

COMPANY REGISTRATION NUMBER: 00741326

READING SCIENTIFIC SERVICES LIMITED
Annual Report and Financial Statements
For the year ended 31 December 2024

READING SCIENTIFIC SERVICES LIMITED

Financial Statements

YEAR ENDED 31 DECEMBER 2024

Contents	Page
Officers and professional advisers	1
Strategic report	2
Directors' report	8
Independent auditors' report to the members	11
Statement of comprehensive income	14
Statement of financial position	15
Statement of changes in equity	16
Notes to the financial statements	17

READING SCIENTIFIC SERVICES LIMITED

OFFICERS AND PROFESSIONAL ADVISERS

The board of directors	J George R Henton H Brennan (resigned on 12 April 2024)
Company secretary	Cadbury Nominees Limited
Registered office	Cadbury House Sanderson Road Uxbridge Middlesex UB8 1DH
Independent Auditors	PricewaterhouseCoopers LLP Chartered Accountants & Statutory Auditors One Chamberlain Square, Birmingham B3 3AX

READING SCIENTIFIC SERVICES LIMITED

Strategic report

YEAR ENDED 31 DECEMBER 2024

The directors present their report and the audited financial statements of the company for the year ended 31 December 2024.

Principal activities and business review

Reading Scientific Services Limited ("RSSL" or "Company") is a wholly owned subsidiary of Mondelez UK Holdings & Services Limited and the ultimate parent company is Mondelez International Inc.

The principal activity of the company throughout the year was the provision of research, analysis and consultancy services for the food, life sciences and consumer goods sectors, both for external customers and to support internal Mondelez International Inc. companies within the group. The company is a global leader at the forefront of science with leading edge science, passion and integrity to deliver enhanced value.

The company will continue to develop its current activities in accordance with the requirements of the Mondelez International Inc. group. The directors are not aware, at the date of this report, of any likely major changes in the company's activities in the next year.

The company's goal is to make a positive impact on our lives. We continue to take pride in our impact in the world transforming lives through science, innovation and collaboration. RSSL continues to evolve, adapt and embrace change using cutting edge scientific techniques and digital advances to find creative solutions to scientific challenges.

RSSL has been awarded the title of 'Best Performing Professional Services Company of the Year' at this year's prestigious ON Awards, hosted by One Nucleus. The ON Awards are judged via a panel of industry experts and presented by One Nucleus, a not-for-profit Life Sciences and Healthcare membership organisation headquartered in Cambridge, UK.

In 2025, RSSL establishes UK's first Novel Foods Expert Network (NFX UK) in partnership with Imperial College London and The Supplant Company. Developed in partnership with Imperial College London and The Supplant Company, NFX UK will foster innovation and collaboration across the novel foods sector, serving as a pioneering platform to accelerate the development and commercialisation of new food technologies and products.

NFX UK will also play a central role in supporting the UK government in its' vision of establishing more transparent and streamlined regulatory processes for novel foods. This will be essential to help the UK become a global leader in novel foods research, design, and delivery, as well as facilitate the swift market entry of groundbreaking solutions.

Results and dividends

The profit for the financial year was £4,641,000 (2023 - £2,532,000). As at 31 December 2024, Net Assets increased to £28,781,000 (31 December 2023 - £24,251,000). No dividends were proposed or paid during the financial year (2023 - NIL).

The directors do not recommend payment of a final dividend (2023- NIL).

Key performance indicators

The directors believe that the company's key performance indicators are the percentage growth in sales and operating profit. During the year, sales were in line with previous year 2023 with marginal growth due to competitive market conditions and operating profit increased by 25.88 % due to efficient cost management.

The directors believe that further key performance indicators are not necessary or appropriate for an understanding of the development, performance or position of the business.

READING SCIENTIFIC SERVICES LIMITED

Strategic report (*continued*)

YEAR ENDED 31 DECEMBER 2024

Principal risks and uncertainties

The company operates primarily in the UK and Europe and provides value added scientific services to its clients. The loss of key clients remains a risk but is managed through a relentless focus on delivering premium Quality, Science and Service to our many valued clients, building strong, loyal relationships over 30 years. Scientific knowledge possessed by the entity based on experience is key to the success of our service offering. To mitigate the risk of loss of key knowledge we have implemented knowledge-based IT systems to ensure standard operating procedures are clear and consistently implemented.

Global cybersecurity risks continue to increase as more employees are working remotely and virtually outside of traditional workplaces. In response, we continue to be on heightened alert with dedicated resources focussed on network security, backup and disaster recovery as well as ongoing workforce training and security measures to protect our systems and data. RSSL's Business Continuity Plan is updated each year to reflect new insights and a simulation exercise is undertaken to ensure minimal disruption.

Financial risk management objectives and policies

The directors meet periodically to discuss financial risks. Based on the company's financial history, the directors do not feel that the company is exposed to significant price risk, credit risk, liquidity risk or cash flow risk. No hedging arrangements have been entered into as US dollar and Euro bank accounts are utilised to off-set foreign exchange risk.

Market risk

The company is exposed to market price risks in the form of currency risk and interest rate risk arising from its business. The company manages its risk by closely monitoring all relevant available financial information and taking steps to mitigate the risks where appropriate, such as through the matching of the terms and conditions of its assets and liabilities.

Credit risk

The company is exposed to credit related losses in the event of non-performance by counterparties to financial instruments, but it does not expect any counterparties to fail to meet their obligations given the company's policy of selecting only counterparties with high credit ratings.

The exposure to credit loss of liquid assets is equivalent to the carrying value on the balance sheet. The majority of receivables are with other members of the Mondelez International Inc. . The directors therefore believe there is no significant credit risk arising from receivables.

Liquidity risk

The company manages liquidity risk by maintaining the balance sheet position, net intercompany balance and funding requirements to ensure that the company has access to sufficient available funds for planned operations.

Interest rate and cash flow risk

The company has interest-bearing assets and liabilities. The assets are cash balances and intercompany loans. Interest is earned at variable rates. The liabilities are intercompany loans. Interest is charged at variable rates. Interest rate risk is managed by the group treasury team who monitor all risk bearing funds. As a subsidiary of Mondelez International Inc., the directors also consider the business risk and uncertainties to be minimal due to strong growth in the scientific services offered to the food and pharma sector and being part of the Mondelez Research and Development group. The parent company results are publicly available on www.mondelezinternational.com.

READING SCIENTIFIC SERVICES LIMITED

Strategic report (*continued*)

YEAR ENDED 31 DECEMBER 2024

Section 172 statement

Under section 172 of the UK Companies Act 2006 ('Section 172') directors must act in the way that they consider, in good faith, would be most likely to promote the success of their company.

The Company is doing what's right for people across our supply chain; are committed to doing business in the right way, including our ongoing responsibility to respect human rights. We strive to create a positive impact on the world and the communities in which we operate while driving more sustainable business performance.

Our Directors take steps to understand the needs and priorities of each stakeholder group and do so via a number of mediums, including by direct engagement or via their delegated committees and forums. Below we provide a high-level summary of how we have done this.

The Company is part of the Mondelez International Inc. group of companies; data provided here will be reflective of overall UK performance.

Employees Engagement and Communication

We strongly believe that engaged and empowered colleagues contribute to the best of their potential and are fundamental to the long-term success of the company. The company's annual all-colleague survey shares insights to what is important to colleagues; what is working well and where we all need to evolve, and regular 'pulse' surveys assess progress. This enables the company to respond to colleague queries: enables clarity on our strategy, removes barriers to enabling success and supports our teams and individuals to fulfil their potential.

We believe that fostering a work environment where employee involvement is highly valued and actively encouraged is fundamental to the success of our business. Our employee bonus scheme promotes this involvement and aligns individual performance with overall company performance. The company's internal communication platforms connect colleagues on our plans and offer opportunities for dialogue both in person and virtually – driving reach, transparency, leadership, and feedback, with the highlight celebrating good news and best practice across the business. Forums include team briefings, company weekly communications and monthly town halls. Specific groups will receive more detailed strategic information to enable them to execute with excellence and feedback on improvements. Consultative committees and other employee groups also dialogue on key activities across the business.

The company recognises achievements, big or small, and celebrates across the business, through platforms such as the 'Bravos' our peer-to-peer recognition open to everyone, and a manager suite of monetary awards. In 2024, UK colleagues sent over 24,000 Bravos, a testament to our strong culture of gratitude.

Health and Wellbeing

Colleague wellbeing has always been at the heart of our business - we recognise that a comprehensive offering can provide benefits to our people and our business outcomes.

In July 2024 we launched a new partnership with Occupational Health services provider, Health Partners. The aim is to embed our Occupational Health services within the business and to develop a wellbeing strategy which incorporates strong health principles, such as access to a virtual GP clinic, specialist physiotherapy and mental health services to support both physical and mental wellbeing. Additionally, the Workplace Support service provides advice and clinical services for employees with neurodiversity and disability, aiming to improve wellbeing, productivity, and inclusion within the workplace. Using a remote service model helps to ensure that all employees across the business have access to the services.

READING SCIENTIFIC SERVICES LIMITED

Strategic report (*continued*)

YEAR ENDED 31 DECEMBER 2024

Section 172 statement (*continued*)

Health and Wellbeing (*continued*)

We have several SISU Health Pods rotating across our sites: self-service medical devices that enable employees to monitor personal health metrics including blood pressure, heart rate, body fat, height, weight and body mass and advice if further medical intervention is required. In 2024 the pods completed 1,334 health checks across all sites, providing insights that feed into our employee wellbeing strategy.

As a business we provide support for colleagues going through, or supporting others going through, the menopause via our monthly Menopause Cafés where colleagues can come together in a non-judgemental, open forum to share their experiences. In 2024 we were proudly awarded the “Menopause Friendly Accreditation,” marking excellence for menopause support in our workplace.

Since the launch of our Cancer Ambassador Programme in 2022, training has been delivered to over 200 employees across the UK, including senior leaders. The programme is designed to support colleagues impacted by cancer by sharing employee stories and raising awareness. In 2024 we held a testicular cancer awareness roadshow across all our UK sites, during which we had over 3,000 conversations with male and female employees and raised over £3,000 for the Odballs foundation.

During May we take time to remind colleagues of the importance of paying attention to their mental and physical wellbeing. We have three key wellbeing pillars: boost your mind, boost your body, and boost your connections. In 2024 we organised a suite of events and activations for colleagues to get involved with: educational webinars, step challenges, volunteering, walking 121s, team lunches, and more. We also took this opportunity to highlight many of the health and wellbeing resources detailed above, and the support available which is outlined below.

Employee Support

In addition to our wellbeing offering, our Employee Assistance Programme (EAP) helps our UK employees be at their best, not just at work but in their personal lives too. Through the EAP - employees and their immediate family can access practical information, including financial and legal advice, resources for family care, and counselling on a variety of topics. The service is confidential, free of charge and available 24/7 with 279 cases in 2024.

Further support is offered via our partnership with GroceryAid who provide emotional, practical, and financial support for colleagues working in our industry. Our colleagues are also active as GroceryAid volunteers and fundraisers, giving back to ensure that others can benefit from their services.

In 2024 we continued to strengthen our partnership with ‘Nudge’, our financial wellbeing provider, which helps colleagues understand their finances, take action, and plan their financial future. Resources available through this platform include financial education stories, simple money management tools, unbiased expertise and insights, and bite-sized knowledge, tips, and tricks to help colleagues save time, effort and money.

Diversity, Equity and Inclusion (DEI) is central to our agenda in the UK. Our employee programmes aim to create a work environment where everyone belongs, can be themselves and flourish wherever they are from, whatever background, beliefs, preference or style. Network groups include Wellbeing (BOOST), Families, LGBTQ+, GENDA, Young Professionals, Early Careers Network, Neurodiversity and the Race Relations Network.

In 2024, we grew the series of events and information sessions, marking important DEI celebrations such as International Women’s Day, Pride Month and Black History Month. We continue to build awareness, share knowledge and advocate for change through a blend of virtual learning sessions and networking events across the year bringing colleagues together.

READING SCIENTIFIC SERVICES LIMITED

Strategic report (*continued*)

YEAR ENDED 31 DECEMBER 2024

Section 172 statement (*continued*)

Employee support (*continued*)

Alongside this, we are building a strong Ally network to enable support on Mental Health and Neurodiversity. Our Allies are employees who volunteer to be informal, confidential connection points for any employee to access. We are continuing to raise awareness of mental health in the workplace with 'Smash the Stigma' mental health awareness forums.

Flexibility

We are aware that flexibility has been key in enabling us to create an inclusive environment which attracts a diverse talent base, and this in turn enhances our business performance. Our flexibility offer is built to support different circumstances and needs through hybrid working and role modelling flexible behaviours. This includes informal flexible working via our all-year-round flexi hours policy that allows employees to take time back from additional hours worked.

Career Development

We are committed to providing our colleagues with the skills and opportunities they need to facilitate their career development. Building on insights from our annual engagement survey, in 2024 we ran an internal Careers Week campaign which provided a suite of bite-sized sessions for colleagues to upskill themselves, covering topics from cross-functional moves to strategic talent reviews. We received great feedback from the week, with more than 1,000 colleagues getting involved and attending sessions to invest in their personal development.

We also have a breadth of resources and training available to colleagues through our internal internet pages, such as our "People Managers Resources Hub", our podcast archive, and our "Playing To Win Together" cultural programme toolkit. These provide links to resources including leadership training, self-reflection exercises, team building exercises and educational webinars with business leaders and industry professionals.

Recruitment

We give full consideration to applications for employment from disabled persons where the requirements of the job can be adequately fulfilled by a disabled person. Where existing employees become disabled, it is our policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development and promotion to disabled employees wherever appropriate. It is our policy to ensure that no employee or job applicant is treated less favourably than another on the grounds of religion, sexual orientation, disability, race, creed, colour, nationality, ethnic or national origins, sex or marital status.

Customers

A market-leading Contract Research Organisation for over 30 years, the company attracts an array of customers across the global food, life science and consumer goods industries, where we provide world-class scientific research, analysis, training and consultancy.

Our guiding principles of Quality, Science and Service continue to drive us forward, with our dedicated team of experts delivering solutions to over 3,000 clients in more than 80 countries. The company prides itself on our industry expertise and are proactive in anticipating client and industry needs, based on regulatory updates, customer feedback, market trends and emerging technology. A regular survey seeks feedback according to a Harvard based Net Promoter Scoring (NPS) system. To date, we are proud to feedback that the NPS is consistently at the top end of the scale.

READING SCIENTIFIC SERVICES LIMITED

Strategic report (*continued*)

YEAR ENDED 31 DECEMBER 2024

Section 172 statement (*continued*)

Community

By living our purpose to 'Transform lives through science, innovation and collaboration', we aspire to make a positive impact on consumers and patients, our employees, and the world around us.

We contribute to the local communities in which we operate through donations of funds, in kind donations and colleague time and expertise. Through The Cadbury Foundation we support local and national charities and programmes with a focus on science outreach, health and wellbeing and individual colleague passions. We have a huge culture of volunteering and encourage our colleagues to share their time and expertise in their local communities including during their working day.

CashMatch is our year-round fundraising matching scheme. This year we received 190 Cashmatch applications from colleagues who raised £190,000 for charity. The Cadbury Foundation matched a further £81,000 in donations.

In June we ran our annual Your Charity Your Choice campaign, which enables each of our sites across the UK and Ireland to donate £5,000 to a charity chosen by colleagues to celebrate the birthday of The Cadbury Foundation. This year we received 66 applications across 12 sites, and more than 500 colleagues voted to select their winners. Thanks to the scheme, the Foundation donated £84,000 shared between 60 charities close to colleagues' hearts.

We continue to be immensely proud of our colleagues, customers, and the community we serve, bringing science to life for today's needs and for tomorrow's generation, to inspire young minds. Our sincere thanks to everyone who helps RSSL flourish as a leading CRO.

This report was approved by the board of directors on 11 July 2025 and signed on behalf of the board by:



J George
Director

READING SCIENTIFIC SERVICES LIMITED

Directors' report

YEAR ENDED 31 DECEMBER 2024

The directors present their report and the audited financial statements of the company for the year ended 31 December 2024.

Directors

The directors of the company who were in office during the year and up to the date of signing the financial statements were:

J George
R Henton
H Brennan (resigned on 12 April 2024)

Company secretary

Cadbury Nominees Limited remains in the role of Company Secretary.

Dividends

The directors do not recommend the payment of a dividend (2023 dividend- NIL).

Group structure

The company is a wholly owned subsidiary of Mondelez UK Holdings & Services Limited and the ultimate parent company is Mondelez International Inc. Mondelez International Inc. is the parent undertaking of the largest group of undertakings to consolidate these financial statements at 31 December 2024. The consolidated financial statements are available from their registered address of Three Parkway North, Deerfield, Illinois, 60015, USA.

Going Concern

In consideration of the going concern basis of preparation, the directors have forecasted the likely cashflows, and hence liquidity, of the company based on the latest review of the company's activities throughout the going concern period.

The directors have also considered the extent of potential severe but plausible downsides, such as loss of significant customer and or decrease in demand for services, however do not consider these events would give rise to going concern implications for the company.

Where access to working capital, such as the recoverability of the company's receivables, is linked to the operations of wider Mondelez global trading subsidiaries, the directors have taken steps to assess the relative exposure of these debtors and concluded that there is no indication of material risk over recoverability.

The directors are actively monitoring the global events and although these doesn't materially directly affect any entities within the United Kingdom, the directors are taking all reasonable steps necessary to mitigate any associated risks to ensure all operational and financial performance is maintained, whilst ensuring any legislative requirements and sanctions are fully adhered to.

As at the balance sheet date the company was, and remains at the time of preparing this assessment, in a net current asset position. Projected cashflows are positive and the assessment shows, in both the base case and the severe but plausible scenarios, that the company will remain liquid throughout the going concern period of review. As a result of this assessment, the directors are satisfied that the company will be able to continue to meet its liabilities as they fall due and continue in operational existence for the foreseeable future and for at least 12 months from the date of this report. The company therefore continues to adopt the going concern basis in preparing the Annual Report and Financial Statements.

READING SCIENTIFIC SERVICES LIMITED

Directors' report (continued)

YEAR ENDED 31 DECEMBER 2024

Financial risk management

Particulars of risk are detailed in the strategic report.

Streamlined energy and carbon reporting

Consumption (MWh)	2024	2023
Gas usage MWh (Scope 1)	1,563.50	1,580.70
Electricity usage MWh (Scope 2)	3,490.82	2,405.28
Transportation – Grey fleet (Scope 3)	-	-
Total	5,054.32	3,985.98

Consumption (tCO ₂ e)	2024	2023
Gas usage tCO ₂ e (Scope 1)	287	291
Electricity usage tCO ₂ e (Scope 2)	814	561
Transportation – Grey fleet tCO ₂ e (Scope 3)	-	-
Total tCO₂e	1,101	852
Intensity Metric – tCo ₂ e / FTE	3.08	2.48

Scope 1 – Direct Emissions e.g. fuel use, combustion of natural gas

Gas usage taken directly from supplier invoices and meter reading records. Actual data showing gas consumptions of each location is maintained and added together.

Scope 2 – Indirect Emissions e.g. electricity purchased

Electricity usage taken directly from supplier invoices and meter reading records. Actual data showing electricity consumptions of each location is maintained and added together.

Scope 3 – Other indirect emissions e.g. related emissions from grey fleet business travel

Data is gathered from our business mileage claims expense system and internal fleet management team. Expensed and used mileage collated by individual trip multiplied by the average CO₂ / KM per class of vehicle.

We know that climate change is a real risk to our consumers, our business, our economy and the planet at large. Therefore, we have set science-based targets to reduce our carbon footprint across our laboratories.

In April 2024 the SBTi (Science Based Targets initiative) successfully validated our near-term net-zero target resulting in the approval of our full value chain goal to reduce absolute end-to-end GHG emissions 35% by 2030 and net-zero by 2050 from a 2018 base year.

Qualifying indemnity provision

Qualifying third party indemnity provisions and pension scheme indemnity provisions are in force for the company's directors for the duration of FY 2024 and at the date of the approval of the financial statements.

READING SCIENTIFIC SERVICES LIMITED

Directors' report (*continued*)

YEAR ENDED 31 DECEMBER 2024

Statement of directors' responsibilities in respect of the financial statements

The directors are responsible for preparing the Annual Report and the Financial Statements in accordance with applicable law and regulation.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law).

Under company law, 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 company and of the profit or loss of the company for that period. In preparing the financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable United Kingdom Accounting Standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are also responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006.

The directors are responsible for the maintenance and integrity of the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Directors' confirmations

In the case of each director in office at the date the directors' report is approved:

- so far as the director is aware, there is no relevant audit information of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Independent Auditors

A resolution to reappoint PricewaterhouseCoopers LLP as auditors will be proposed at the forthcoming Annual General Meeting.

This report was approved by the board of directors on 11 July 2025 and signed on behalf of the board by:



J George
Director

Independent auditors' report to the members of Reading Scientific Services Limited

Report on the audit of the financial statements

Opinion

In our opinion, Reading Scientific Services Limited's financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2024 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report and Financial Statements (the "Annual Report"), which comprise: the Statement of financial position as at 31 December 2024; the Statement of comprehensive income and the Statement of changes in equity for the year then ended; and the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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 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.

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.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the company's ability to continue as a going concern.

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

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements

does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, 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 an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. 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 based on these responsibilities.

With respect to the Strategic report and Directors' report, we also considered whether the disclosures required by the UK Companies Act 2006 have been included.

Based on our work undertaken in the course of the audit, the Companies Act 2006 requires us also to report certain opinions and matters as described below.

Strategic report and Directors' report,

In our opinion, based on the work undertaken in the course of the audit, the information given in the Strategic report and Directors' report, for the year ended 31 December 2024 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we did not identify any material misstatements in the Strategic report and Directors' report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of directors' responsibilities in respect of the financial statements, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The directors are also responsible for such internal control as they 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 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 company or to cease operations, or have no realistic alternative but to do so.

Auditors' 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 auditors' 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. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the company and industry, we identified that the principal risks of non-compliance with laws and regulations related to UK tax legislation and the Companies Act 2006, and we considered the extent to which non-compliance might have a material effect on the financial statements. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inappropriate manual journal entries and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing of meeting minutes of those charged with governance; and
- Challenging assumptions and judgements made by management in relation to estimates and judgements;
- Identifying and testing journal entries with unusual account combinations; and
- Incorporating elements of unpredictability in our audit approach.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

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

We have no exceptions to report arising from this responsibility.



Jacob Balchin (Senior Statutory Auditor)

for and on behalf of PricewaterhouseCoopers LLP

Chartered Accountants and Statutory Auditors

Birmingham

11 July 2025

READING SCIENTIFIC SERVICES LIMITED

Statement of comprehensive income

YEAR ENDED 31 DECEMBER 2024

	Note	2024 £000	2023 £000
Turnover	5	36,736	36,693
Cost of sales		<u>(11,758)</u>	<u>(11,844)</u>
Gross profit		24,978	24,849
Administrative expenses		(21,317)	(21,833)
Other operating income	6	<u>469</u>	<u>265</u>
Operating profit	7	4,130	3,281
Interest receivable and similar income	10	<u>634</u>	<u>625</u>
Profit before taxation		4,764	3,906
Tax on profit	11	<u>(123)</u>	<u>(1,374)</u>
Profit for the financial year		<u>4,641</u>	<u>2,532</u>

All the activities of the company are from continuing operations.

The notes on pages 17 to 32 form an integral part of these financial statements.

READING SCIENTIFIC SERVICES LIMITED

Statement of financial position

AS AT 31 DECEMBER 2024

	Note	2024 £000	2023 £000
Fixed assets			
Intangible assets	12	—	—
Tangible assets	13	15,092	16,967
Investments	14	—	—
		<u>15,092</u>	<u>16,967</u>
Current assets			
Inventories	15	84	69
Debtors	16	24,696	20,285
		<u>24,780</u>	<u>20,354</u>
Creditors: amounts falling due within one year	17	<u>(9,187)</u>	<u>(10,100)</u>
Net current assets		<u>15,593</u>	<u>10,254</u>
Total assets less current liabilities		<u>30,685</u>	<u>27,221</u>
Provisions for liabilities	18	<u>(1,904)</u>	<u>(2,970)</u>
Net assets		<u>28,781</u>	<u>24,251</u>
Capital and reserves			
Called up share capital	19	8,582	8,582
Share premium account	20	5	5
Revaluation reserve	20	50	62
Retained earnings	20	20,144	15,602
Total shareholders' funds		<u>28,781</u>	<u>24,251</u>

These financial statements on pages 14 to 32 were approved by the board of directors and authorised for issue on 11 July 2025, and are signed on behalf of the board by:



J George
Director

Company registration number: 00741326

The notes on pages 17 to 32 form an integral part of these financial statements.

READING SCIENTIFIC SERVICES LIMITED

Statement of changes in equity

YEAR ENDED 31 DECEMBER 2024

	Called up share capital £000	Share premium account £000	Revaluation reserve £000	Retained earnings £000	Total £000
At 1 January 2023	8,582	5	73	13,571	22,231
Profit for the financial year	—	—	—	2,532	2,532
Total profit for the financial year	—	—	—	2,532	2,532
Charge from parent for equity-settled share-based payments	—	—	—	263	263
Credit relating to equity-settled share-based payments	—	—	—	(775)	(775)
Total transactions with owners recognised directly in equity	—	—	—	(512)	(512)
Reclassification from revaluation reserve to profit and loss	—	—	(11)	11	—
At 31 December 2023	8,582	5	62	15,602	24,251
Profit for the financial year	—	—	—	4,641	4,641
Total profit for the financial year	—	—	—	4,641	4,641
Charge from parent for equity-settled share-based payments	—	—	—	261	261
Credit relating to equity-settled share-based payments	—	—	—	(372)	(372)
Total transactions with owners, Recognised directly in equity	—	—	—	(111)	(111)
Reclassification from revaluation reserve to profit and loss	—	—	(12)	12	—
At 31 December 2024	8,582	5	50	20,144	28,781

The notes on pages 17 to 32 form an integral part of these financial statements.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements

YEAR ENDED 31 DECEMBER 2024

1. Statement of compliance

These financial statements have been prepared in compliance with United Kingdom Accounting Standards including FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', and the Companies Act 2006."

2. General information

The company is a private company limited by shares and is incorporated and domiciled in England, United Kingdom. The address of its registered office is: Cadbury House, Sanderson Road, Uxbridge, Middlesex, UB8 1DH.

3. Accounting policies

Basis of preparation

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. These financial statements are prepared on a going concern basis, under the historical cost convention.

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in this note.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

- (a) the requirement to prepare a Statement of cash flows (Section 7 of FRS 102 and para 3.17(d))
- (b) reduced financial instrument disclosures (FRS 102 paras 11.39 – 11.48A, 12.26 – 12.29).
- (c) Disclosures requirements of Section 26 in respect of share based payments. (FRS 102 paras 26.18b, 26.19-26, 21, 26.23)
- (d) The non-disclosure of key management personnel compensation in total. (FRS 102 para 33.7)

This information is included in the consolidated financial statements of Mondelez International Inc. at 31 December 2024 which can be obtained from the company Secretary, Cadbury House, Sanderson Road, Uxbridge, UB8 1DH.

The company is a wholly owned subsidiary of Mondelez International Inc., and is included in the financial statements of Mondelez International Inc., which are publicly available. Consequently, the company has taken advantage of the exemption from preparing consolidated financial statements under the terms of Section 401 of the Companies Act 2006.

These financial statements are the company's separate financial statements (FRS 102, 9.27(a)).

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

3. Accounting policies (*continued*)

Going Concern

In consideration of the going concern basis of preparation, the directors have forecasted the likely cashflows, and hence liquidity, of the company based on the latest review of the company's activities throughout the going concern period.

The directors have also considered the extent of potential severe but plausible downsides, such as loss of significant customer and or decrease in demand for services, however do not consider these events would give rise to going concern implications for the company.

Where access to working capital, such as the recoverability of the company's receivables, is linked to the operations of wider Mondelez global trading subsidiaries, the directors have taken steps to assess the relative exposure of these debtors and concluded that there is no indication of material risk over recoverability.

The directors are actively monitoring the situation in Ukraine, the Middle East and other global events. Although these doesn't materially directly affect any entities within the United Kingdom, the directors are taking all reasonable steps necessary to mitigate any associated risks to ensure all operational and financial performance is maintained, whilst ensuring any legislative requirements and sanctions are fully adhered to.

As at the balance sheet date the company was, and remains at the time of preparing this assessment, in a net current asset position. Projected cashflows are positive and the assessment shows, in both the base case and the severe but plausible scenarios, that the company will remain liquid throughout the going concern period of review. As a result of this assessment, the directors are satisfied that the company will be able to continue to meet its liabilities as they fall due and continue in operational existence for the foreseeable future and for at least 12 months from the date of this report. The company therefore continues to adopt the going concern basis in preparing the Annual Report and Financial Statements.

Revenue recognition

This represents the invoiced and accrued value of sales (net of discounts) excluding any value added tax.

Revenue from the rendering of services is measured by reference to the stage of completion of the service transaction at the end of the reporting period provided that the outcome can be reliably estimated. When the outcome cannot be reliably estimated, revenue is recognised only to the extent that expenses recognised are recoverable. Revenue is recognised in the accounting period in which the services are rendered when the outcome of the contract can be estimated reliably. Other intercompany recharges are recognised at the point that the related costs are incurred.

The intercompany recharges shown in the statement of comprehensive income represents amounts invoiced and accrued in respect of research and development services and other intercompany recharges to fellow subsidiary companies in the Mondelez Group of companies during the year.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

3. Accounting policies (*continued*)

Other operating income

This relates to reimbursement of actual expenses from related companies. The operating cost associated with the reimbursement is included in administrative expenses.

Income tax

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the profit and loss account, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively. Current or deferred taxation assets and liabilities are not discounted.

(i) Current Tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

(ii) Deferred tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements.

Deferred tax is recognised on all timing differences at the reporting date except for certain exceptions. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

Intangible assets

Computer software is stated at cost less accumulated amortisation and accumulated impairment losses. Software is amortised over its estimated useful life, of 3 years, on a straight line basis. Where factors, such as technological advancement or changes in market price, indicate that residual value or useful life have changed, the residual value, useful life or amortisation rate are amended prospectively to reflect the new circumstances. The assets are reviewed for impairment if the above factors indicate that the carrying amount may be impaired.

Computer Software - amortised over 3 years

Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. The company previously adopted a policy of revaluing freehold land and buildings and they were stated at their revalued amount less any subsequent depreciation and accumulated impairment losses. The company has adopted the transition exemption under FRS 102 paragraph 35.10(d) and has elected to use the previous revaluation as deemed cost.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

3. Accounting policies (*continued*)

Tangible fixed assets (*continued*)

The difference between depreciation based on the deemed cost charged in the profit and loss account and the asset's original cost is transferred from revaluation reserve to retained earnings.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Leasehold Property	-	on valuation over remaining life of the lease
Plant and Machinery	-	10-20% of original cost

Capital work in progress, representing capital items being constructed or not yet in use, is not depreciated.

Operating leases

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the profit and loss account on a straight-line basis over the period of the lease.

Inventories

Inventories are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the inventory to its present location and condition.

Provisions for liabilities

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in profit or loss unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in profit or loss in the period it arises.

Research and development expenditure

Research and development expenditure is written off in the financial year in which it is incurred.

Interest income

Interest income is recognised in the statement of comprehensive income using the effective interest method.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

3. Accounting policies (*continued*)

Foreign currency translation

(i) Functional and presentation currency

The company's functional and presentation currency is the Pound Sterling.

(ii) Transactions and balances

Transactions denominated in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange gains and losses on settled transactions are reported in the profit and loss account. Monetary assets and liabilities in foreign currencies have been expressed in sterling at the rates ruling at the end of the period, except when covered by an open foreign exchange contract in which case the rate of exchange specified in the contract is used, and any gains or losses reported in the profit and loss account.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and nonmonetary items measured at fair value are measured using the exchange rate when fair value was determined. Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of comprehensive income.

Employee benefits

The company provides a range of benefits to employees, including annual bonus arrangements, paid holiday arrangements and defined benefit and defined contribution pension plans.

(i) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

(ii) Defined contribution pension plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as a finance cost in profit or loss in the period in which it arises.

(iii) Group pension scheme

The company is a member of Group pension scheme, the Cadbury Mondelez Pension Fund. Mondelez UK Holdings & Services Limited, as the sponsoring employer, accounts for the whole plan within its financial statements as a defined benefit plan.

Contributions to the plan are charged to the Statement of the comprehensive income in the financial year to which they relate.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

3. Accounting policies (*continued*)

Employee benefits (*continued*)

(iv) Annual bonus plan

The company operates an annual bonus plan for employees. An expense is recognised in the profit and loss account when the company has a legal or constructive obligation to make payments under the plan as a result of past events and a reliable estimate of the obligation can be made.

(v) Share based payments

The company has chosen to adopt Section 26 of FRS 102 in respect of share-based payments.

Equity-settled share-based payment transactions for employee services received are measured at fair value and recognised as an expense spread over the service periods for share awards expected to vest. The fair value is measured by reference to the number and market value of the equity instruments at the date of grant. At each balance sheet date the Company revises its estimates of the number of awards that are expected to vest and recognises the impact in the income statement with a corresponding adjustment to equity. Recharges made to the Company when the share awards have vested are recognised when paid and accounted for as a decrease in equity.

Financial instruments

The company has chosen to adopt the Sections 11 and 12 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other receivables are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade, intercompany and other payables, bank loans and loans from fellow group companies are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

3. Accounting policies (*continued*)

Financial instruments (*continued*)

(ii) Financial liabilities (*continued*)

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

(iii) Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Related party transactions

The company discloses transactions with related parties which are not wholly owned with the same group. It does not disclose transactions with members of the same group that are wholly owned.

Cash pooling

The company meets its day-to-day working capital requirements through a combination of loans and through access to funds as part of the Mondelez International Inc. group's cash pooling arrangement, of which Mondelez International Finance AG (MIF), a related company based in Switzerland, is the pool leader. Under the cash pooling arrangements, there is no cash held by the company - all balances are deposited in the cash pool at the end of business on each day. The company therefore has a NIL cash balance.

The value of the current facility is £17,977,734 (2023 - £13,358,825) and this balance is presented within amounts owed by group undertakings within debtors as at the year end. There are not considered to be limits to the available facility within the normal course of business. This is agreed as a rolling facility which is an integrated part of the Mondelez International Inc. group operations.

4. Critical accounting judgements and estimation uncertainty

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.

(a) Critical judgements in applying the group's accounting policies

(i) Group pension scheme (note 8)

Certain employees participate in a group pension scheme with other companies in the region. In the judgement of the directors, the company does not have sufficient information on the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets. Therefore, the scheme is accounted for as a defined contribution scheme, see note 8 for further details.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

4. Critical accounting judgements and estimation uncertainty (*continued*)

(b) Critical accounting estimates and assumptions

The company 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 addressed below.

(i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 13 for the carrying amount of the property plant and equipment and note 3 for the useful economic lives for each class of assets.

(ii) Impairment of debtors

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the ageing profile of debtors and historical experience. See note 16 for the net carrying amount of the debtors and associated impairment provision. Management review the recoverability of intercompany debtors as needed, taking into account the evidence available at that time and provide for any doubtful debts accordingly.

(iii) Dilapidations

The company has certain legal obligations relating to the restoration of leased property to the agreed condition at the end of the lease term. This obligation relates to the buildings for the company's use and operations.

The provision is highly judgemental and is estimated based on assumptions covering the characteristics of the sites, the expected cost of restoring the sites including anticipated labour and the period of time before the obligation is expected to be incurred. The company relies on external experts to estimate the resource and costs. These estimates are subject to regular review. The timing of the cash outflows associated with this provision are based on the expected life of the leased property.

Given the uncertainties inherent in the estimates used to determine the amount of the provision, actual outflows of resources may differ materially from the amounts currently recognised.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

5. Turnover

Turnover arises from:	2024	2023
	£000	£000
Rendering of services	29,844	30,768
Intercompany recharges	6,892	5,925
	36,736	36,693

An analysis of turnover by geographical market is as follows:

	2024	2023
	£000	£000
United Kingdom	21,696	22,790
Rest of Europe	11,950	10,949
Rest of World	3,090	2,954
	36,736	36,693

All the revenue from Intercompany recharges is in United Kingdom.

6. Other operating income

	2024	2023
	£000	£000
Other operating income	469	265

7. Operating profit

Operating profit or loss is stated after charging:

	2024	2023
	£000	£000
Depreciation of tangible assets	2,625	1,950
Loss on disposal of tangible assets	2	128
Operating lease rentals	1,442	1,225
Impairment of trade debtors	10	31
Staff costs (Note 8)	19,872	19,479
Research and development expenditure tax relief	814	899

Audit fees for the Company are borne on behalf of the UK group by a fellow subsidiary undertaking and not recharged to the Company. An estimated allocation of the audit fee for the year is £41,000 (2023: £40,000).

Amounts payable to PricewaterhouseCoopers LLP and their associates by the Company in respect of non-audit services were NIL (2023: NIL).

Research and development expenditure is Research and Development (R&D) tax relief, and it supports RSSL on our innovative projects in science and technology.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

8. Staff costs

The average monthly number of employees during the year was as follows:

	2024 No	2023 No
Production staff	265	262
Administrative staff	92	82
	<u>357</u>	<u>344</u>

The aggregate payroll costs incurred during the year, relating to the above, were:

	2024 £000	2023 £000
Wages and salaries	16,383	16,084
Social security costs	1,638	1,708
Other pension costs	1,851	1,687
	<u>19,872</u>	<u>19,479</u>

Group pension scheme

Cadbury Mondelez Pension Fund

At 31 December 2024 the Company actuary estimated the Cadbury Mondelez Pension Fund ('CMF') had a surplus of £237,200,000 (2023: £297,100,000) under the projected unit credit method. The latest full actuarial valuation of the pension fund was carried out as at 05 April 2025.

Other pension costs include contributions by the Company to the CMF, the group operated defined benefit scheme of which Mondelez UK Holdings & Services Limited is the sponsoring employer. With respect to the defined benefit scheme the contributions they receive are based upon the pension cost of the scheme members across the Mondelez International Inc. group of companies as a whole.

The full disclosures of this scheme have been provided in the Mondelez UK Holdings & Services Limited. The amount recognised in profit or loss as an expense in relation to the group pension scheme was NIL (2023: NIL).

Defined Contribution Scheme

The company contributes to a defined contribution pension scheme and other pension arrangements. The cost to the company in relation to the defined contribution scheme was £1,716,000 (2023: £1,687,000). There were no outstanding or prepaid contributions at the balance sheet date (2023 - NIL).

Share based payment

The total charge for the year was £261,000 (2023: £263,000). Recharges of £372,000 (2023: £775,000) made to the Company were recognised directly in equity.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

9. Directors' remuneration

The directors' aggregate remuneration in respect of qualifying services was:

	2024	2023
	£000	£000
Directors' emoluments	490	535

During the year, retirement benefits were accruing to 2 directors (2023 - 3) in respect of defined contribution pension plans.

Benefits are accruing under the defined benefits pension plan and, at the year-end accrued pension amounted to NIL (2023 - NIL). During the year, 1 director exercised share options (2023 - 1) and 3 directors received shares under a long-term incentive scheme (2023 - 3).

The highest paid director received remuneration of £286,288 (2023 - £226,315).

The value of the company's contributions paid to a defined benefit pension plan in respect of the highest paid director amounted to £24,503 (2023 - £20,101).

Compensation for loss of office for a director is £141,572.

10. Interest receivable and similar income

	2024	2023
	£000	£000
Other interest receivable and similar income	634	625

11. Tax on profit

Tax expense included in profit or loss

	2024	2023
	£000	£000
Current tax:		
UK current tax expense at 25% (2023: 23.5%)	1,552	415
Adjustments in respect of prior periods	(204)	-
Foreign tax relief/other relief	(1)	-
	1,347	415
Foreign tax suffered	1	-
Total current tax	1,348	415
Deferred tax:		
Origination and reversal of timing differences	(297)	645
Changes in tax rate	-	273
Adjustments in respect of prior periods due to timing difference	(928)	41
Total deferred tax	(1,225)	959
Tax on profit/(loss)	123	1,374

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

11. Tax on profit (*continued*)

Reconciliation of tax income

The tax assessed for the year is lower than (2023 – higher than) the standard rate of corporation tax in the UK of 25% (2023 – 23.5%) as set out below:

	2024 £000	2023 £000
Profit before taxation	<u>4,764</u>	<u>3,906</u>
Profit before taxation multiplied by the standard rate of tax 25% (2023: 23.5%)	1,191	919
Effects of:		
Expenses not deductible for tax purposes	64	154
Adjustments to tax charge in respect of prior periods	(1,132)	273
Income not taxable	-	(12)
Effect of change in tax rate	-	40
Tax on profit	<u>123</u>	<u>1,374</u>

Factors that may affect future tax charges

Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised, based on the tax rate enacted at the reporting date. Consequently, deferred tax assets at 31 December 2024 are calculated using the enacted tax rate of 25% (2023 - 25%). The company has unrecognised deferred tax assets on reserves of NIL (2023: NIL).

OECD Pillar Two

The company is within the scope of the OECD Pillar Two (Pillar Two) model rules as it is a member of the Mondelez International group (the "group"), which is a multi-national entity within the scope of Pillar Two. Pillar Two legislation, including a qualified domestic minimum top-up tax (QDMTT), has been enacted and is effective in the UK. While Reading Scientific Services Limited is in scope of the legislation, the UK is expected to meet one of the applicable safe harbours based on the analysis performed and thus there is no top-up tax under Pillar Two.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

12. Intangible assets

	Computer Software £000
Cost	
At 1 January 2024	335
Disposals	(212)
At 31 December 2024	123
Accumulated amortisation	
At 1 January 2024	335
Charge for the year	-
Disposals	(212)
At 31 December 2024	123
Net book value	
At 31 December 2024	-
At 31 December 2023	-

13. Tangible assets

	Leasehold improvement £000	Assets under construction £000	Plant and machinery £000	Total £000
Cost				
At 1 January 2024	20,671	996	16,961	38,628
Additions	(29)	3	777	751
Transfers	-	(996)	996	-
Disposals	-	-	(394)	(394)
At 31 December 2024	20,642	3	18,340	38,985
Accumulated depreciation				
At 1 January 2024	(8,574)	-	(13,087)	(21,661)
Charge for the year	(1,168)	-	(1,456)	(2,624)
Disposals	-	-	392	392
At 31 December 2024	(9,742)	-	(14,151)	(23,893)
Net book value				
At 31 December 2024	10,900	3	4,189	15,092
At 31 December 2023	12,097	996	3,874	16,967

Note 21 includes further details of the short leasehold buildings.

Capital commitments

Commitments for capital expenditure contracted but not provided in the company's financial statements at the end of the year were £235,490 (2023 - £105,272).

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

14. Investments

The company's investment represents its interest in the following entity:

	Country of incorporation	Principal Activity	Holding
Galactogen Products Limited	United Kingdom	Property holder	100%

The carrying value of the investment is NIL (2023- NIL).

Registered address of Galactogen Products Limited is Begbies Traynor Town Wall House, Balcerne Hill, Colchester, Essex, CO3 3AD. The entity was dissolved on 25 June 2023.

15. Inventories

	2024 £000	2023 £000
Raw materials and consumables	84	69

There is no significant difference between the replacement cost of inventories and the carrying amount.

16. Debtors

	2024 £000	2023 £000
Trade debtors	4,999	4,796
Amounts owed by group undertakings	17,978	13,359
Prepayments and Accrued Income	1,719	2,130
	<u>24,696</u>	<u>20,285</u>

Trade debtors are stated after provisions for impairment of £29,762 (2023: £30,881).

Amounts owed by group undertakings are unsecured, interest free and are repayable on demand.

17. Creditors: amounts falling due within one year

	2024 £000	2023 £000
Trade creditors	1,255	3,217
Other creditors	720	12
Deferred income	358	352
Accruals	6,854	6,519
	<u>9,187</u>	<u>10,100</u>

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

18. Provisions for liabilities

The movement is detailed below as follows:

	Dilapidations £000	Deferred Tax £000	Total £000
At beginning of year	(1,075)	(1,895)	(2,970)
Movement to profit and loss	(159)	1,225	1,066
At end of year	<u>(1,234)</u>	<u>(670)</u>	<u>(1,904)</u>

The analysis of the deferred tax asset/(liability) included in the financial statements at the end of the year are as follows:

	2024 £000	2023 £000
Accelerated capital allowances	(204)	(1,417)
Short term timing difference	(466)	(478)
	<u>(670)</u>	<u>(1,895)</u>

19. Called up share capital

Authorised share capital

	2024		2023	
	No	£000	No	£000
Ordinary shares of £1 each	<u>10,000,000</u>	<u>10,000</u>	<u>10,000,000</u>	<u>10,000</u>

Issued, called up and fully paid

	2024		2023	
	No	£000	No	£000
Ordinary shares of £1 each	<u>8,582,000</u>	<u>8,582</u>	<u>8,582,000</u>	<u>8,582</u>

There is a single class of ordinary shares. There are no restrictions on the distribution of dividends and the repayment of capital.

20. Reserves

For the full list of reserve balances please go to page 16 Statement of changes in equity for further details.

READING SCIENTIFIC SERVICES LIMITED

Notes to the financial statements (*continued*)

YEAR ENDED 31 DECEMBER 2024

21. Operating leases

The total aggregate future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£000	£000
Not later than 1 year	1,423	1,392
Later than 1 year and not later than 5 years	5,691	5,569
More than 5 years	7,545	8,764
	<u>14,659</u>	<u>15,725</u>

22. Controlling party

At 31 December 2024 the immediate parent company was Mondelez UK Holdings & Services Limited.

At 31 December 2024 the company's ultimate parent company and controlling party was Mondelez International Inc. incorporated in the United States of America. This is the parent company of the smallest and largest group to consolidate these financial statements. The financial statements of Mondelez International Inc. are available on application from the Company Secretary, Cadbury House, Sanderson Road, Uxbridge, UB8 1DH or from <https://ir.mondelezinternational.com/sec-filings/sec-filing/10-k/0001103982-25-000030>.