

# Diaceutics PLC Presentation of Results

For the year ended 31 December 2020

**Diaceutics**

Better Testing, Better Treatment

# Disclaimer

The information contained in these slides and any accompanying verbal presentation, any question and answer session and any document or material distributed at or in connection with the verbal presentation (together, the "Presentation") have not been approved by an authorised person within the meaning of the Financial Services and Markets Act 2000 ("FSMA"). Reliance upon the Presentation for the purpose of engaging in any investment activity may expose an individual to a significant risk of losing all of the property or other assets invested. If any person is in any doubt as to the contents of the Presentation, they should seek independent advice from a person who is authorised for the purposes of FSMA and who specialises in advising on investments of this kind.

The Presentation is being supplied to you solely for your information and does not purport to contain all information that may be required to evaluate Diaceutics plc (the "Company"). The Presentation has been prepared by and is the sole responsibility of the Company. The directors of the Company have taken all reasonable care to ensure that the facts stated herein are true to the best of their knowledge, information and belief.

The Presentation does not constitute, or form part of, an admission document, listing particulars, a prospectus or a circular relating to the Company, nor does it constitute, or form part of, any offer or invitation to sell or issue, or any solicitation of any offer to purchase or subscribe for, any shares in the Company nor shall it or any part of it, or the fact of its distribution, form the basis of, or be relied upon in connection with, or act as any inducement to enter into any contract. Any investment in shares in the Company should only be made by you on the basis of your own judgment as to the merits of the suitability of the shares for your purposes, having taken all such professional advice as you consider necessary or appropriate in the circumstances. No reliance may be placed for any purpose whatsoever on the information or opinions contained in the Presentation or on its completeness, accuracy or fairness, nor is any responsibility accepted for any errors or misstatements in, or omission from, the Presentation or any direct or consequential loss however arising from any use of, or reliance on, the Presentation or otherwise in connection with it. The Presentation may not be reproduced or redistributed, in whole or in part, to any other person, or published, in whole or in part, for any purpose without the prior consent of the Company. The contents of the Presentation are confidential and are subject to updating, completion, revision, further verification and amendment without notice.

The Presentation is being distributed on request only to, and is directed at, authorised persons or exempt persons within the meaning of FSMA or any order made thereunder or to those persons falling within the following articles of the Financial Services and Markets Act 2000 (Financial Promotion) Order 2005 (as amended) (the "Financial Promotion Order"): investment professionals (as defined in Article 19(5)) and high net worth companies (as defined in Article 49(2)), as well as to persons to whom distribution may otherwise lawfully be made (all such persons being "Relevant Persons"). Any person who is not a Relevant Person should not rely on the Presentation nor take any action upon it but should return it immediately to the Company. The Presentation is exempt from the general restriction in section 21 of FSMA relating to the communication of invitations or inducements to engage in investment activity on the grounds that it is made only to certain categories of persons.

Neither the Presentation nor any copy of it should be distributed, directly or indirectly, by any means (including electronic transmission) to any persons with addresses in the United States of America (or any of its territories or possessions) (together, the "US"), Canada, Japan, Australia, the Republic of South Africa or the Republic of Ireland, or to any corporation, partnership or other entity created or organised under the laws thereof, or in any other country outside the United Kingdom where such distribution may lead to a breach of any legal or regulatory requirement. The recipients should inform themselves about and observe any such requirements or relationship. The Company's ordinary shares have not been, and are not expected to be, registered under the United States Securities Act 1933, as amended, (the "US Securities Act") or under the securities laws of any other jurisdiction, and are not being offered or sold, directly or indirectly, within or into the US, Canada, Japan, Australia, the Republic of South Africa or the Republic of Ireland or to, or for the account or benefit of, any US persons or any national, citizen or resident of the US, Canada, Japan, Australia, the Republic of South Africa or the Republic of Ireland, unless such offer or sale would qualify for an exemption from registration under the US Securities Act and/or any other applicable securities laws.

The Presentation or documents referred to in it contain forward-looking statements. These statements relate to the future prospects developments and business strategies of the Company. Forward-looking statements are identified by the use of such terms as "believe", "could", "envisage", "estimate", "potential", "intend", "may", "plan", "will" or the negative of those, variations or comparable expressions, including references to assumptions. The forward-looking statements contained in the Presentation are based on current expectations and are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied by those statements. If one or more of these risks or uncertainties materialises, or if underlying assumptions prove incorrect, the Company's actual results may vary materially from those expected, estimated or projected. Given these risks and uncertainties, potential investors should not place any reliance on forward-looking statements. These forward-looking statements speak only as at the date of the Presentation. The Company is under no obligation to, and expressly disclaims any intention to, update or revise such forward-looking statements, estimates or projections.

No undertaking, representation, warranty or other assurance, expressed or implied, is made or given by or on behalf of the Company or any of its directors, officers, employees, shareholders or advisers or any other person as to the accuracy or the completeness of the information or opinions contained herein and to the extent permitted by law no responsibility or liability is accepted by any of them for any such information or opinions.

Please note that the information in this Presentation has yet to be announced or otherwise made public and as such constitutes inside information for the purposes of Article 14 of the Market Abuse Regulation (596/2014/EU) ("MAR") and the Criminal Justice Act 1993. You should not therefore deal in any way in the securities of the Company until after the formal release of an announcement by the Company as to do so may result in civil and/or criminal liability.

The publication, distribution or communication of the Presentation is taking place for the purpose of a 'market sounding' in accordance with MAR. Recipients of the Presentation have been requested to, and have confirmed that: (a) where the market sounding is being conducted by recorded telephone lines or audio or video recording, they have agreed to the recording of any such communication; (b) they are the person entrusted by the potential investor to receive the market sounding; and (c) they have agreed to receive the market sounding in the knowledge that they will be receiving information that the Company considers to be inside information for the purposes of Article 11(5)(a) of MAR and that, in accordance with Article 11(7) of MAR, they are required to assess for themselves whether they are in possession of inside information and when they cease to be in possession of inside information. Recipients of the Presentation are: (a) prohibited from using, or attempting to use, the information by acquiring or disposing of, directly or indirectly, financial instruments relating to that information for either their own account or that of a third party (Article 11(5)(b) MAR); (b) prohibited from using, or attempting to use, the information by cancelling or amending an order which has already been placed concerning a financial instrument to which the information relates (Article 11(5)(c) MAR); and (c) obliged to keep the information confidential (Article 11(5)(d) MAR).

Cenkos Securities plc ("Cenkos") is acting in the provision of corporate finance business to the Company, within the meaning of the Financial Conduct Authority's Conduct of Business Sourcebook ("COBS"), and no-one else in connection with the proposals contained in this Presentation. Accordingly, recipients should note that Cenkos is neither advising nor treating as a client any other person and will not be responsible to anyone other than the Company for providing the protections afforded to clients of Cenkos under the COBS nor for providing advice in relation to the proposals contained in this Presentation.

By accepting receipt of, attending any delivery of, or electronically accessing, the Presentation, you agree to be bound by the above limitations and conditions and, in particular, you represent, warrant and undertake to the Company that: (i) you are a Relevant Person (as defined above); (ii) you will not forward the Presentation to any other person, or reproduce or publish this document, in whole or in part, for any purpose; (iii) you have read and agree to comply with the contents of this disclaimer and (iv) you will not at any time have any discussion, correspondence or contact concerning the information in this document, with any of the directors or employees of the Company or its subsidiaries, nor with any of their suppliers, customers or sub-contractors without the prior written consent of the Company.

## Presentation Team

---



### **Peter Keeling, founder and CEO**

- 30+ years' experience as a leader, entrepreneur and strategist in the pharmaceutical industry
- Led international companies and teams with a focus on novel business models and product launches, including therapies, diagnostics and FMCG products
- 11 years leading projects in both operational and strategic roles at the pharmaceutical division of the Wellcome Foundation

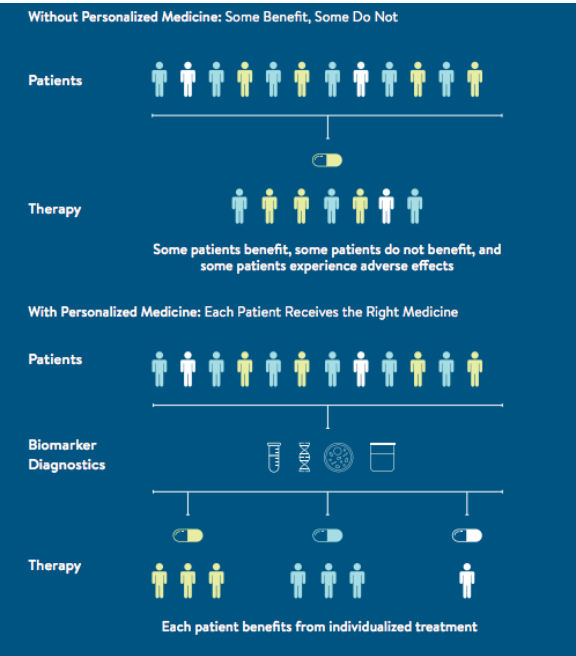


### **Philip White, CFO**

- 16+ years' management and financial experience, and has been Chief Financial Officer of Diaceutics since 2011
- Responsibility for all financial and risk management operations at Diaceutics and works with the executive management team to develop and implement strategy

# Pharma's Dependency on Precision Testing

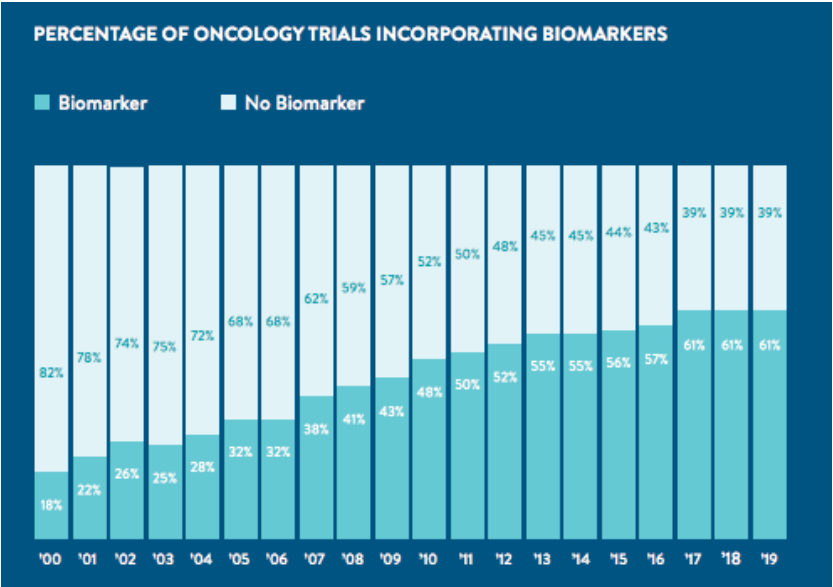
## Precision Therapies Need Seamless Access to Biomarker Diagnostics



### What is a Biomarker?

Biomarkers within the DNA are used to identify the patients that are most likely to benefit from a targeted therapy. This is implemented using biomarker diagnostic tests

A biomarker is a measurable indicator of the severity or presence of a disease and the effect a drug has on the body



Oncology drug pipeline dependency upon biomarkers

### Pharma Companies investing in Precision Medicine and Precision Testing



# What Diaceutics Does

---

Diaceutics is a data analytics and end-to-end services provider enabled by DXRX - our proprietary diagnostic network solution for the development and commercialisation of precision medicine diagnostics

## **Pharma needs:**

- Routine uncomplicated patient (biomarker) testing for majority of precision therapies launched
- To ensure laboratories (globally) are test ready for their physicians and “in step” with new drug launch
- Testing that does not present an access barrier to the therapy
- Deliver high ROI for precision medicine investments

## **Diaceutics provides:**

- A digital diagnostic network bringing together laboratories and Pharma customers
- Reduced complexity of testing
- End-to-end management of test commercialisation
- Faster ROI for Pharma clients

## 2020 Highlights

---

- Revenue £12.7m against revised guidance of £12m
- Operational restructure removing £1.9m of costs
- Adjusted EBITDA £0.5m against guidance of (£0.3m)
- Cash position £25m
- DXRX successful launch in Q4 and positive client engagement
- Provided data and services to 53 therapy brands over 29 countries

# Financial review

**Diaceutics**

Better Testing, Better Treatment

# Financial performance overview

£m	FY 20	FY 19	% Var.
Revenue	12.7	13.4	(6%)
Gross profit	9.5	10.3	(8%)
Gross margin	75%	77%	
Gross margin exc. amort.	80%	78%	
Administration costs	10.0	8.4	(19%)
Exceptional costs	0.4	1.3	
Tax	0.9	(0.1)	
Profit after tax	0.3	0.4	(34%)
Adjusted EBITDA	0.5	2.4	(77%)
Intangible asset	9.4	3.8	
Trade receivables	5.3	6.1	
Cash	25.3	11.7	

- Full year revenue disrupted by COVID-19 vs 2019
- H1 21% revenue increase vs 2019
- Improved Q4 revenue over Q3
- Data 76% (2019: 72%) Implementation services 24% (2019: 28%)
- Regional revenue
  - EU regional revenue declined 17%
  - Asia & Rest of world regional revenue declined 8%
  - US regional revenue increased by 7%
- Gross margin decreased to 75% however DXRX efficiency apparent in ex-amortisation margin through Q4
- Admin costs represent H1 headcount investment across all departments and a subsequent cost review and restructuring in Q3-Q4
- COVID-19 restrictions resulted in costs savings from travel and property offset by increased spending in legal & professional fees
- Exceptional costs relate to termination agreements
- Benefited from the R&D tax credit
- Positive adjusted EBITDA
- Investment £4.6m DXRX, £1.5m Data, Patents and Software £0.3m
- Strong cash position



## H2 2020 Financial Performance

- H2 revenue decreased 19% yoy due to COVID-19 disruption
- Q4 revenue higher than Q3
- Clients focused on their key markets and priorities
- Platform amortisation commenced Q4
- Improved H2 labour efficiency

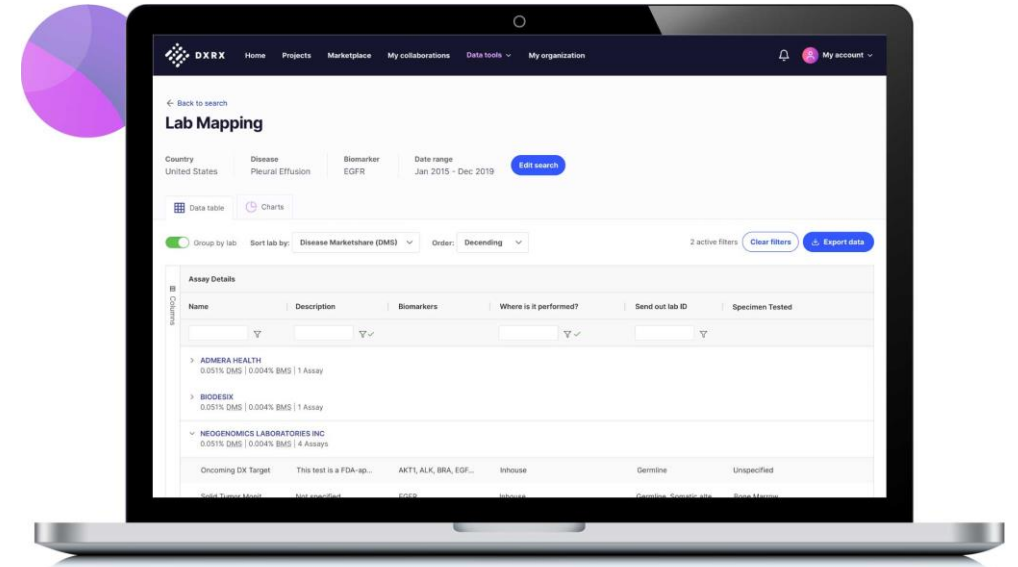
## Operational Improvements

- H2 cost saving initiatives £0.4m followed by comprehensive cost review & restructure generating £1.9m savings
- Business development investment in Informa real-time pipeline tracker and Salesforce CRM to enable business development growth
- Strengthened finance and business development reporting structure and introduction of sales incentive programme
- Created significant bench strength via new & empowered leadership team under EXCO
- Supporting staff through COVID-19 through a range of wellbeing initiatives launched to the global Diaceutics village

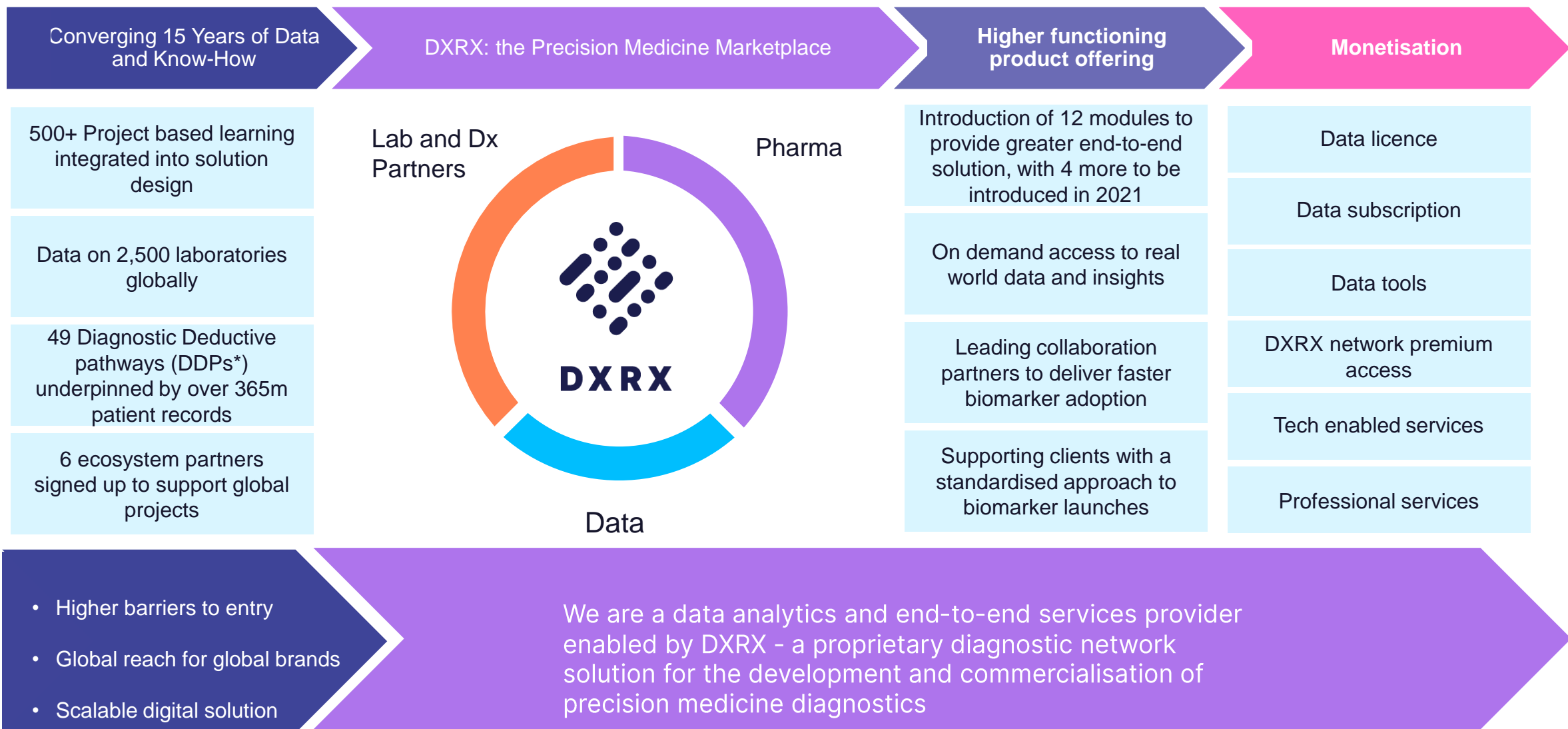
# Introduction to DXRX – The Diagnostic Network®

- October 2020 launch of DXRX - our diagnostic network platform dedicated to precision medicine
- DXRX brings onto one platform our extensive patient testing data repository, the Diaceutics method™ for test commercialisation and the required stakeholders - labs and diagnostic companies - for the successful global test adoption of precision medicine drugs
- For our Pharma clients, DXRX provides them with direct access to
  - 365m global patient testing records on one platform and access to data on over 2,500 testing laboratories
  - A marketplace where Pharma has a commercialisation-ready lab network to facilitate their commercialisation needs end-to-end
- For Diaceutics, DXRX enables a shift from a traditional consultancy delivery methodology towards a scalable platform model with auto-ingestion of testing data, inbuilt algorithms, and ability to implement change at a lab level globally:
  - An enhanced product offering to secure more of our client's precision testing investments
  - A subscription model allowing a move to better quality earnings in the longer-term
  - Ability to embed ourselves with our clients via a combination of data subscriptions, data tools (to derive data insights), technology-enabled services (delivering support in areas including training, assessments, reimbursement and regulation) and network access fees.

## DXRX: Precision Testing Platform



# DXRX Platform Launch: Transforming our business model



\* See slide 12

# DXRX Platform Launch: Transforming our Client engagement (example project)

## The Unmet Need

Two leading Pharma companies collaborating on the introduction of a new therapy brand in cancer in 2021- 22 timeframe. Brand has a complete dependency upon an existing in-market test but one which requires the introduction of an entirely new scoring / interpretation system

Data provided by Diaceutics showed that pathologists have a strong (over) confidence in their ability to discriminate between the different test scoring systems – and this will lead to significant variability between labs with potential loss of patients on treatment

A 10-month three phase change management programme has been agreed with the clients leveraging DXRX



DXRX will be used to

- Identify 60+ most relevant-influential labs from network
- Collect data online and to measure the problem (patient loss) in real time
- Develop with DXRX KOL board, change management training materials
- Provide training via our platform partner
- Stakeholder collaboration to develop improved biomarker results scoring
- Monitor & support adoption across key labs
- Create landmark collaborative publication

## Leveraging the DXRX Marketplace

60+ In network labs across 10 countries simultaneously “opting in”



Leading capabilities supported by partners including areas such as test access and reimbursement, pathology training, health economics, reference standards and EQA



## Delivering Higher Function to the Client

- Client remains hands-on and with digital visibility across the project
- One stop access to leading and in-network KOLs and partners relevant to the mission
- Simultaneous solution for all the key launch markets
- Relevant new clinical data collected can be used to support regulatory and clinical affairs
- Removal of key test access risk in advance of therapy launch

## Transforming Diaceutics' Business Model

- Total programme value \$750k+ in single PO
- Network access fee
- Data subscription
- Technology enabled services fees include
  - Training material development
  - Training
  - Lab recruitment
  - Professional services
- Demonstrates network value to partners and labs to support future recruitment
- Data additive to data repository

## DXRX Platform Traction KPI's



6

Client projects now enabled by DXRX integrated data



3

DXRX Projects won with combined value \$1.22m



20%+

of Q1 pipeline represented by DXRX



25%+

Increase in average 2021 project value over 2020



6

Dx partners recruited into the marketplace



Strong DXRX labour efficiencies apparent in initial projects

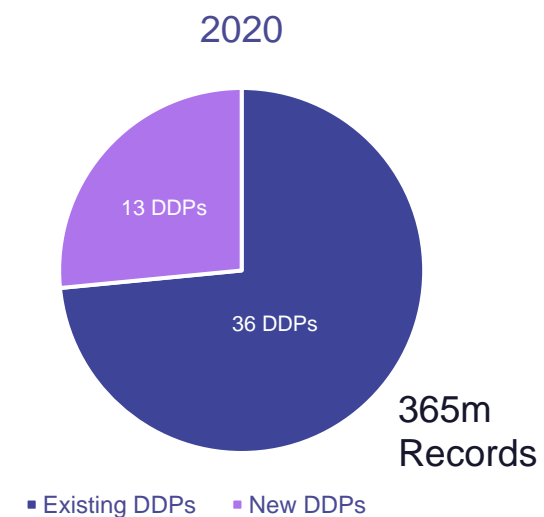
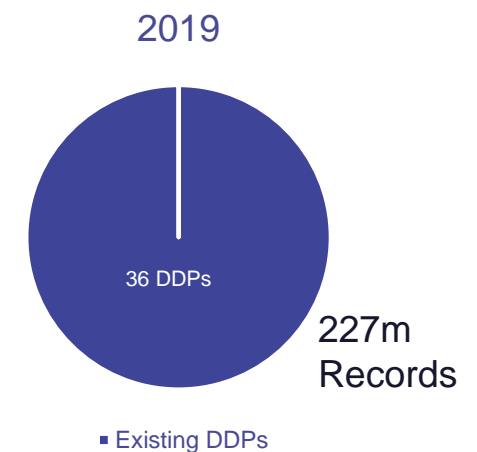


101

Labs registered on the platform for DXRX collaborations

## DDPs\*: Ongoing Development of Data Repository supply in 2020 underpinning value

Data Source	Enhancements in 2020	Impact on business
Claims data Government and commercial	<ul style="list-style-type: none"> <li>Streamlined data process</li> <li>Increased visibility over patient outcomes</li> </ul>	Previous quarter real world insights support greater number of projects
Real time lab data	<ul style="list-style-type: none"> <li>Enhanced weekly automatic data feed in key labs</li> <li>Increase in the number of labs providing data</li> </ul>	DXRX customers will now be able to access real time testing events to support their sales and marketing campaigns
Project – Primary data	<ul style="list-style-type: none"> <li>Enriched with data from 150 projects supported in 2020</li> </ul>	Expanded disease insights into 3 new therapy areas across 2020
Prescription data	<ul style="list-style-type: none"> <li>Increased visibility over treatment journey</li> </ul>	Ability to join Dx and Rx data to support DDP impact research
Lab demographic data	<ul style="list-style-type: none"> <li>Demographic data expanded to cover 14,500+ labs globally</li> </ul>	Oversight now of key precision testing labs globally



\* Diaceutics has established many years of proprietary data which informs the clinical pathway and creates a deep disease-level understanding which the Company describes as a Diagnostic Deductive Pathway™ (DDP)

# Outlook

---

## Ongoing perspective:

- Opportunity to add a significant subscription revenue model in the medium term
- Analysts predicting precision medicine market will more than double 2019-2026 growing at a CAGR of 11%

## Reinstatement of guidance:

- Greater predictability returning to Pharma budgeting and positive pipeline
- Strong sales pipeline for DXRX and end-to-end client solutions
- Strengthened business operations ready for post COVID-19 scale-up
- Recognise ongoing challenges emerging from COVID-19

**Reinstatement of 2021 guidance: Revenue of £13.6m and EBITDA of £2m**

# Summary

---

## 2020 Milestones

- Results and actions met revised targets
- DXRX launched on-time with good initial traction
- Strengthened business operations for efficient scale up in subsequent periods

## 2021 Outlook

- Guidance reinstated
- Well positioned with a strong balance sheet when the market returns to growth



# Introduction to Diagnostics and Precision Testing

**Diagnostics**

Better Testing, Better Treatment

# Diaceutics Market Opportunity

## POTENTIAL SERVICEABLE MARKET (2021-2026)

At least 300 test-dependent therapy brands rolling out over all key treatment markets globally

c.\$10m per brand potential

Limited competition

Early mover advantage

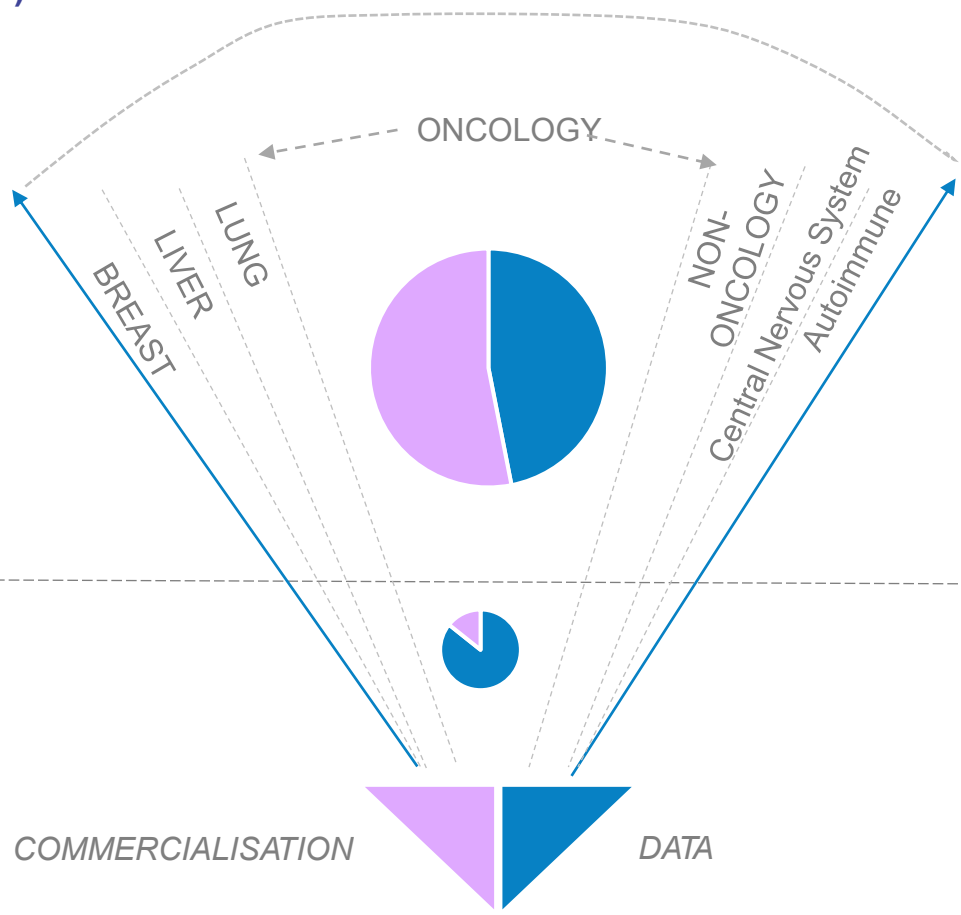
**Market opportunity: \$3bn**

## TODAYS TARGET MARKET (2020)

>150 test-dependent therapy brands needing to eliminate testing hurdles at launch

c.\$1m-\$2m per brand potential

**Market opportunity: \$0.23bn**









### Key statistics:

The overall precision medicine market is anticipated to double in size from 2019-2026

39% of the new molecular entities approved in 2020 by FDA are precision medicines\*

\* Does not include precision approvals of existing drugs for new disease targets

## Competitor analysis

Company	Description	Global	Extensive Pharma Client Base	Testing Data Lake	Commercialisation platform	Top 10 Market Lab Liaison Team	Dedicated Leader enabling Pharma Dx	300+ Therapy /Diagnostic Track Record
 <b>Diaceutics</b>	Data analytics & Implementation Services	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓✓✓
 <b>healthverity</b>	Healthcare data clearing house – helping organisations integrate data sets	US only	✓✓	✓✓	-	-	-	-
 <b>Q² Solutions</b> <small>a Quintiles Quest Joint Venture</small>	CRO and lab organisation Test data tracking limited to own tests	✓ Partially US focused	✓✓✓	✓ Data limited to own tests	-	✓	-	-
 <b>IQVIA</b>	Multi service organisation Global Pharmacy Tracking and Clinical Trial Management	✓✓✓	✓✓✓	✓	-	✓	-	
 <b>prognos</b>	50+ Person organisation Focus on Non oncology Focus on payers	US only	-	✓✓ Small in oncology	-	-	-	
 <b>CareSet</b> <small>SYSTEMS</small>	Claims data product base	US only	-	✓ No real time data	-	-	-	

**Majority done in house by large Pharma. None focus on precision medicine exclusively – most US focused only**

# Detailed Financials

for the year ended 31 December 2020

**Diaceutics**

Better Testing, Better Treatment

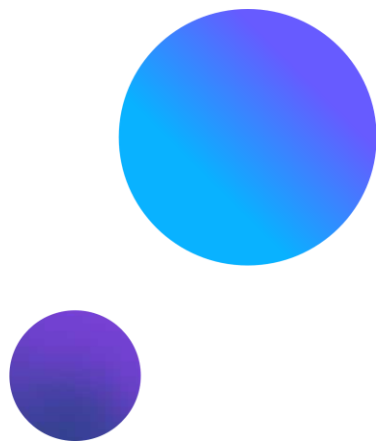
# Income statement

	2020	2019
	£000's	£000's
<b>Revenue</b>	<b>12,696</b>	13,442
Cost of sales	<b>(3,233)</b>	(3,131)
<b>Gross profit</b>	<b>9,463</b>	10,311
Administrative expenses	<b>(10,015)</b>	(8,388)
Other operating income	<b>282</b>	165
<i>Operating (loss)/ profit before exceptional items</i>	<b>(270)</b>	2,088
Exceptional items	<b>(388)</b>	(1,348)
<b>Operating (loss)/profit</b>	<b>(658)</b>	740
Finance income	<b>27</b>	3
Finance costs	<b>(51)</b>	(246)
<b>(Loss)/profit before tax</b>	<b>(682)</b>	497
Income tax credit/(expense)	<b>945</b>	(99)
<b>Profit for the financial year</b>	<b>263</b>	398

# Balance sheet

	2020	2019
	£000's	£000's
<b>ASSETS</b>		
<b><i>Non-current assets</i></b>		
Intangible assets	9,361	3,761
Property, plant and equipment	238	133
Deferred tax asset	301	56
	<u>9,900</u>	<u>3,950</u>
<b><i>Current assets</i></b>		
Trade and other receivables	6,107	6,635
Cash and cash equivalents	25,255	11,720
Income tax receivable	2,257	66
	<u>33,619</u>	<u>18,421</u>
<b>TOTAL ASSETS</b>	<u>43,519</u>	<u>22,371</u>
<b>EQUITY AND LIABILITIES</b>		
Equity share capital	168	139
Share premium	36,864	17,335
Translation reserve	15	20
Profit and loss account	3,191	2,638
<b>TOTAL EQUITY</b>	<u>40,238</u>	<u>20,132</u>
<b><i>Non-Current liabilities</i></b>		
Deferred tax liability	<u>366</u>	<u>-</u>
<b><i>Current liabilities</i></b>		
Trade and other payables	2,346	2,131
Financial liabilities	118	108
Income tax payable	451	-
	<u>2,915</u>	<u>2,239</u>
<b>TOTAL LIABILITIES</b>	<u>3,281</u>	<u>2,239</u>
<b>TOTAL EQUITY AND LIABILITIES</b>	<u>43,519</u>	<u>22,371</u>

# Cash flow statement



	2020	2019
	£000's	£000's
<b>Operating activities</b>		
(Loss) / Profit before tax	(682)	497
<i>Adjustments to reconcile (Loss)/profit before tax to net cash flows from operating activities</i>		
Net finance costs	24	243
Amortisation of intangible assets	776	246
Depreciation of property, plant and equipment	33	38
Research and development tax credits	(247)	(157)
Decrease/(Increase) in trade and other receivables	549	(2,324)
(Decrease)/Increase in trade and other payables	(63)	825
Share based payments	290	24
<b>Cash received/(used) in operations</b>	<b>680</b>	<b>(608)</b>
Tax paid	(427)	(22)
<b>Net cash inflow/(outflow) from operating activities</b>	<b>253</b>	<b>(630)</b>
<b>Investing activities</b>		
Interest received	-	3
Purchase of intangible assets	(6,157)	(2,828)
Purchase of property, plant and equipment	(137)	(99)
<b>Net cash outflow from investing activities</b>	<b>(6,294)</b>	<b>(2,924)</b>
<b>Financing activities</b>		
Borrowing costs	-	(248)
Repayment of borrowings	-	(3,451)
Draw down of funds	-	106
Issuance of convertible loan notes	-	850
Issue of shares	19,614	16,036
<b>Net cash inflow from financing activities</b>	<b>19,614</b>	<b>13,293</b>
<b>Net increase in cash and cash equivalents</b>	<b>13,573</b>	<b>9,739</b>
Net foreign exchange losses	(38)	(93)
Cash and cash equivalents at 1 January	11,720	2,074
<b>Cash and cash equivalents at 31 December</b>	<b>25,255</b>	<b>11,720</b>

# Supporting Slides

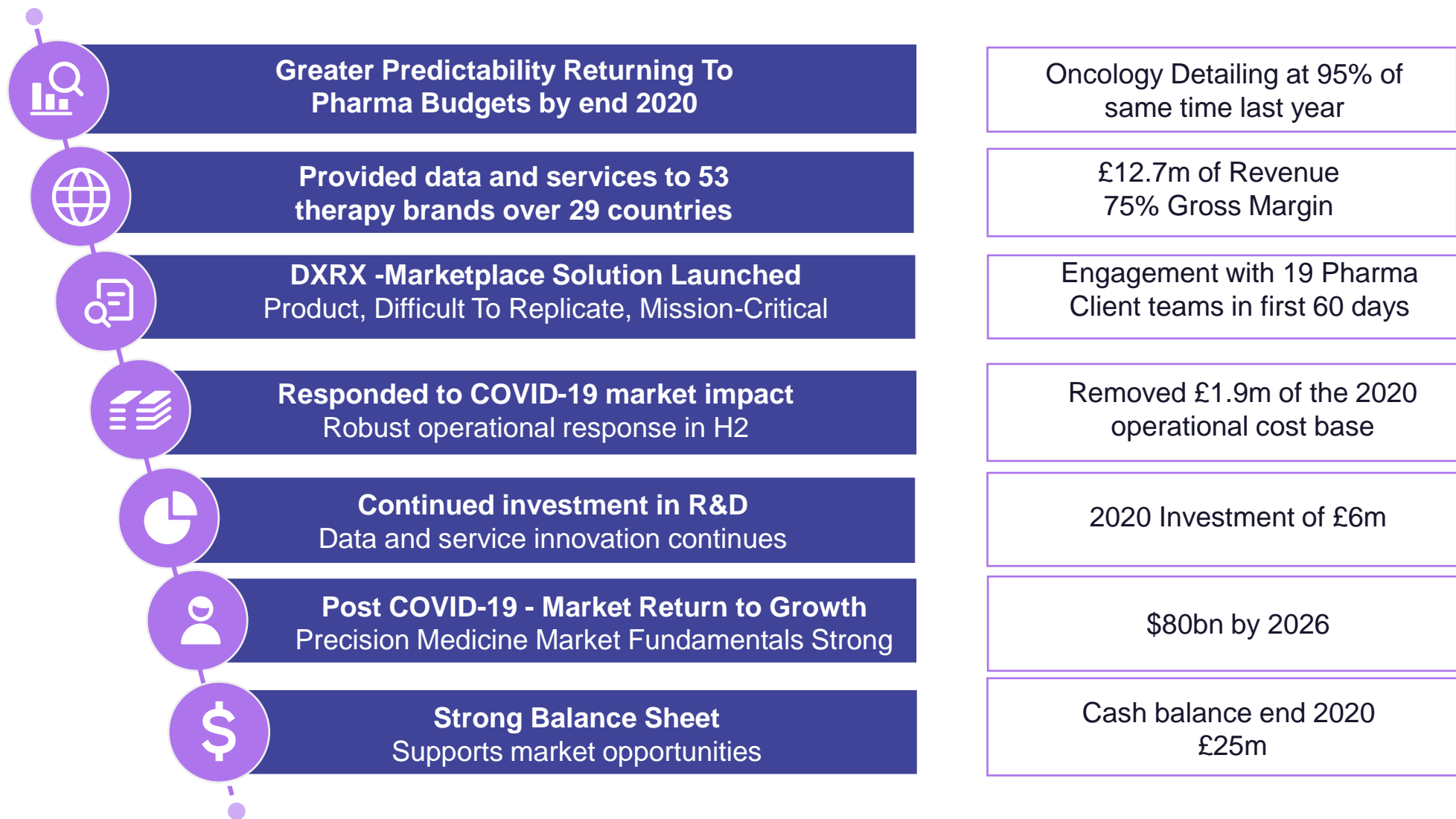
for the year ended 31 December 2020

**Diaceutics**

Better Testing, Better Treatment



## 2020 Key Milestones



# Operational levers addressed 2020

2020 Lever	2021+ Impact
Accelerated platform - ready business operations	<ul style="list-style-type: none"> <li>Comprehensive legacy cost review and restructure, generating £1.9m savings to support platform business. With 8 new Business Development hires planned for 2021</li> </ul>
Adopted platform contracting structures	<ul style="list-style-type: none"> <li>Introduced new data subscription and platform online membership terms. These terms can also be incorporated into existing client MSA/SOW contract structure</li> </ul>
Leveraging new best in class BD management tools	<ul style="list-style-type: none"> <li>Invested £0.1m in BD management - Informa real-time pipeline tracker with visibility over 300+ assets moving to market 2021-2025</li> <li>And Salesforce as CRM to improve integration with forecasting. Enables laser focus on business opportunities</li> </ul>
High level regional sales focus	<ul style="list-style-type: none"> <li>Regional sales leadership from our Executive Committee (“EXCO”)</li> <li>Appointed senior exec EXCO to develop value based pricing with smaller biotech companies – focus on E2E and new business</li> </ul>
Incentive structure	<ul style="list-style-type: none"> <li>Mid and senior management bonus structure targeting revenue, EBITDA and business seasonality</li> <li>Introduction of new sales commission structure</li> </ul>
Strengthened sales and finance team	<ul style="list-style-type: none"> <li>Reshaped financial accountability structures and hired new VP Finance and Sales operations manager to support Finance, business development and operations</li> </ul>
Support and retain our people	<ul style="list-style-type: none"> <li>Continue to support our people through COVID-19 via wellbeing and flexible working initiatives, transparency and increased communication</li> <li>Introduction of global share save scheme</li> <li>Participated in BMS-led industry consortia to provide best practice COVID-19 response to working life for healthcare companies</li> <li>In our most recent survey 98% of colleagues said treated fairly and with respect and 96% would recommend Diaceutics as a place to work</li> </ul>