2,895	1,881	-	-
Trade payables	4,022	4,106	-	210
Other taxation and social security	1,841	1,730	88	-
Amounts owed to Group undertakings	-	-	14,098	21,181
VAT	2,305	998	-	-
Accruals	6,604	7,657	1,313	874
	<b>35,530</b>	<b>32,041</b>	<b>15,499</b>	<b>22,265</b>

\* An amount of £1,881,000, previously disclosed under 'Contract liabilities' is now presented under 'Client registration funds on account', reflecting a correction in the presentation to align with the nature of the balances, which are amounts collected from clients for onward payment of registration fees, and which are payable to the client until such time as they are utilised. The 2023 'Contract liabilities' has been restated from £17,550,000 to £15,669,000.

Amounts owed to Group undertakings are unsecured and repayable on demand.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 21. Provisions

Group	Dilapidations £000	Restructuring £000	Legal £000	Other £000	Total £000
At 1 January 2023	706	40	351	-	1,097
Assumed in business combination	271	-	135	393	799
Disposed	-	-	-	(138)	(138)
Provisions made during the year	84	-	454	768	1,306
Provisions used during the year	(129)	(8)	(71)	-	(208)
Provisions reversed during the year	(83)	-	(289)	(34)	(406)
Effect of movement in exchange rates	(70)	-	(10)	-	(80)
At 1 January 2024	779	32	570	989	2,370
Provisions made during the year	64	35	24	420	543
Provisions used during the year	(55)	-	(71)	-	(126)
Provisions reversed during the year	(107)	-	(352)	(70)	(529)
Effect of movement in exchange rates	1	-	1	-	2
<b>At 31 December 2024</b>	<b>682</b>	<b>67</b>	<b>172</b>	<b>1,339</b>	<b>2,260</b>
Current liabilities	124	67	172	686	1,049
Non-current liabilities	558	-	-	653	1,211
At 31 December 2023	779	32	570	989	2,370
Current liabilities	387	32	570	492	1,481
Non-current liabilities	392	-	-	497	889

Dilapidation provisions have been recognised at the present value of the expected obligation. These discounts will unwind to their undiscounted value over the remaining lives of the leases via a finance charge within the Income Statement.

The average remaining life of the leases as at 31 December 2024 is 3.5 years (2023: 2.7 years).

The restructuring provision relates to the costs associated with the closure of some non-trading Group entities.

Legal provisions reflect the best estimate of the future cost of responding to potential legal claims.

The other provision relates to a provision for the employer's NIC liability on share options that have vested (or the proportion that have vested). As the employee is contractually responsible for the employer's NIC on any share options exercised and is required to remit this sum to the Company prior to the share options being exercised, a corresponding asset is recognised in current assets. It also includes provisions made in respect of product and services deliveries that include warranty provisions.

## 22. Called-up share capital

	2024 £000	2023 £000
<i>Allotted, called-up and fully paid</i>		
Ordinary shares of £0.01 each	462	462
	<b>Number</b>	<b>Number</b>
<i>Allotted, called-up and fully paid</i>		
Ordinary shares of £0.01 each	46,185,874	46,185,874

The allotted, called-up and fully paid share capital of the Company as at 31 December 2024 was 46,185,874 shares (2023: 46,185,874) and the total number of ordinary shares in issue (excluding treasury shares) was 44,738,465 (2023: 45,458,972). The total number of voting rights in the Company is 44,738,465 (2023: 45,458,972).

A reconciliation of treasury shares held by the Company is as follows:

	Company	
	2024 Number	2023 Number
<b>Reconciliation of treasury shares</b>		
At beginning of year	726,902	749,051
Purchase of own shares	1,080,507	961,385
Settlement of share options	(360,000)	(983,534)
At end of year	1,447,409	726,902

It is the intention of the Company to hold the treasury shares for the purpose of settling employee share schemes and for settling liquidated sums of cash consideration in any future business acquisitions, and in limited circumstances to satisfy shareholder demand which market liquidity is unable to meet. No dividend or other distribution may be made to the Company in respect of the treasury shares.

The total charge relating to employee share-based payment plans, all of which related to equity-settled share-based payment transactions, was £2,272,000 (2023: £1,997,000).

	2024		2023	
	Number	Weighted average exercise price (pence)	Number	Weighted average exercise price (pence)
<b>Reconciliation of outstanding options</b>				
At beginning of year	2,717,990	1.0	3,365,323	1.0
Granted during the year	1,530,000	1.0	531,000	1.0
Exercised during the year	(360,000)	1.0	(1,018,333)	1.0
Lapsed during the year	(80,500)	1.0	(160,000)	1.0
At end of year	3,807,490	1.0	2,717,990	1.0

The Group has an employee share option scheme which awards options to certain employees. The Performance Share Plan ('PSP') sets the target based on EPS over 3 years. The vesting period is 3 or 5 years. The Enhanced Executive Incentive Addendum ('EEI') options are for Directors and senior managers. The vesting conditions for these awards is based on the share price. The vesting period for these awards is 5 years.

During the year ended 31 December 2024, share options were issued under the PSP and EEI.

The options outstanding at 31 December 2024 had a weighted average contractual life of 8.0 years (2023: 8.0 years).

Included within the total outstanding options at 31 December 2024 are 404,490 options which are exercisable (2023: 414,990). The weighted average exercise price of exercisable options at the end of the year was 1.0 pence (2023: 1.0 pence).

Options exercised during the year had a weighted average share price at the date of exercise of 421.0 pence (2023: 400.0 pence).

Exercise of an option is subject to continued employment and normally lapses upon leaving employment.

The fair values of options granted under the PSP in 2024 were determined using a variation of the Binomial Option Pricing model that takes into account factors specific to the share incentive plans including performance conditions. The performance conditions have been incorporated into the measurement by means of actuarial modelling. One vesting condition attached to options granted in the year is such that 100% of the options vest dependent on the Company achieving earnings per share targets. For options granted in the year, a risk-free rate of 4.29% and a dividend yield factor of 1.91% has been used. The share price on the date the options were granted was 419.0 pence. The other principal assumptions used in the valuation are set out in the table below.

The fair values of options granted under the EEI in 2024 were determined using the Monte Carlo valuation model that takes into account factors specific to the share incentive plans including performance conditions. The performance condition attached to options granted in the year is such that 100% of the options vest dependent on the Company achieving a share price hurdle target. The performance condition has been incorporated into the measurement by means of actuarial modelling. For options granted in the year, a risk-free rate of 3.73% and a dividend yield factor of 1.74% has been used for the options issued. The share price on the date the options were granted was 461.0 pence. The other principal assumptions used in the valuation are set out in the table below. The underlying expected volatility was determined by reference to historical data of the Company's shares over the vesting period.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 22. Called-up share capital continued

At 31 December 2024, options granted to subscribe for ordinary shares of the Company that remain unexercised are as follows:

Option exercise period			Number of shares under option					
Date of grant	From	To	Performance Share Plan	Enhanced Executive Incentive Addendum	Exercise Price (pence)	Fair Value of Options (pence)	Expected Life (years)	Volatility
Sept 2018	Sep 2021	Sep 2028	9,990	-	1.0	225.3	10	23%
Oct 2019	Oct 2022	Oct 2029	20,000	-	1.0	177.8	10	17%
Nov 2019	Nov 2022	Nov 2029	20,000	-	1.0	211.7	10	18%
Oct 2020	Oct 2023	Oct 2030	52,500	-	1.0	222.3	10	23%
Oct 2021	Oct 2024	Oct 2031	302,000	-	1.0	435.8	10	31%
Oct 2021	Oct 2026	Oct 2031	-	1,050,000	1.0	245.7	10	31%
Mar 2022	Mar 2025	Mar 2032	30,000	-	1.0	382.4	10	31%
Sept 2022	Sept 2025	Sept 2032	352,000	-	1.0	377.6	10	27%
May 2023	May 2026	May 2033	396,000	-	1.0	388.4	10	24%
May 2023	May 2028	May 2033	45,000	-	1.0	379.0	10	24%
Jun 2023	Jun 2026	Jun 2033	15,000	-	1.0	382.4	10	23%
May 2024	May 2027	May 2034	315,000	-	1.0	395.0	10	17%
Aug 2024	Aug 2029	Aug 2034	-	1,200,000	1.0	144.1	10	18%
			<b>1,557,490</b>	<b>2,250,000</b>				

At 31 December 2023, options granted to subscribe for ordinary shares of the Company that remain unexercised were as follows:

Option exercise period			Number of shares under option					
Date of grant	From	To	Performance Share Plan	Enhanced Executive Incentive Addendum	Exercise Price (pence)	Fair Value of Options (pence)	Expected Life (years)	Volatility
Sept 2018	Sep 2021	Sep 2028	23,324	-	1.0	225.3	10	23%
Oct 2019	Oct 2022	Oct 2029	26,666	-	1.0	177.8	10	17%
Nov 2019	Nov 2022	Nov 2029	20,000	-	1.0	211.7	10	18%
Oct 2020	Oct 2023	Oct 2030	345,000	-	1.0	222.3	10	23%
Mar 2021	Mar 2024	Mar 2031	20,000	-	1.0	284.3	10	31%
Oct 2021	Oct 2024	Oct 2031	345,000	-	1.0	435.8	10	31%
Oct 2021	Oct 2026	Oct 2031	-	1,050,000	1.0	245.7	10	31%
Mar 2022	Mar 2025	Mar 2032	30,000	-	1.0	382.4	10	31%
Sept 2022	Sept 2025	Sept 2032	367,000	-	1.0	377.6	10	27%
May 2023	May 2026	May 2033	426,000	-	1.0	388.4	10	24%
May 2023	May 2028	May 2033	45,000	-	1.0	379.0	10	24%
Jun 2023	Jun 2026	Jun 2033	15,000	-	1.0	382.4	10	23%
Sept 2023	Sept 2026	Sept 2033	5,000	-	1.0	388.4	10	24%
			<b>1,667,990</b>	<b>1,050,000</b>				

## 23. Borrowings

## (a) Term Loan

Group	2024 £000	2023 £000
Current bank borrowings	<b>1,200</b>	1,200
Non-current bank borrowings	<b>10,572</b>	11,756
Total borrowings	<b>11,772</b>	12,956
Group	2024 £000	2023 £000
Opening balance	<b>12,956</b>	14,139
Repayments in the year	<b>(1,200)</b>	(1,200)
Amortisation of loan arrangement fee	<b>16</b>	17
Total borrowings	<b>11,772</b>	12,956

Science Group plc, the Company, had no bank borrowings at the start nor the end of the year.

During the year ended 31 December 2016, the Group entered into a 10-year fixed Term Loan of £15.0 million which is secured on the freehold properties of the Group and on which interest is payable based on SONIA plus 2.6% margin. During the year ended 31 December 2019, the Group increased this existing loan by £4.8 million to £17.5 million on similar terms. The repayment profile of the loan is £1.2 million per annum over the term with the remaining balance repaid on expiry of the loan in 2026. Costs directly associated with entering into the loan (including the loan increase), have been offset against the balance outstanding and are being amortised over the period of the loan.

During the year ended 31 December 2020, the Group drew a further £1.5 million of loan funds from the £17.5 million existing loan agreement. This was on similar terms and with no change to the loan repayment profile (i.e. the quarterly repayments remained the same and the loan balance remains payable on 30 September 2026). Costs directly associated with entering into the additional loan have been offset against the balance outstanding and are being amortised over the period of the loan.

At 31 December 2024, the amount outstanding on the Term Loan was £11.8 million (2023: £13.0 million).

The carrying amount of the Term Loan is considered to be a reasonable approximation of the fair value.

The reconciliation of bank loans interest expense is shown below.

Group	2024 £000	2023 £000
Interest expense	<b>463</b>	499
Interest paid	<b>(447)</b>	(482)
Amortisation of loan arrangement fee	<b>(16)</b>	(17)
Interest accrual at the year end	<b>-</b>	-

In accordance with an agreed repayment schedule with the bank, bank borrowings are repayable to Lloyds Bank plc as follows:

Group	2024 £000	2023 £000
Within one year	<b>1,200</b>	1,200
Between 1 and 2 years	<b>1,200</b>	1,200
Between 2 and 5 years	<b>9,400</b>	10,600
	<b>11,800</b>	13,000

On 19 March 2025 a refinancing of the existing Term Loan was announced. Further details can be found at Note 29.

## (b) Revolving Credit Facility

In December 2021 Science Group plc signed a Revolving Credit Facility ('RCF') with Lloyds Bank plc in order to provide additional capital resources to enable the execution of the Group's acquisition strategy. The RCF is for up to £25.0 million, with an additional £5.0 million accordion option. The original agreement was for a term of four years, however an option to extend the term by an additional year was taken by the Group in December 2023 (meaning the term end date is now December 2026). The margin on drawn sums is 3.3% over the Sterling Overnight Index Average ('SONIA') and is 1.1% per annum on undrawn amounts. Drawn amounts are secured on the Group's assets by debentures. The RCF is in addition to the Group's existing Term Loan.

## Notes to the Financial Statements continued

For the year ended 31 December 2024

**23. Borrowings** continued**(b) Revolving Credit Facility** continued

The RCF has two financial covenants with which the Group needs to comply if the facility is drawn: (i) the Group's net leverage, as defined as the net debt divided by the rolling 12 month EBITDA, should not exceed 2.5; and (ii) the Group's interest cover, as defined as the rolling 12 month EBITDA divided by the rolling interest payments on all borrowings, should not be less than 4.0. Reporting is on a 6 monthly basis unless the net leverage exceeds 2, in which case reporting moves to quarterly until net leverage returns to below 2 again. For the term of the RCF, the previous covenants for the Term Loan are superseded by the covenants of the RCF and will not apply.

The reconciliation of RCF interest expense is shown below.

Group	2024 £000	2023 £000
Interest expense	349	349
Interest paid	(268)	(268)
Amortisation of RCF arrangement fee	(81)	(81)
Interest accrual at the year end	-	-

On 19 March 2025 a refinancing of the existing RCF was announced. Further details can be found at Note 29.

**(c) Hedge accounting**

In order to address interest rate risk, the Group entered into phased interest rate swaps in order to fully hedge the loan resulting in a 10-year fixed effective interest rate of 3.5%. The interest rates on the swaps range from 0.4% to 1.3% which when combined with the margin on the loan economically fix the finance cost at 3.5%.

Hedge effectiveness is determined at inception of the hedge relationship and at every reporting period end through the assessment of the hedged items and hedging instrument to determine whether there is still an economic relationship between the two. The critical terms of the interest rate swaps entered into exactly match the terms of the hedged item. As such the economic relationship and hedge effectiveness are based on the qualitative factors and the use of a hypothetical derivative where appropriate.

Hedge ineffectiveness may arise where the critical terms of the forecast transaction no longer meet those of the hedging instrument, however the hedged items and the hedging instrument relationship matches one to one. For example, if the payment of the loan and the interest are transacted at different times, the hedge will become ineffective however the timing of the payments are within the control of the Group. All derivative financial instruments used for hedge accounting are recognised initially at fair value and reported subsequently at fair value in the consolidated statement of financial position. To the extent the hedge is effective, changes in the fair value of derivatives designated as hedging instruments in cash flow hedges are recognised in other comprehensive income and included within the cash flow hedge reserve in equity. Any ineffectiveness in the hedge relationship is recognised immediately in profit or loss. At the time the hedged item affects profit or loss, any gain or loss previously recognised in other comprehensive income is reclassified from equity to profit or loss and presented as a reclassification adjustment within other comprehensive income. If a forecast transaction is no longer expected to occur, any related gain or loss recognised in other comprehensive income is transferred immediately to profit or loss. If the hedging relationship ceases to meet the effectiveness conditions, hedge accounting is discontinued, and the related gain or loss is held in the equity reserve until the forecast transaction occurs.

The Group has adopted hedge accounting for the interest rate swaps under IFRS 9 Financial Instruments, and the loss on change in fair value of the interest rate swaps of £0.3 million (2023: loss of £0.5 million) was recognised in other comprehensive income. The fair value of the swap at 31 December 2024 was an asset of £0.6 million (2023: asset of £0.9 million).

The effects of the interest rate swaps on the Group's financial position and performance are as follows:

Interest rate swaps	2024	2023
Carrying amount (non-current assets)	£627,000	£886,000
Notional amount	£11,800,000	£13,000,000
Maturity date	Sept 2026	Sept 2026
Hedge ratio	1:1	1:1
Change in the fair value of the outstanding hedging instruments since 1 January	£85,000	(£13,000)
Change in the fair value of hedged item used to determine hedge effectiveness	£85,000	(£13,000)
Weighted average hedged rate for the year	3.5%	3.5%

The notional amount on the interest rate swaps reduces in line with the repayment of the Term Loan, so an effective hedge remains throughout the term of the loan. There are 4 active swaps in place at 31 December 2024, totalling £11.8 million. Of this total, £0.8 million will mature in September 2025 and the remaining balance of £11.0 million will mature in September 2026.

**(d) Changes in liabilities arising from financing activities**

This section sets out an analysis of changes in liabilities from financing activities for each of the periods presented.

Group	Liabilities from financial activities			Other assets	
	Borrowings £000	Leases £000	Sub total £000	Interest rate swaps £000	Total £000
Balance at 1 January 2023	(14,139)	(1,882)	(16,021)	1,417	(14,604)
Cash movement	1,200	-	1,200	-	1,200
Principal elements of lease payments	-	912	912	-	912
Acquisitions - leases	-	(3,038)	(3,038)	-	(3,038)
Change in fair values	-	-	-	(531)	(531)
Foreign exchange adjustments	-	63	63	-	63
Interest expense	(499)	(235)	(734)	-	(734)
Interest payments (presented as operating cash flows)	482	235	717	-	717
Balance at 1 January 2024	(12,956)	(3,945)	(16,901)	886	(16,015)
Cash movement	1,200	-	1,200	-	1,200
Principal elements of lease payments	-	693	693	-	693
Additions - leases	-	(542)	(542)	-	(542)
Lease cancellations	-	88	88	-	88
Change in fair values	-	-	-	(259)	(259)
Foreign exchange adjustments	-	(17)	(17)	-	(17)
Interest expense	(463)	(158)	(621)	-	(621)
Interest payments (presented as operating cash flows)	447	158	605	-	605
<b>Balance at 31 December 2024</b>	<b>(11,772)</b>	<b>(3,723)</b>	<b>(15,495)</b>	<b>627</b>	<b>(14,868)</b>

**24. Derivative financial instruments**

The Group's derivative financial instruments are measured at fair value and are summarised below:

	Note	2024 £000	2023 £000
<b>Non-current assets</b>			
Interest rate swaps - cash flow hedge	23	627	886
Total non-current derivative financial instruments		627	886
<b>Current assets</b>			
US Dollar currency exchange instruments - cash flow hedge		144	301
Total current derivative financial instruments		144	301

## Notes to the Financial Statements continued

For the year ended 31 December 2024

## 24. Derivative financial instruments continued

The Group's cashflow hedge reserve relates to the following hedging instruments:

	Cash flow hedge reserve		
	Currency exchange instruments £000	Interest rate swaps £000	Total £000
At 1 January 2023	122	1,038	1,160
Change in fair value of hedging instrument recognised in other comprehensive income	85	(14)	71
Reclassified from other comprehensive income to profit or loss	4	(517)	(513)
Net change in fair value of hedging instrument recognised in other comprehensive income	89	(531)	(442)
Deferred tax credit	15	132	147
At 1 January 2024	226	639	865
Change in fair value of hedging instrument recognised in other comprehensive income	(146)	283	137
Reclassified from other comprehensive income to profit or loss	(10)	(543)	(553)
Net change in fair value of hedging instrument recognised in other comprehensive income	(156)	(260)	(416)
Deferred tax credit	39	65	104
<b>At 31 December 2024</b>	<b>109</b>	<b>444</b>	<b>553</b>

The interest rate swaps are used to mitigate interest rate risk (see Note 23).

The Group uses currency exchange instruments to mitigate foreign exchange rate exposure arising from highly probable forecast sales in US Dollars.

Hedge effectiveness is determined at inception of the hedge relationship and at every reporting period end through the assessment of the hedged items and hedging instruments to determine whether there is still an economic relationship between the two.

The critical terms of the currency exchange instruments exactly match the terms of the hedged item. As such the economic relationship and hedge effectiveness are based on the qualitative factors and the use of a hypothetical derivative where appropriate.

Hedge ineffectiveness may arise where the critical terms of the forecast transaction no longer meet those of the hedging instrument, for example if there was a change in the timing of the forecast sales transactions from what was initially estimated or if the volume of currency in the hedged item was below expectations leading to over-hedging.

The hedged items and the hedging instrument are denominated in the same currency and as a result the hedging ratio is always one to one.

All derivative financial instruments used for hedge accounting are recognised initially at fair value and reported subsequently at fair value in the consolidated statement of financial position.

To the extent the hedge is effective, changes in the fair value of derivatives designated as hedging instruments in cash flow hedges are recognised in other comprehensive income and included within the cash flow hedge reserve in equity. Any ineffectiveness in the hedge relationship is recognised immediately in the income statement.

At the time the hedged item affects profit or loss, any gain or loss previously recognised in other comprehensive income is reclassified from equity to profit or loss and presented as a reclassification adjustment within other comprehensive income.

If a forecast transaction is no longer expected to occur, any related gain or loss recognised in other comprehensive income is transferred immediately to profit or loss. If the hedging relationship ceases to meet the effectiveness conditions, hedge accounting is discontinued, and the related gain or loss is held in the equity reserve until the forecast transaction occurs.

The impact of the currency exchange instruments on the Consolidated Balance Sheet as at 31 December 2024 is, as follows:

Date of inception	22/11/2024
Carrying amount (current asset)	£107,000
Amount hedged per month (12 separate instruments, maturing December 2025)	\$500,000
Hedge ratio	1:1
Strike price	\$1.25 US Dollars per £1 Sterling
Change in the fair value of the currency exchange instruments since inception	(£29,000)
Change in the fair value of the hedged item used to determine hedge effectiveness	(£29,000)
Date of inception	9/12/2024
Carrying amount (current asset)	£37,000
Amount hedged per month (12 separate instruments, maturing December 2025)	\$500,000
Hedge ratio	1:1
Strike price	\$1.30 US Dollars per £1 Sterling
Change in the fair value of the currency exchange instruments since inception	(£37,000)
Change in the fair value of the hedged item used to determine hedge effectiveness	(£37,000)

## 25. Leases

## a. Leases as lessee (IFRS 16)

The Group leases office facilities for periods between 2 and 10 years, based on the non-cancellable period.

At 31 December 2024, the leases had remaining periods of 1 to 8 years.

## Right-of-use assets

Information about leases for which the Group is a lessee is presented below.

Group – Land and Buildings	2024 £000	2023 £000
Balance at 1 January	3,929	1,823
Additions	204	2,471
Lease amendment	408	449
Fair value adjustment	–	304
Disposals	(85)	–
Depreciation charge for the year	(865)	(1,053)
Effect of movements in exchange rates	14	(65)
<b>Balance at 31 December</b>	<b>3,605</b>	<b>3,929</b>



## Notes to the Financial Statements continued

For the year ended 31 December 2024

## Lease liabilities

Information about leases for which the Group is a lessee is presented below.

Group – Land and Buildings	2024 £000	2023 £000
Balance at 1 January	3,945	1,882
Additions	134	2,589
Amendment	408	449
Repayments in year	(693)	(912)
Lease cancellations	(88)	-
Effect of movements in exchange rates	17	(63)
<b>Balance at 31 December</b>	<b>3,723</b>	<b>3,945</b>

Lease liabilities are payable as follows:

31 December 2024	Within 1 year £000	1-2 years £000	2-3 years £000	3-4 years £000	4-5 years £000	> 5 years £000	Total £000
Lease payments	1,021	1,010	560	414	370	1,106	4,481
Finance charges	(212)	(162)	(118)	(95)	(75)	(96)	(758)
<b>Net present values</b>	<b>809</b>	<b>848</b>	<b>442</b>	<b>319</b>	<b>295</b>	<b>1,010</b>	<b>3,723</b>

31 December 2023	Within 1 year £000	1-2 years £000	2-3 years £000	3-4 years £000	4-5 years £000	> 5 years £000	Total £000
Lease payments	844	806	781	558	414	1,478	4,881
Finance charges	(218)	(185)	(151)	(119)	(95)	(168)	(936)
<b>Net present values</b>	<b>626</b>	<b>621</b>	<b>630</b>	<b>439</b>	<b>319</b>	<b>1,310</b>	<b>3,945</b>

## b. Leases as lessor

The Group leases out some of the Harston site to third parties on leases which normally have a termination notice period of 3 to 6 months and typically for a 36-month term.

The leases are classified as operating leases from a lessor perspective because they do not transfer substantially all the risk and rewards to the ownership of the assets. Note 15 sets out information about the Harston leases and rental income recognised by the Group during the periods presented.

The following table sets out a maturity analysis of lease payments, showing the undiscounted lease payments to be received after the reporting date.

Operating leases under IFRS 16	2024 £000	2023 £000
Within one year	572	626
Between 1 and 2 years	315	587
Between 2 and 3 years	97	323
Between 3 and 4 years	-	100
<b>Total</b>	<b>984</b>	<b>1,636</b>

## 26. Contingent liabilities

At 31 December 2024, there were no contingent liabilities (2023: £nil).

## 27. Related party transactions

The Group provides support and consultancy services to its wholly owned subsidiaries and made loans, all of which eliminate on consolidation, and are therefore not disclosed. The Company held intercompany balances and charged management fees as follows:

Company	2024 Sale of goods and services £000	2024 Loans due (to)/from £000	2023 Sale of goods and services £000	2023 Loans due (to)/from £000
Frontier Smart Technologies Limited	358	2,817	579	3,775
Quadro Epsom Limited	-	1,014	-	-
Leatherhead Research Limited	-	437	-	-
Quadro Harston Limited	-	299	-	-
TP Group Limited	-	-	-	4,092
Critical Maritime Systems & Support Limited	717	-	273	580
TPG Services Limited	503	-	508	722
Osprey Consulting Services Limited	114	30	127	180
Sagentia Inc.	(25)	97	(13)	78
	<b>1,667</b>	<b>4,694</b>	<b>1,474</b>	<b>9,427</b>
OTM Consulting Ltd	-	-	-	(177)
Sagentia Limited	(1,490)	(7,725)	(1,547)	(16,116)
Oakland Innovation Ltd	-	(178)	-	-
Quadro Harston Limited	61	-	25	(332)
Quadro Epsom Limited	63	-	25	(225)
Oakland Innovations Ltd	(65)	-	12	(72)
Leatherhead Research Limited	374	-	381	(79)
Technology Sciences Group Limited	632	(3,194)	653	(3,314)
TP Group Limited	-	(117)	-	-
TPG Services Limited	-	(49)	-	-
Critical Maritime Systems & Support Limited	-	(181)	-	-
Technology Sciences Group Inc.	360	(2,654)	312	(866)
	<b>(65)</b>	<b>(14,098)</b>	<b>(139)</b>	<b>(21,181)</b>

The remuneration of the key management personnel of the Group, recognised in the Income Statement, is set out below in aggregate. Key management personnel include all members of Science Group plc Board.

## Aggregate remuneration

Year ended 31 December	2024 £000	2023 £000
Short-term employee benefits (including social security costs)	1,533	1,586
Pension costs	42	42
Share-based payment transactions	587	541
	<b>2,162</b>	<b>2,169</b>

**Notes to the Financial Statements** continued

For the year ended 31 December 2024

**28. Critical accounting estimates and judgements**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Science Group makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**(a) Critical accounting estimate****Assessment of the percentage of completion of long-term contracts**

The Group's revenue recognition policy, which is set out in Note 2.18, requires forecasts to be made of the outcomes of long-term design and manufacture contracts. This requires estimates of labour hours and rates, and material costs to determine forecast costs to completion and therefore revenue recognition on each long-term contract. Where actual costs incurred differ to forecast costs, or where forecast cost estimates change, the assessment of the percentage of completion of long-term contracts will be affected and therefore revenue and profits or losses recognised impacted. Estimates are reviewed regularly throughout the contract life and adjustments are made based on the latest available information.

As at 31 December 2024, at the Group level, the amounts due from contract customers and amounts due to contract customers amounted to £4,283,000 and £17,863,000 respectively as set out in Note 5 although only the 'Systems – Submarine Atmosphere Segment' undertakes material long-term contracts.

As at 31 December 2024, the amounts due from contract customers and amounts due to contract customers in respect of the Systems – Submarine Atmosphere Management Segment amounted to £3,783,000 and £4,381,000 respectively. Given the nature of long-term contracts undertaken by the business, the Forecast Costs to Complete ('FCC') are closely monitored with weekly and monthly project review meetings. In the event that FCC were 10% higher than forecast at 31 December 2024 the revenue and adjusted operating profit for the year ended 31 December 2024 would have been £333,000 lower.

**Assessment of contracts subject to Ministry of Defence ('MOD') audit**

It should be also noted that revenue recognisable on work performed under MOD procurement contracts is subject to audit of rates applied for each year by MOD's audit team. The Group judgement is not to recognise any non-finalised uplifts until the audit has been fully completed as it is substantive in nature, and the outcome could lead to significantly different rates being applied through contract pricing methodology. As a result of the substantive audits being complete, there may be a one-off adjustment to the revenue recognised in respect of these projects.

The Group has considered the nature of the estimates involved in deriving these balances and concluded that it is possible that outcomes within the next financial year may be different from the assumptions applied at 31 December 2024, which could require a material adjustment to revenue and profits or losses recognised and the carrying amounts of the related assets and liabilities in the next financial year.

**Impairment of non-financial assets and goodwill**

In assessing impairment, the Group estimates the recoverable amount of each asset or cash generating unit based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate (see Note 14).

**(b) Significant accounting judgement****Accounting for freehold property at Harston Mill**

Science Group owns and maintains the freehold property at Harston Mill for use in the supply of its business services and for administrative purposes. Whilst there is remaining space on site not required to fulfil these activities, Science Group lets out space to third party tenants. The revenues and costs attributable to this activity are disclosed as third party property income activities within the business segment disclosures. It is not accounted for as an investment property, the reasons being:

- (i) the third party leases include the use of common areas and because of this the areas that are leased to third parties could not be sold separately.
- (ii) the leases normally have notice periods of no more than six months giving Science Group the flexibility to start using the areas if required, i.e., the leased areas are not held for capital appreciation or a return of investment through rental income.

Further information about the space let out to third party tenants is included in Note 15.

**Recognition of deferred tax assets**

The Group recognises deferred tax assets on carried forward unused tax losses to the extent that it is probable future taxable profits will be available against which the tax losses can be utilised.

At 31 December 2024, the Group has recognised deferred tax assets amounting to £1.8 million (2023: £3.6 million) related to tax losses carried forward (see Note 11). The deferred tax asset value is based upon an estimate of the next 2 years of respective taxable profits (or a longer period where the use of losses is less restrictive), this being the period over which the Group has reasonable confidence in estimating future taxable profits that meet the evidence requirement for deferred tax asset recognition purposes.

**29. Post balance sheet events****Investment in Ricardo plc**

On 28 February 2025 the Group announced an investment in Ricardo plc. Over the period 16 February 2025 to 27 February 2025, the Group acquired 5.3 million shares in Ricardo plc equivalent to 8.5% of the voting rights. These shares were acquired at a total cost of £12.2 million (including brokerage fees) at an average cost of 231 pence per share.

Share purchases continued and by 19 March 2025 the Group had increased its shareholding to 10.1 million shares, equivalent to 16.2% of the voting rights. The total cost of shares acquired to date was £23.3 million (including brokerage fees). This investment was funded from the Group's existing cash resources.

The Group will engage with the Ricardo plc board and its major shareholders in relation to managing this investment.

**Refinancing of existing bank facilities**

On 19 March 2025 the Group announced it had agreed new bank borrowing facilities with Lloyds Bank plc. The existing Term Loan and RCF were scheduled to expire in September 2026 and December 2026 respectively.

There are now two new Term Loans for a combined value of £12.0 million, each for 10 years expiring in March 2035. Each loan is secured solely and individually against the Group's freehold properties: one loan to the property in Harston, near Cambridge, and, a second, independent loan to the property in Epsom, Surrey.

The new, increased RCF is for £30.0 million, for a period of 5 years expiring in March 2030, an increase of £5.0 million over the 2021 RCF. The RCF also has a £10.0 million accordion, a further increase of £5.0 million over the 2021 RCF. The RCF is currently undrawn and therefore no covenants apply.



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