

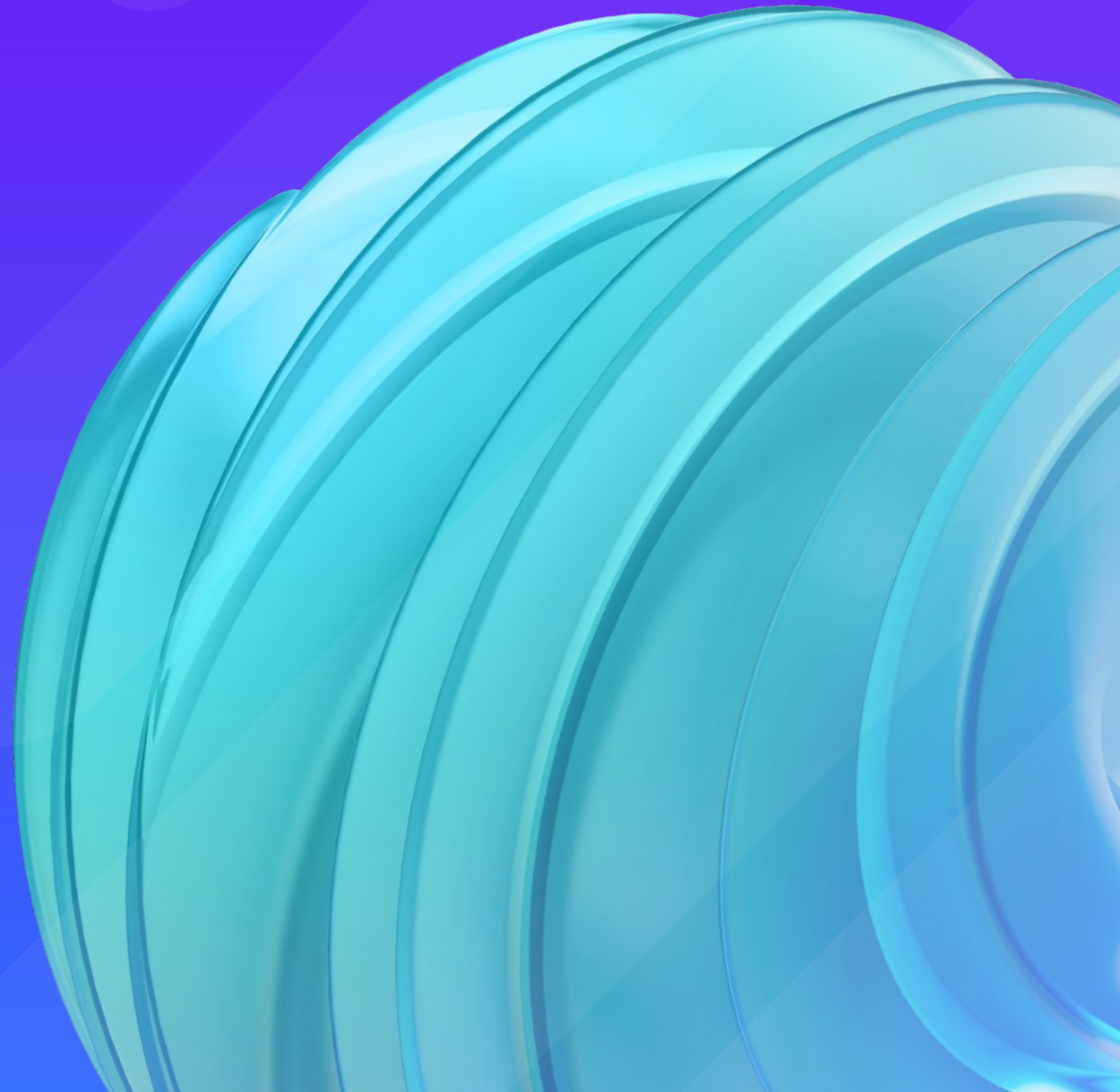


ENVISION PHARMA
GROUP

2024 Sustainability Report

Covering our responsible approach and performance in relation to Envision's people, stakeholder impact, climate action, and governance.

July 2025



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Foreword

As I reflect on 2024, I feel both pride and excitement; proud of what we have achieved so far, and excited for what we've yet to achieve. It is a privilege to be the Executive Chairman in a company that maintains high sustainability standards and improved patient outcomes, while flourishing at the cutting edge of technology in the life sciences industry.

At Envision Pharma Group, our vision is to lead ethically, transparently, and sustainably. Over the past year, we've made tangible progress in embedding these values throughout the business, by continuing to integrate sustainability into our every-day decisions.

A particular highlight was having our ambitious carbon reduction targets across our direct and indirect operations verified and published by the Science-Based Target Initiative (SBTi) in January this year. Our targets are now not only measurable and aligned with climate science, but also form an integral part of our long-term business strategy.

We see the opportunities in taking a more active role in understanding and reducing the environmental and social impacts across our wider operations; not least, the benefit this brings to the long-term financial resilience of our business. For this reason, our SBTi-approved targets include a commitment to work with our supply chain (specifically, purchased goods and services and upstream transportation) to ensure 75% - by total greenhouse gas (GHG) emissions - have set SBT-aligned reduction targets by 2028.

Envision has also made significant progress during 2024 in strengthening relationships with wider stakeholder groups and further improving our risk management and governance processes. Our reporting now aligns more closely with industry sustainability frameworks, providing greater transparency on our successes and challenges. We also continued to foster a collaborative and inclusive working environment by launching employee resource groups, designed to create space for dialogue, allyship, and shared growth.

We may operate against a rapidly-evolving technological and economic landscape, but our primary commitment remains our people; from clients, our employees, through to our patients. In this current socio-economic climate, there remain many challenges and opportunities ahead, but our ambition is clear; to create a business that not only uses technology to advance medicine, but also to elevate the way we serve people and the planet.



Alistair Macdonald
Executive Chairman

Company overview

Our story

Founded in 2001, Envision Pharma Group ("Envision") is a global, technology-enabled strategic solutions partner for the life sciences industry, serving pharmaceutical, biotechnology and medical device companies. We are a leading provider of evidence-based communication services and industry-leading technology solutions (iEnvision®) that have applicability across many areas of medical affairs and related functional responsibilities.

Envision's mission and values

Driven by evidence and enabled by technology, our mission is to make the world a healthier place by bringing new healthcare treatments to market and turn vision into reality. We are a diverse group of individuals with unique skills, talents, and experiences who thrive when we collaborate.

Our vision is to accelerate access to life-changing treatments for patients by delivering smarter, faster outcomes for biopharmaceutical companies. Our mission is to combine the power of our knowledge with the speed of technology to successfully create, communicate, and commercialize the value propositions of our clients' treatments.

Our values guide everything we do:

Excellence: We strive to excel for our clients and each other – never settling, because mediocrity is never an option.

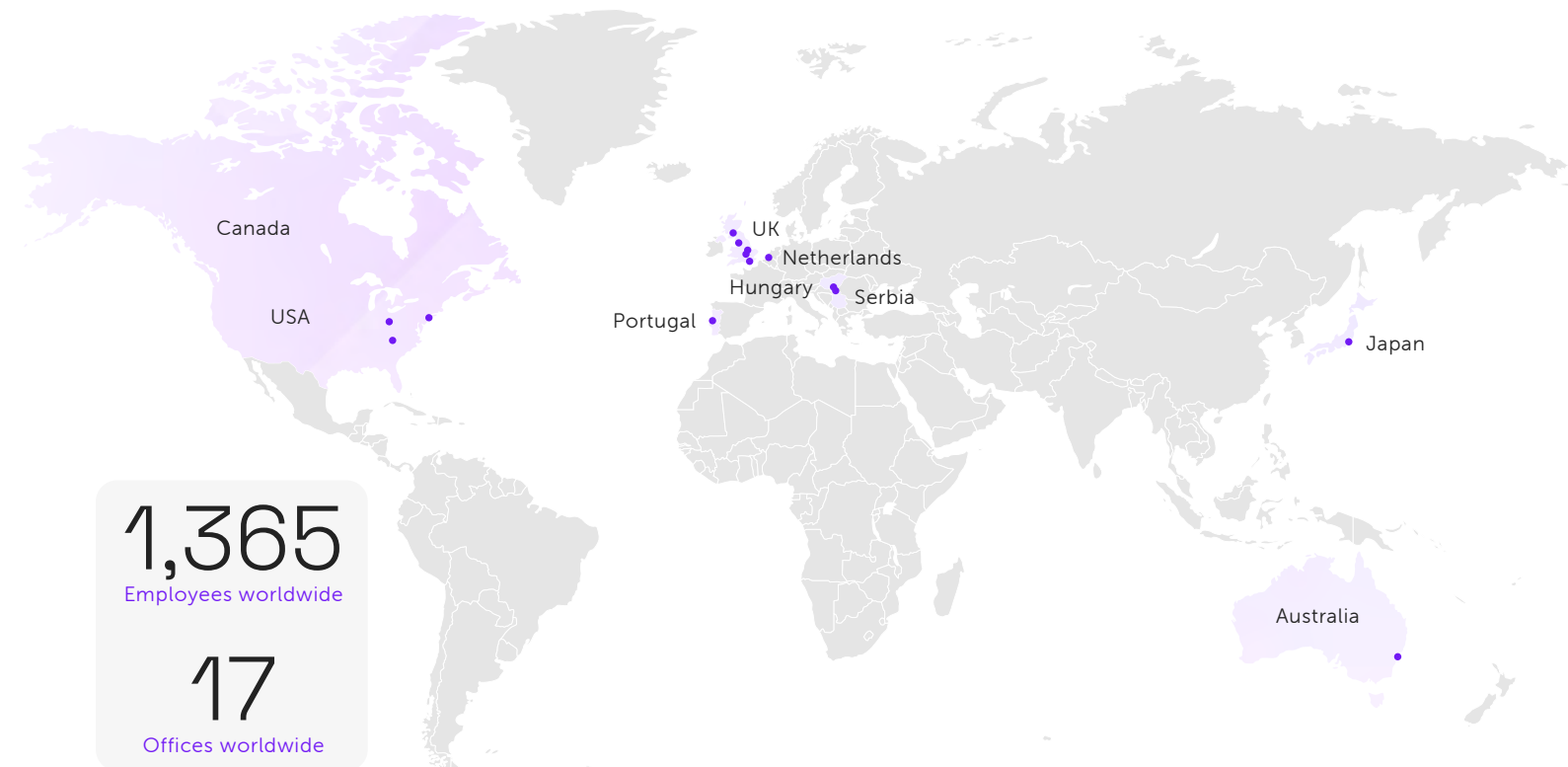
People: We work to help each other thrive by supporting, respecting, and inspiring.

Growth: We champion bold thinking and embrace transformation to create an environment where innovation flourishes.

Our presence

Our headquarters are based in Horsham, with a presence across the UK, Europe, North America, and Asia-Pacific. In total, over **1,365** employees operate across nine countries.

In 2024, we streamlined our operations by reducing the number of offices from 21 to 17, reflecting a strategic effort to optimize our global footprint.



Company overview

Solutions

Our solutions are designed to accelerate and de-risk results for life sciences teams across the entire product life cycle.

We offer bespoke solutions; from medical strategy, product commercialization, through product launch and beyond. Our passion is driving improved outcomes for patients, by providing the best-in-class experts and solutions.

Technology

At Envision, we enable the life sciences industry through technology and artificial intelligence.

We are proud to empower medical affairs teams through a range of technology solutions:



Helix – A government pricing calculation, reporting, and analytics application.



RNA – A suite of Medicaid rebate adjudication applications, including m-RNA for managed care, s-RNA for sales-based rebates, and c-RNA for chargebacks.



Ion – A Medicaid rebate adjudication application.



Nucleus – Master data management.



EnvisionOne

EnvisionOne – New, superior-in-class SaaS platform to elevate and synchronize medical information, medical communications, and improve outcomes.



iEnvision

iEnvision – Medical affairs workflow platform.



OKRA.ai

OKRA.ai – Artificial Intelligence built for life sciences.

Our services

Envision Medical Communications

Scientific expertise paired with delivery excellence



Strategic Consulting

Deeply experienced, multi-disciplinary experts



Life Sciences Commercialization

Accelerate and de-risk your launch and maintain compliance



Artificial Intelligence

Built specifically for life sciences



Value & Access

For a value-creation story that maximizes access



2024 Sustainability highlights

Envision's people



- Recognized on LinkedIn's Top 15 UK Companies List
- **403** managers completed our four-part Manager's Essentials workshop series, including values-based leadership and how to hire top talent
- **84%** participation rate in our latest annual Employee Engagement Survey
- Our EthicsPoint Hotline was extended to all Envision employees to ensure everyone can voice concerns
- Maintained our median hourly gender pay gap in the UK (**4.1%** in 2024, **3.9%** in 2023), representing a 4p difference in every pound paid.
- Formed our Empowering and Enabling Inclusion Steering Committee, responsible for fostering a diverse, equitable, and inclusive workplace
- Launched four new training modules on our Envision Learn platform, covering our Carbon Disclosure Project (CDP) score, our governance policies, data management, security and General Data Protection Regulation (GDPR), human rights, and inclusion topics
- Established dedicated Employee Resource Groups (ERGs) on a range of topics, including LGBTQIA+, Black, Indigenous and People of Color (BIPOC), neurodiversity, women, and the menopause

Stakeholder impact



- Officially launched our Supplier Program, in collaboration with EcoVadis
- Introduced our Supplier Inclusion Program as part of our Supplier Program delivering support to smaller and more diverse members of our supplier base
- Launched and published our Supplier Code of Conduct
- Partnered with EcoVadis to complete a baseline assessment of over **800** suppliers' risk exposure against environmental, social, and governance (ESG) indicators
- Continued to support Ferring's Safe Birth Program, #ProjectFamily – an initiative focused on reducing maternal mortality from postpartum haemorrhage in low- and lower-middle-income countries
- Established a Volunteering Leave Policy, to enable employees to directly support local charities
- Donated goods from our Harvest Festival collection to the Horsham Matters foodbank



Tennis event, London, UK



International Lunch, Sydney, AUS

2024 Sustainability highlights

Climate action



- Validated and published our carbon reduction commitments through the SBTi, including;
 - A **55%** absolute reduction in direct GHG emissions by 2030, compared to 2022
 - 52%** relative reduction in our indirect emissions from employee business travel by 2028, compared to 2023
 - 75%** of our suppliers by emissions covering purchased goods and services and upstream transportation, and distribution will have science-based targets by 2028
- Increased the total volume of electricity consumption sourced from renewable energy to **85%**, from just **5%** in 2023



Summer Party, Coimbra, Portugal



Earth Day, Wilmslow, UK

Governance



- Published our second annual Sustainability Report
- Maintained our information security accreditation (ISO 27001), our quality management system accreditation (ISO 9001), and our security and compliance (SOC 2) standard
- Completed a gap analysis of our environmental management system in alignment with ISO 14001
- Became a UN Global Compact participant, committing to meet fundamental human rights, labor, environment, and anti-corruption responsibilities
- Maintained a 'B' disclosure rating for our second submission to the annual CDP Climate Change questionnaire
- Attained a year-on-year improvement in our EcoVadis submission, from **56** to **58** points
- Received a Platinum medal from CyberVadis for our performance score of **950**; up **66** points from 2023
- Implemented and published our Living Wage Policy and Employee Rights Policy



2024 Sustainability performance

This section provides a progress update against the sustainability targets published in our 2023 Sustainability Report; both ongoing and achieved. Where applicable, we have set new goals for those targets achieved during 2024. Please refer to page 11 for further information on our 2025 objectives and targets.

	Target	Start	End	Status	Update
Inclusive workforce ¹	Achieve gender balance across senior teams	2023	2028	✓ Met	60% of senior leadership positions held by employees identify as female
	Achieve 10% mean gender pay gap (UK ¹)	2024	2030	🕒 On Track	For our UK employees, women's mean (average) and median hourly pay was 14% and 4% lower than men's, respectively ²
	Develop processes, tools, and committees to improve employee empowerment and inclusion	2024	2025	✓ Met	Empowering & Enabling Inclusion Steering Committee established, along with employee resource groups (ERGs) to deliver manager training on topics such as microaggression and managing bias
	Develop processes and tools to support employees with neurodiversity	2024	2025	✓ Met	Formed a new neurodiversity ERG, who are tasked with developing our processes and tools to support neurodiverse employees
Envision's people	Expand our Employee Assistance Program to include more services	2023	2025	✓ Met	Expanded our Employee Assistance Program through Health Assured and improved access to the service through country-specific guidance on our intranet
	100% of employees to receive ESG training	2024	2025	🕒 On Track	ESG training launched, focused on our CDP score and the context of our GHG emissions footprint
	Living wage policy and employee rights policy to be implemented by 2025	2024	2025	✓ Met	Published our Living Wage and Employee Rights Policies (please see our website)
Climate action	Reduce Scope 1 and 2 emissions 55% against a 2022 base year	2022	2030	🕒 On Track	Achieved an 87% year-on-year decrease in absolute Scope 1 and 2 market-based GHG emissions, with the target also verified and published by the SBTi. This represents a 93% reduction compared to the 2022 base year
	Set Scope 3 targets and validate with the SBTi	2022	2025	✓ Met	Had our Scope 3 GHG emission reduction targets verified and published by the SBTi, relating to employee business travel and our supply chain
	Reduce business travel emissions by 10%	2023	2028	✗ Replaced	Set a new 2030 target (SBTi-verified): 52% reduction in relative Scope 3 GHG emissions from employee commuting, against 2023
	Integrate climate-related risks into our risk management approach	2024	2025	✓ Met	Integrated climate-related risks in our Enterprise Risk Management
	Achieve a recycling rate of 50%	2024	2028	🕒 On Track	Achieved an average recycling rate of 33% in 2023 and 32% in 2024
	Procure 100% renewable electricity	2023	2030	🕒 On Track	An increase from 5% in 2023 to 85% in 2024 of total electricity consumed, purchased from verifiable renewable energy sources (Energy Attribute Certificates)
Supply chain practices	100% suppliers compliant with Suppliers Code of Conduct	2024	2028	🕒 On Track	As of May 2025, 24% of our highest impact suppliers have attested to our Supplier Code of Conduct
	Implement enterprise-level third-party management platform for supplier assessment	2024	2024	✓ Met	Implemented OneTrust to assess supplier risk management
	Implement low or no-plastic packaging options across our suppliers' products	2024	2025	✓ Met	Implemented in the UK, USA, with planned roll out to Portugal, Japan, and Australia. Product suppliers no longer using polystyrene packaging inserts, and prioritizing plastic made from recycled material where required. Site teams encouraged to recycle packaging locally
ESG disclosure and governance	Formalize ESG committee and disclose individual responsibilities by 2024	2023	2024	✓ Met	ESG Steering Committee established in 2023 and restructured in 2024 following changes in personnel
	Align to an environmental ISO by 2025	2023	2025	🕒 On Track	Gap analysis of existing environmental management system against ISO 14001 completed, alignment in progress
	Achieve an EcoVadis score of 65 or above by 2027	2024	2027	🕒 On Track	Achieved an EcoVadis score of 58 for our 2024 submission
	Achieve CDP Score A for the climate action questionnaire by 2030	2024	2030	🕒 On Track	Awarded a 'B' disclosure rating for our response to the 2024 CDP Climate Change questionnaire

¹ The UK is the only country that we collect and report on the gender pay gap metrics, which this target applied to.
² As reported by Envision Pharma Holdco. Ltd, (April 2024), Gender pay gap report for 2024-25, retrieved July 22nd 2025: <https://gender-pay-gap.service.gov.uk/employers/4664/reporting-year-2024>.

Sustainability at Envision

Our approach to materiality

At Envision we undertake a full Double Materiality Assessment (DMA) every 2 years. The results from our latest DMA in 2024 were published in our [2023 Sustainability Report](#). Our Sustainability Strategy was informed by the ESG issues considered the most material by all our relevant stakeholder groups; from both impact and financial perspectives.

Our next full review will be completed in early 2026, the outcome of which will be published in our 2025 Sustainability Report next year.

2024 update

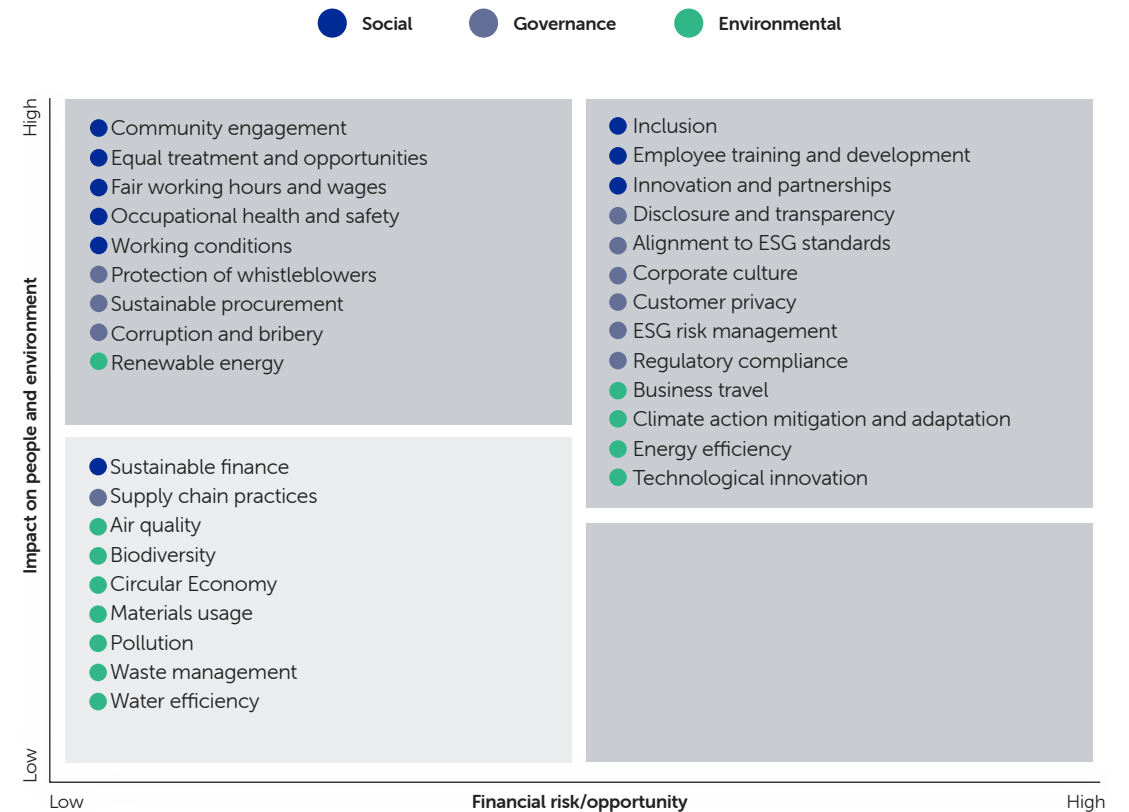
Following the formation of a new Executive Leadership Team (ELT) in 2024, we undertook a partial review of our sustainability strategy to reflect any potential changes in leadership priorities.

Applying the same methodology and approach previously adopted in 2023, an online survey was issued to the new ELT to collect their views on the current and long-term materiality of specific ESG topics.³

The responses were combined with input from other stakeholder groups consulted during the previous assessment. This helped identify any changes to the most material ESG issues, and – most importantly – our overall strategic direction for the year ahead.

Despite slight changes in the ELT's position on some sustainability topics, none were significantly different to alter the overall findings from the 2024 DMA published last year. This confirms that our sustainability strategy remains effective in addressing the topics considered most material across all our stakeholders, from an impact and financial perspective.

The graph below summarizes the results of the impact and financial assessment, where darker grey areas are most material.



³ Aligned with the European Sustainability Reporting Standards (ESRS).

Sustainability at Envision

Sustainability strategy

The results from our DMA determines the scope of our sustainability strategy, which help to identify our focus sustainability areas. These core areas are embedded into every-day decision-making and operations, to ensure all our stakeholders' interests and business priorities are considered across the business.

To monitor and measure our progress against these sustainability areas, we have set measurable targets. We have also mapped them against ten of the [United Nations Sustainable Development Goals \(UN SDGs\)](#), and the [UN Global Compact Principles](#).

Our sustainability policy articulates the strategic themes and provides a high-level overview of the related objectives and actions needed to enable accountability.

Our ELT has overall responsibility for overseeing the implementation of our sustainability policy. Members of our Sustainability team then implement the sustainability actions required to achieve the targets related to the policy.

After reviewing our sustainability strategy along with its supporting objectives and targets, we have streamlined the focus areas previously presented in our 2023 Sustainability Report into four core impact areas:

1. **Envision's people**
2. **Stakeholder impact**
3. **Climate action**
4. **Governance**

The table to the right shows how our focus areas align with ten of the UN SDGs and the ten UN Global Compact principles.



Centralizing the process

At Envision, we are committed to improving our performance on sustainability and achieving meaningful, impactful targets. This includes supporting our clients to achieve their sustainability commitments. To manage client and investor requests in this area, we have a sustainability mailbox and appointed a central point of contact for all inquiries relating to sustainability.

Client correspondence can be sent to: SustainabilityRequests@envisionpharma.com, and supplier correspondence can be sent to sustainability.partners@envisionpharma.com.

These mailboxes will be monitored daily (on UK working days) by Envision's ESG team.



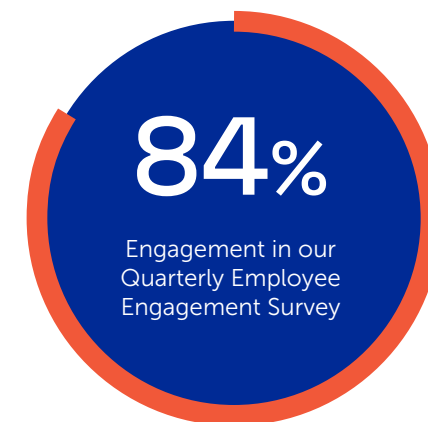
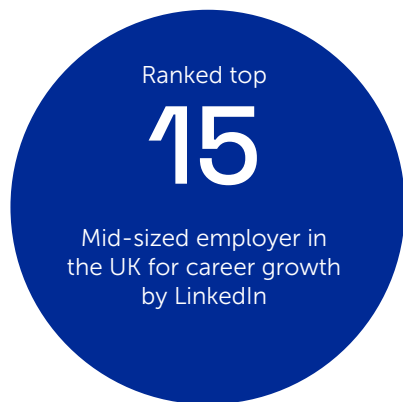
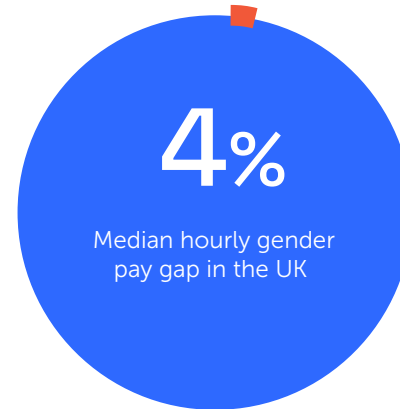
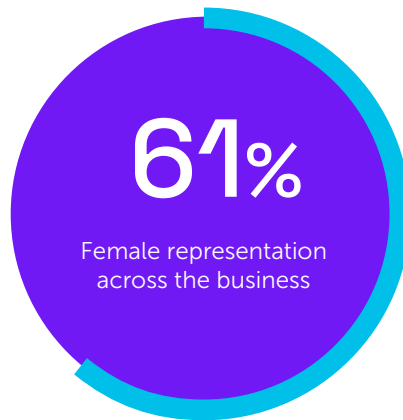
Sustainability at Envision

Sustainability 2025 objectives

As part of our revised strategy, we have updated our targets as summarized below. Where our 2024 targets were met, these have been replaced with new or more ambitious goals to reflect our evolving priorities. Progress on previous targets is detailed on page 8.

Topic	Objective	Target	Status	Completion
Envision's people	Maintain an Inclusive Workplace	Develop an employee playbook to support those with neurodiversity	<div></div> Updated	2026
		100% of managers to complete neurodiversity awareness training	<div></div> Updated	2026
	Attract, Retain, and Nurture Talent	Reduce the median gender pay gap to no more than 3% across all employees	<div></div> Updated	2028
		Train 80% of employees on sustainability principles and practices, with successful completion of assessments to demonstrate understanding	<div></div> Updated	2025
Stakeholder impact	Build Supply Chain Resilience	Continuously monitor and track the implementation of low- or no-plastic packaging solutions across our suppliers' products	<div></div> Updated	Ongoing
		Ensure that suppliers representing 85% of total spend have completed their baseline maturity assessment	<div></div> Updated	2026
		Achieve 100% supplier compliancy with our Suppliers Code of Conduct	<div></div> In-Progress	2028
	Improve Client Experience	Establish a process to inform clients of the associated carbon emissions of the services we provide	<div></div> New	2026
	Support Local Communities	Develop a framework to monitor the social impact and indirect financial contribution of employee volunteering, and disclose annually	<div></div> New	Ongoing
		Continue to support communities where we operate by partnering with local charities	<div></div> In-Progress	Ongoing
Climate action	Reduce Climate Impact	Develop an employee sustainable business travel awareness campaign, with the goal of reducing associated Scope 3 emissions in line with our SBT commitment	<div></div> New	2026
		Top 75% of EPG's suppliers (by total associated Scope 3 GHG emissions) to set SBT-aligned GHG emissions reduction targets	<div></div> New	2028
		Reduce Scope 1 and 2 emissions 55% from a 2022 base year	<div></div> In-Progress	2030
		Reduce Scope 3 GHG emissions from business travel 52% per FTE from a 2023 base year	<div></div> Updated	2030
		Procure 100% renewable electricity by 2030 for all locations under operational control	<div></div> In-Progress	2030
	Reduce Waste Impact	Achieve a recycling rate of 50%	<div></div> In-Progress	2028
		Enhance waste reporting by refining categorization, increasing data collection frequency, and expanding site-level coverage	<div></div> New	2028
Governance	Formalize Internal ESG Governance	Develop, implement, and maintain an Environmental Management System (EMS) that aligns with ISO 14001:2015	<div></div> Updated	2026
	Increase Transparency	Achieve an EcoVadis score of 65 or above (advanced level)	<div></div> In-Progress	2027
		Achieve CDP Score A for the Climate Change Questionnaire	<div></div> In-Progress	2030

Envision's people

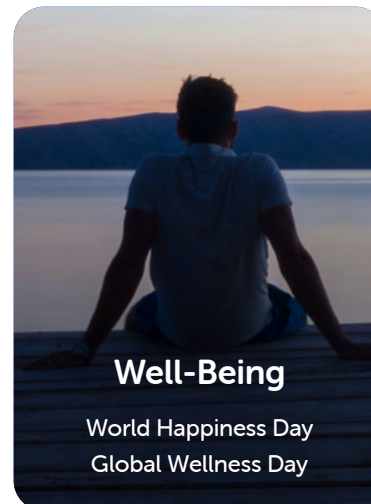
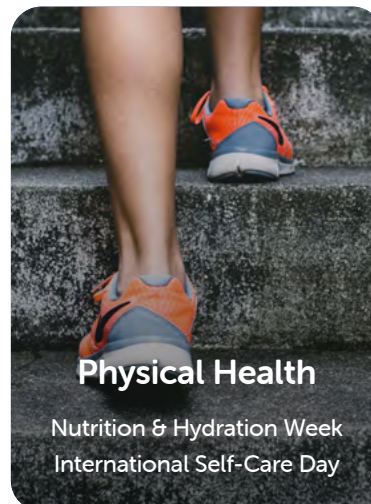
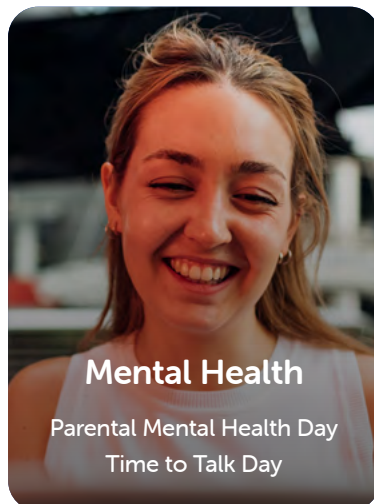


Envision's people

At Envision, our people are at the heart of everything we do. Without their expertise, passion, and dedication, we wouldn't be able to deliver better outcomes to our patients. To ensure our workforce can continue to thrive, we aim to create a supportive working environment by focusing on health and well-being, growing a positive and inclusive culture, and providing opportunities to grow and succeed. We also celebrate our multigenerational workforce, which enriches our talents, skills sets, and experience, and ultimately makes us a more resilient business.

Employee health and well-being

The health and well-being of our employees is crucial. Over the last year, we have refined our health and well-being strategy to create **five key pillars of well-being; Physical, Social, Financial, Emotional, and Professional**. To support employee well-being across these areas, we pay particular attention to physical and mental health, working environment, values, relationships, and personal growth. Below are just some of the events we held in 2024 to promote employee health and well-being.



Mental health and well-being champions

As part of our commitment to employee health, we have created two support roles:

1. **Mental Health Champions** providing targeted support for mental health challenges and crises
2. **Well-being Champions** promoting overall well-being across the organization

Our Well-being Champions meet monthly to organize campaigns and events, promote healthy habits, and encourage participation. This includes wellness walks, meditation sessions, tea-and-talk sessions, along with a range of other activities all designed to support well-being in the workplace.

Our Mental Health Champions advocate for, and support, positive mental health in our workplace and community. They actively raise awareness, reduce stigma, and encourage open conversations about mental health.

Company culture

We continue to value the positive benefits that an inclusive workforce brings to our business. In 2024, we launched several Employee Resource Groups (ERGs) to provide safe and supportive spaces for communication, connection, and community building, while promoting a sense of belonging and value.

As sustainability is also integral to our company culture, we educate on, and engage our workforce in, topics relating to our commitments, goals, and strategy – as well as informing them about our key voluntary and regulatory reporting frameworks through our intranet, LinkedIn posts, and learning courses. Equipping all employees with this essential knowledge enables us to continue to integrate sustainability across the business.

Envision's people

Global rewards package

We have developed an employee rewards package to attract, retain, and inspire the best talent. By improving health and wellness, encouraging professional growth, and supporting a work-life balance, our employees can thrive both inside and outside, of work.

- **Employee Assistance Program:** Our dedicated service available 24/7 to all employees and their families, provides confidential support and services on a range of issues, such as health, well-being, financial matters, and work
- **Flexible working:** We continue to support flexible working through remote working and part-time working. Our Flexible Working Framework, launched in 2019, enables employees to work efficiently, whatever their personal circumstances
- **Minimum holiday allowance:** We offer an "unstructured paid time off (PTO)" policy, allowing our people to maintain a healthy work-life balance (minimum of 20 days per annum, excluding national and legislated state holidays)
- **UK Cycle to Work Scheme:** This is a tax-efficient scheme, which enables employees to purchase bicycles and safety equipment, benefiting both personal health and the environment

Occupational health and safety

Providing a safe environment for all our employees is a priority at Envision; whether working onsite at a company location, in the office, or remotely. We have developed a Global Health and Safety Program to specifically protect all employees across the business, which also meets regional regulatory requirements across our global locations.

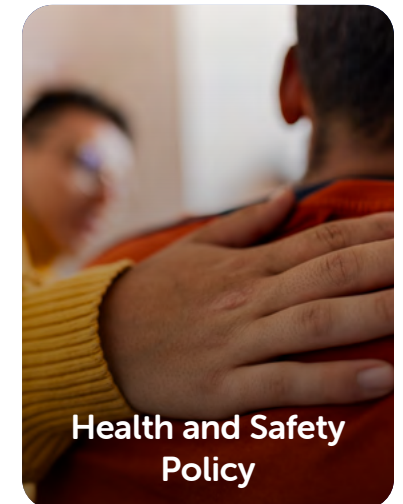
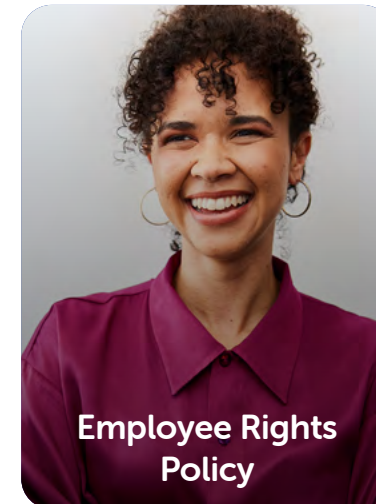
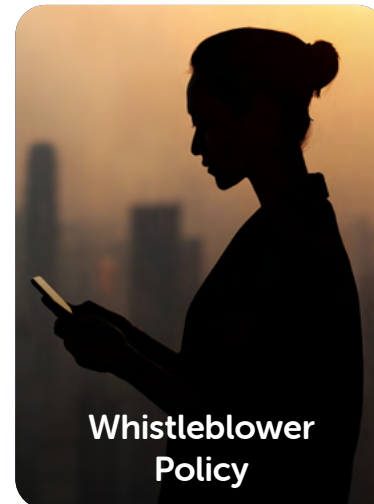
Some of the steps we take to maintain health and safety standards across the business include:

- Completing onsite annual health and safety audits in compliance with all relevant regional and national regulatory standards
- Sharing our policy with all employees during the onboarding process
- Setting minimum health and safety criteria as part of our supplier pre-qualification process
- Requesting employees to complete an annual Display Screen Equipment assessment, proactively addressing any risks caused by computer equipment at work

Key resources and policies

We share up-to-date information on health and well-being activities and a library of resources through our intranet, such as, mental health support, self-care, and stress awareness.

- **Speak-Up Policy:** Also known as our Whistleblower Policy, this gives our employees a confidential way to raise concerns and promotes a culture of integrity and ethical decision-making
- **EthicsPoint Hotline:** Our two-way communication system ensures all employees have a voice regarding working conditions and a way to raise possible non-compliance with our company standards anonymously
- **Employee Rights Policy:** This includes commitments to fair treatment, workplace safety, non-discrimination, compensation, freedom of association, and other applicable employee rights



Envision's people

Employee empowerment and inclusion

At Envision, supporting a culture of empowerment and inclusion across the workforce is integral to delivering innovation, collaboration, and sustainable growth. We embrace and celebrate the full spectrum of our employees' identities that make each person unique.

Over the past year, we have implemented key initiatives to protect and grow our inclusive working environment across the business.

- **Global Empowering and Enabling Inclusion Steering Committee:** Comprising 23 employees from across the organization, this committee was formed to deliver on the commitments in our policy
- **Employee Resource Groups (ERGs):** We created new ERGs to specifically facilitate dialogue between, and provide support to, a range of communities, such as, LGBTQIA+, Black, Indigenous and People of Color (BIPOC), neurodiversity and women. All employees are welcome to participate in ERGs. Some ERGs have already mobilized into action by meeting monthly, building peer resources, and providing a space for impacted individuals to feel understood, empowered, and accommodated
- **Increasing neurodiversity support:** In 2024, we developed a training program to equip managers with the tools to support neurodiverse talent effectively. The new neurodiversity ERG is investigating what tools and processes can be developed to support neurodiverse employees going forward

The Proud Science Alliance



In 2024, we partnered with The Proud Science Alliance to promote LGBTQIA+ inclusion in the healthcare and life sciences industry. The alliance is a collective of LGBTQ+ networks across the healthcare and life sciences sector, who joined forces to improve LGBTQ+ inclusion at an organizational and industry level.

To promote LGBTQIA+ inclusion, we share monthly newsletters from the network with all employees on a range of topics, including LGBTQIA+ events, volunteering opportunities, webinars, and other resources. Highlights from 2024 include Transgender Awareness Week, an LGBTQ+ Employee Network Leader Roundtable discussion, and an event discussing advances in HIV prevention and treatment.

We also supported the 2024 Pride Month across the globe by raising money for local LGBTQIA+ charities, hosting cake bakes, creating a Pride playlist, origami making, Pride picnics, and quizzes.



Pride Bake, London, UK



Envision's people

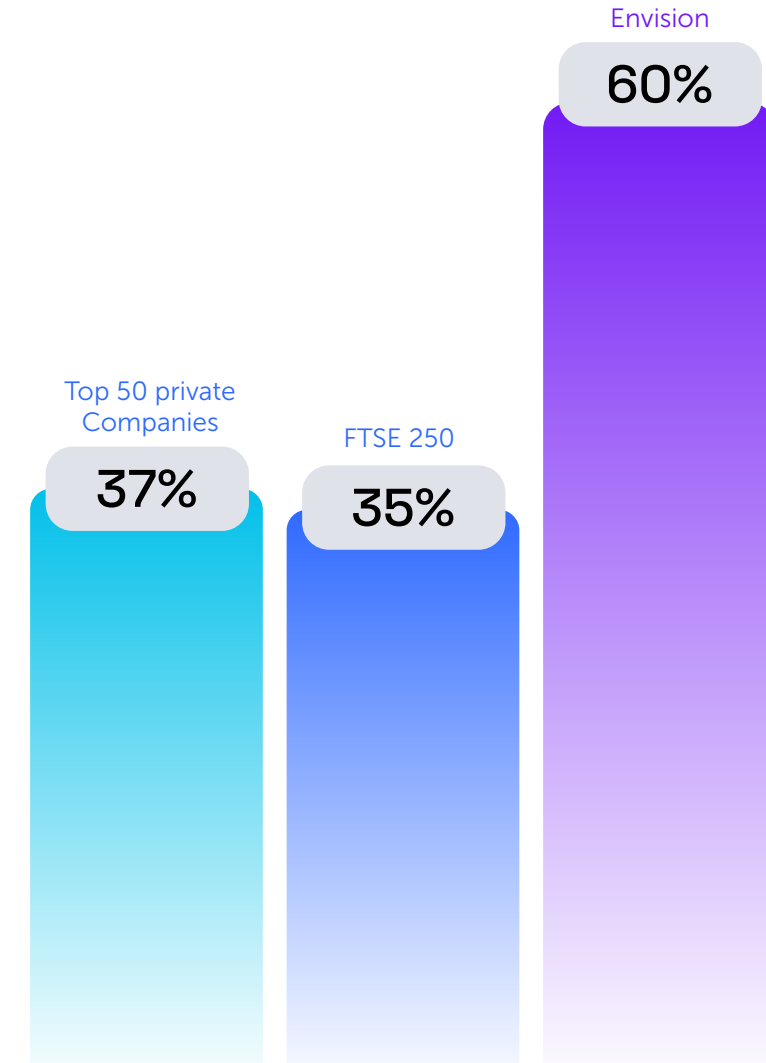
Gender representation

Transparency is fundamental to holding ourselves accountable and driving progress. That's why we monitor gender representation across our workforce. In 2024, **61%** of employees identified as female, **38%** as male, and **1%** as other. The chart to the right compares Envision's female representation in leadership with the FTSE 350 and 50 of the UK's largest private companies in 2024.

Pay equity

We are committed to providing fair-pay practices in line with industry expectations and regulatory requirements. Our [gender pay gap data](#) from our UK operations is published annually, the results from which are used to inform and guide our fair-pay strategy.

Across the UK, we maintained our median hourly gender pay gap (**4.1%** in 2024, **3.9%** in 2023), representing a **4p** difference in every pound paid. We remain committed to taking action to close the gender pay gap across all levels of our organization, and plan to monitor and improve the gender pay gap in other regions to the extent they exist.



Our organization leads in gender inclusion at the senior leadership level, with 60% of roles held by women – above average when compared to the rates reported in the FTSE Women Leaders Review.⁴

⁴ Source: <https://ftsewomenleaders.com/latest-reports>.

Envision's people

Employee development and progression

A core part of our sustainability strategy is to provide learning and personal and professional development opportunities to our employees. Over the past year, we have expanded our global training and development programs to further empower our workforce and strengthen our capabilities as an organization.

Employee training and skills highlights

- **Envision Evolve for Medical Writers and Client Solutions Team:** 2024 saw our 125th new starter complete the Envision Evolve training program for entry-level medical writers and the Client Solutions team. To date, 52 colleagues in North America, 53 in Europe, and 20 in the Japan and Asia-Pacific (JPAC) region have completed this training. Additional training was also extended to more experienced colleagues on topics, such as, scientific storytelling and presenting skills
- **External Training, Education, and Professional Memberships:** Annual membership to the Healthcare Communications Association (HCA) was introduced for all Envision Medical Communications Business Unit team members in 2024
- **Global New Starter Onboarding Learning Path:** Introducing new employees to our company background, core policies, anti-bribery and corruption practices, and our commitments to inclusion
- **Manager Essentials Training Program:** Launched this year to build management capacity across the business by blending self-learning with 2-hour instructor-led eLearning sessions on core management topics such as values-based leadership, talent acquisition, performance monitoring, and employee development. To date, 403 managers (100%) have completed the workshop series, equipping them with practical tools to lead effectively and support team success
- **Curated Monthly Online Learning:** Comprising a series of online learning resources accessible via our intranet to support ongoing learning, these resources are updated monthly, offering employees a flexible and engaging way to build skills and stay informed

- **Mandatory Learning Pathways:** We achieved high completion rates across our mandatory courses, including HR (**89%**), Legal (**91%**), and Information Security (**97%**)
- **Sustainability Training:** Dedicated training courses on our sustainability strategy and wider reporting commitments. Training modules on further topics are also in development, such as sustainable procurement

Career development

We are committed to delivering long-term career success for our employees through training and structured professional development planning. Quarterly talent reviews help to identify individual coaching needs and growth potential, providing tailored support to all employees. In 2024, we further expanded our annual process for assessing individual performance by asking each employee to complete an Envision Contribution Plan, which lists the top three ways they can contribute to the business and associated training opportunities.

In recognition of our commitment to career development, we were named on LinkedIn's Top UK Midsize Companies List in 2024. The list recognizes companies that excel in supporting employees reach their long-term career goals.



Sydney office walk

Stakeholder impact



Stakeholder impact

Community engagement

At Envision, we believe in making a positive contribution to the communities which surround us. Operating across the European, North American, and JPAC regions, each year we support a wide range of regional and international groups, organizations, and causes; and 2024 was no exception. Below are just some of the highlights from the past year.

ProjectFamily: Safe Birth - Envision 90TEN supports Ferring with one of their programs, Project Family: Safe Birth. This seeks to reduce maternal mortality around the world by preventing postpartum haemorrhage (PPH), which is currently the leading direct cause of maternal deaths. The program supports the UN Sustainable Development Goal (3.1) to reduce maternal deaths to less than 70 per 100,000 live births. Project Family: Safe Birth also helps Ferring to fulfil its commitment to provide sustainable, not-for-profit access to their medical innovation, helping to prevent PPH in low and lower-middle-income countries, where the burden of maternal mortality is greatest.

Envision 90TEN, part of Envision Medical Communications, provides strategic guidance and implementation support on maternal health communications and advocacy initiatives, such as:

- Developing materials and content to raise awareness of the importance of PPH prevention and maternal health prioritization
- Coordinating meetings between public, private, and philanthropic organizations to ensure maternal health is at the forefront of global, national, and sub-national agendas

Move for Movember EPG Challenge - In November, 125 of our colleagues took part in a global fundraising event for the international charity organization, Movember, which tackles physical and mental health issues facing men across the world. By attempting to walk, run, swim, row, and cycle a combined 9,969 miles (the distance between our Fairfield office, USA, and Sydney office, Australia), we reached 7,431 miles through November and raised over \$1,000.

Dublin Thanksgiving Gathering 2024 - Colleagues in our Dublin office, Ohio, celebrated Thanksgiving with a feast of enjoyable potluck food. They also donated around 14 kg (30 lbs) worth of personal care products to the local charity, *LifeCare Alliance of Ohio*.

Envision HOPE Foundation - Now a registered charity, the Envision HOPE Foundation was formed by the founders of Envision and is now managed by an employee-run steering committee. Its mission is to improve the lives of underserved people by supporting activities that increase access to healthcare at a local, regional, and international level. The Foundation provides grants to charities providing access to healthcare services, such as, nutrition and mental health resources, equality in science and medicine, and medical research and educational opportunities. The Foundation plans to deliver \$200,000 in grants over the next 12 months accordingly. Causes previously supported include the Student Voice Prize, championed by Beacon for Rare Diseases.



Horsham Matters - Building on the success of our Christmas Reverse Calendar initiative in 2023, when employees generously donated an item each day through December to support individuals in need, we continued our partnership with Horsham Matters through 2024. Horsham Matters is a Christian charity dedicated to alleviating hardship by providing essential services such as food, fuel, and shelter, and making a meaningful and lasting difference in people's lives. In support of their mission, our employees participated in Harvest Festival by donating a variety of goods, including food items and toiletries, and helping out individuals and families facing difficult circumstances. This ongoing collaboration reflects our commitment to supporting local communities and contributing to causes that promote stability and hope.



Helping Our People to Help Others - To ensure our team members feel empowered to support the causes they care about, we now offer each employee one day of paid volunteer leave per year. We are developing an employee volunteering framework to capture our teams' social impact. This will include contribution targets and quantifying both the benefit and the indirect financial value of employee volunteer hours. We aim to report on this impact annually, ensuring transparency and accountability in how we contribute to local communities and the wider society. By seeking to build lasting partnerships with local charities and community organizations, we hope to create meaningful, measurable change, and encourage a culture of social responsibility across our organization.

Stakeholder impact

Envision's supplier program

We launched a Supplier Program in 2024 to better understand the size, risk management processes, and sustainability practices of our suppliers. Working with a diverse supplier base requires us to ensure that we engage with organizations who align with our own sustainability objectives and vision.

As such, we've implemented a due diligence process, which now applies to all new suppliers, as well as those renewing contracts. Taking a phased approach, we initially focused on the suppliers contributing the most to our upstream GHG carbon emissions. We started the engagement process by delivering a dedicated webinar to introduce our Supplier Program and expectations.

We are actively enrolling our largest suppliers into the program, while offering tailored support to our smaller suppliers, such as resources, training, and feedback, to help develop their sustainability strategies in line with our ambitions.

We continuously monitor spend and engagement data to help both drive continuous improvements across our supply chain and realize our commitment to responsible sourcing and long-term value creation.

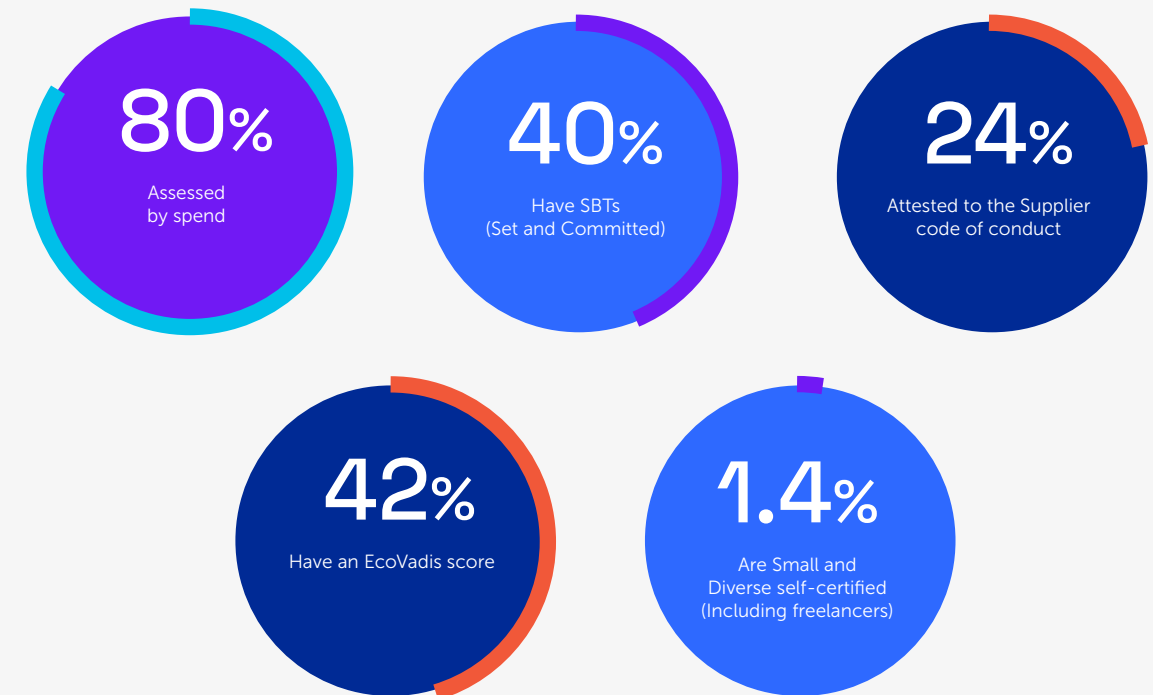
Our New Vendor Onboarding process also flows into our Supplier Program, highlighting any gaps from the outset so that we can work with our supply chain to develop their sustainability strategy and fill any missing elements.

Supplier program – EcoVadis IQ assessment **ecovadis**

We continued to participate in EcoVadis's annual supplier assessment, enabling us to quantify our risk exposure to key sustainability-related issues through our suppliers. In 2024, we requested 23 companies to take part in our Phase 1 assessment using two different methods; the EcoVadis scorecard and our Supplier Code of Conduct Small and Diverse Supplier Attestation.

KPIs by spend - 2025 May

Suppliers



Stakeholder impact

Supplier inclusivity

As part of our Supplier Program, in 2024 we launched our Supplier Inclusivity Program to help us ensure we work with business owned by individuals from a range of underrepresented backgrounds, such as ethnic minorities, women, veterans, LGBTQIA+ individuals, and people with disabilities. Building an inclusive business and supply chain ensures that we can continue to provide the best experience for a wide demographic of patients.

Our Supplier Program monitors and promotes diversity by requesting self-certification against our definition, tracking spend to support growth, and tailoring engagement based on supplier size and need. That's why we also offer support to small businesses in our supply chain with developing their sustainability strategies in line with our expectations.

Supply chain strategy

Building a resilient and sustainable supply chain is an ongoing process, which we believe is most effectively achieved through collaboration, communication, and promoting best practice.

Looking ahead, we plan to recognize the achievements and progress of our top suppliers with sustainability awards, as well as offering more resources on sustainability-related topics. We will also be requesting feedback to ensure we understand our suppliers' needs and challenges, and that the support provided is tailored appropriately.

Supplier code of conduct

Our [Supplier Code of Conduct](#) was launched in 2023 to communicate our values and expectations to our suppliers. It establishes minimum governance standards expected from our suppliers on anti-corruption, human rights, freedom of association, compulsory labor and human trafficking, prohibition of child labor, health and safety of employees, non-discrimination, and environmental protection. As of May 2025, 24% of our highest impact suppliers have attested to our Supplier Code of Conduct. We are committed to have all our suppliers attest to our Supplier Code of Conduct by 2028.



// Tailoring engagement based on supplier size – offering resources to help diverse and small businesses to meet sustainability expectations and continue delivering value both for ourselves, our suppliers, and our clients. We believe a diverse supplier base better reflects the patients we serve and opens doors to greater innovation and opportunity.

Envision Sustainability Manager, Global

Stakeholder impact

Service innovation

Operational Training Support - Operational training is often overlooked in the pharmaceutical industry, despite its importance in enabling internal teams to support patients and stakeholders. To address this industry gap, Two Labs, an Envision Pharma Group company, provides role-based training focused on Patient Services, Market Access, and Clinical Teams. In 2024, we collaborated with nine manufacturers on a range of initiatives, including curriculum design, eLearning, and leadership workshops. Our blended learning model is designed to improve retention and performance, reducing time-to-market and fostering stronger post-launch engagement.



Innovative Partnership Campaigns - In 2025, Envision 90TEN, an Envision Medical Communications agency, part of Envision Pharma Group, was recognized for its impactful client work at the [Communiqué Awards](#), winning two categories for campaigns delivered in 2024. Envision 90TEN received the Excellence in Healthcare Partnerships award for the "Real Talk" campaign with Ipsen and Prostate Cancer Research, which used comedy-led storytelling to raise awareness of the risk of prostate cancer in Black men over the age of 45. We also won Excellence in Patient Programmes. These awards reflect our commitment to drive innovation that improves healthcare awareness, amplifies underrepresented voices, and supports better health outcomes through insight-led, patient-centered communications.



As health policies change, our insights guided improved engagement - In 2024, our Strategic Consulting business unit partnered with three clients to conduct risk assessments of over 100 proposed US policies and bills across multiple disease areas. Our insights guided client investment in evolving patient services, targeting government affairs stakeholder engagement, and expanding public affairs team development.

We help our clients understand the business risks and impacts that policy changes pose to:

1. Their product portfolio – including changes to product management, formulary placement, reimbursement, or price controls
2. Their patients – including shifts in how they access care, changes to insurance coverage, and how their lived experience may be affected

Industry Impact - In 2024 we supported our clients with seeking approval for 27 novel molecular entities from the USA Food and Drug Administration (FDA). This not only delivers business benefit to our clients but contributes to the range of drugs available to the general population for treating specific illnesses.



Stakeholder impact

Digital product innovation

Promoting Sustainable Products and Services - As part of our commitment to disclose and manage the internal and external environmental impact of our operations, we are looking at opportunities to provide our clients with information on the embodied carbon emissions associated with each of our products and services.

Providing this level of environmental transparency to our clients empowers them to make more informed decisions, aligned with their own environmental goals, while supporting our commitment to deliver product and service innovation.

Digital Innovation - Envision Pharma Group invested in a major digital transformation of the Riparian website in 2024, with the new platform officially launching in 2025. This strategic upgrade offers a clearer, more accessible view of Riparian's capabilities, showcasing how we deliver integrated support across government pricing, market access, and commercial operations. By combining strategic advisory, proprietary technology, and managed services, we help clients solve complex challenges throughout the product lifecycle. As a dynamic, evolving platform, the site will continue to grow with our expanding offerings, reinforcing our commitment to innovation, transparency, and helping our partners bring therapies to market more efficiently, speeding up access to therapies by supporting clients more effectively.

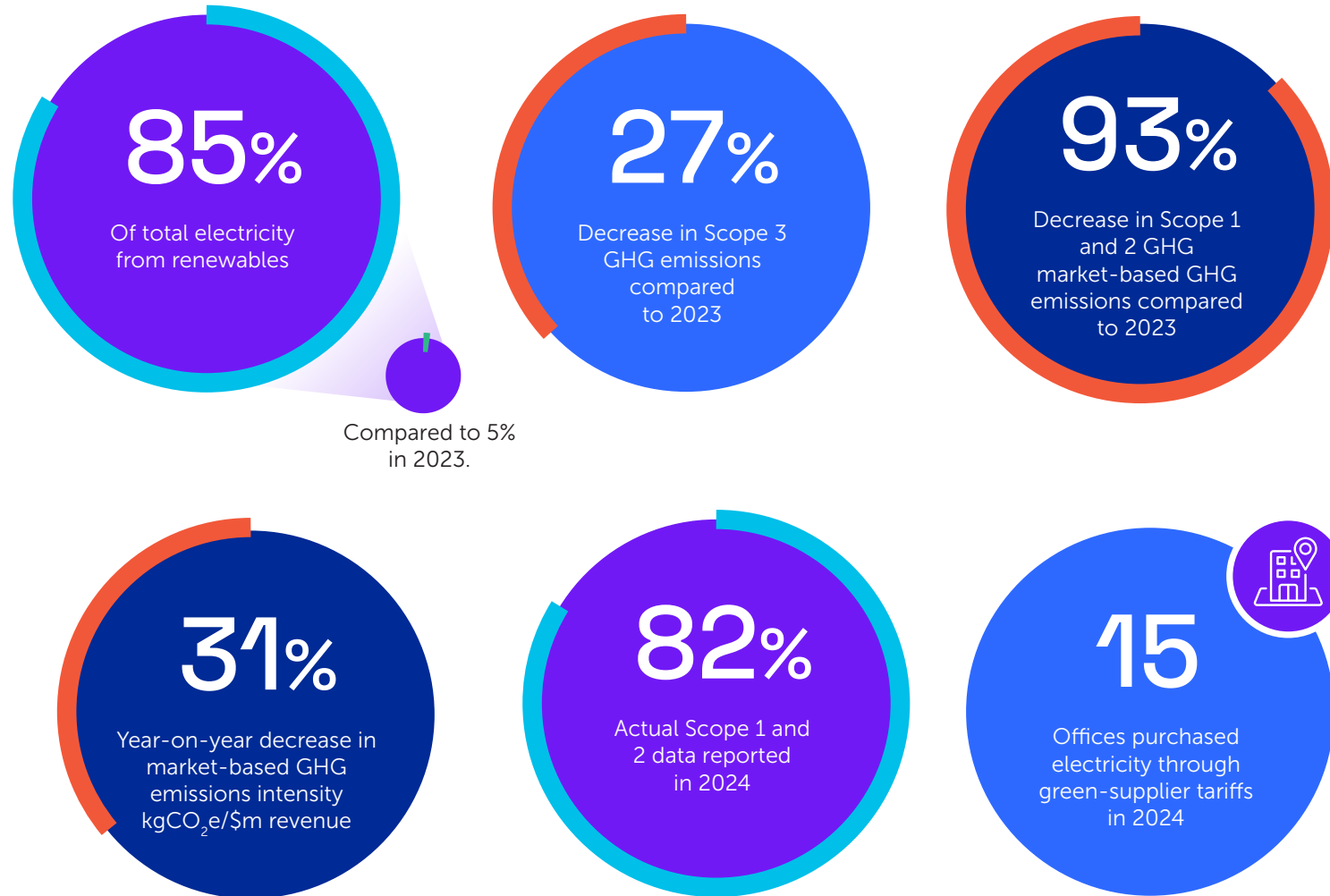
Evolving our offering through innovation and investment - In 2024, Envision Pharma Group launched [EnvisionOne Insights](#), an analytics solution designed to integrate data across platforms and provide real-time insights for medical affairs teams. Our [AI platform OKRA.ai](#) was named a Sample Vendor in Gartner's Hype Cycle for Life Science Commercial Operations, recognizing its role in advancing intelligent decision-making. These milestones reflect Envision's broader commitment to delivering innovative, tech-enabled solutions that empower life sciences teams to streamline operations, enhance engagement, and drive better outcomes across the product lifecycle.

Advocacy within Medical Affairs - In December 2024, Envision Pharma Group released the [AI Adoption Guidebook](#) for Medical Affairs; a comprehensive resource co-authored by our President of Technology and the Head of OKRA.ai. The guidebook outlines a practical, step-by-step approach to integrating AI into medical affairs; from assessing readiness to selecting tools and measuring impact. This initiative reinforces Envision's role as an advocate for responsible AI adoption in life sciences, helping medical teams navigate innovation with clarity, confidence, and purpose.



Envision at ISPOR 2024 with MSD

Climate action



Climate action

In 2024, we continued to minimize our impact on the changing climate through a range of existing and new initiatives.

- Monitoring and measuring the environmental footprint of our global operations
- Improving energy efficiency across the buildings we occupy
- Raising awareness among our workforce on how they can support our climate goals

In recognition of our commitment to reducing our climate impact, we successfully submitted GHG emission reduction targets to the Science-Based Target Initiative (SBTi) in 2024, which were verified and published in January this year (2025), comprising:

- A **55%** reduction in absolute Scope 1 and 2 GHG emissions by 2030, against a 2022 base year
- A **52%** reduction in relative Scope 3 GHG emissions from employee business travel (tCO₂e per Full-Time-Equivalent [FTE] employee), against a 2023 base year
- A commitment to ensure that **75%** of our suppliers by total GHG emissions (relating to purchased goods and services and upstream transportation and distribution) have set SBTi-aligned GHG reduction targets by 2028

With these public commitments, transparency in our approach to monitoring and measuring our annual GHG emissions is paramount. For this reason, we have continued to improve the accuracy of our data collection and GHG emissions reporting methods in 2024, by working to increase data coverage across our upstream leased offices and reducing our reliance on estimations and benchmarks.

We have also continued to address key risks and opportunities facing our business, posed by a changing climate and transition to a low-carbon economy, in particular:

- Integrating climate-related risks into our Enterprise Risk Management approach
- Increasing the volume of consumed electricity purchased through renewable energy supplier tariffs from **5%** in 2023 to **85%** in 2024
- Reviewing our sustainability strategy and risk exposure in line with the recommendations of the Task Force on Climate-Related Disclosures (TCFD)

Looking ahead, developing a robust implementation plan to explain and quantify specific actions to meet our public commitments is now one of our priorities for 2025.

Our 2025 commitments



- **55%** reduction in Scope 1 and 2 GHG emissions by 2030, against a 2022 base year
- **52%** reduction in Scope 3 GHG emissions from business travel per FTE by 2030, against a 2023 base year
- **100%** electricity procured through verifiable renewable energy tariffs by 2030
- Develop a climate transition plan in line with our SBTi commitments
- Identify opportunities to incentivize more sustainable employee business travel in line with our SBTi commitments
- Enhance waste reporting by refining categorization of waste streams, increasing data collection frequency, and expanding site-level coverage
- Achieve a recycling rate of **50%** by 2028

Climate action

2024 Greenhouse gas emissions

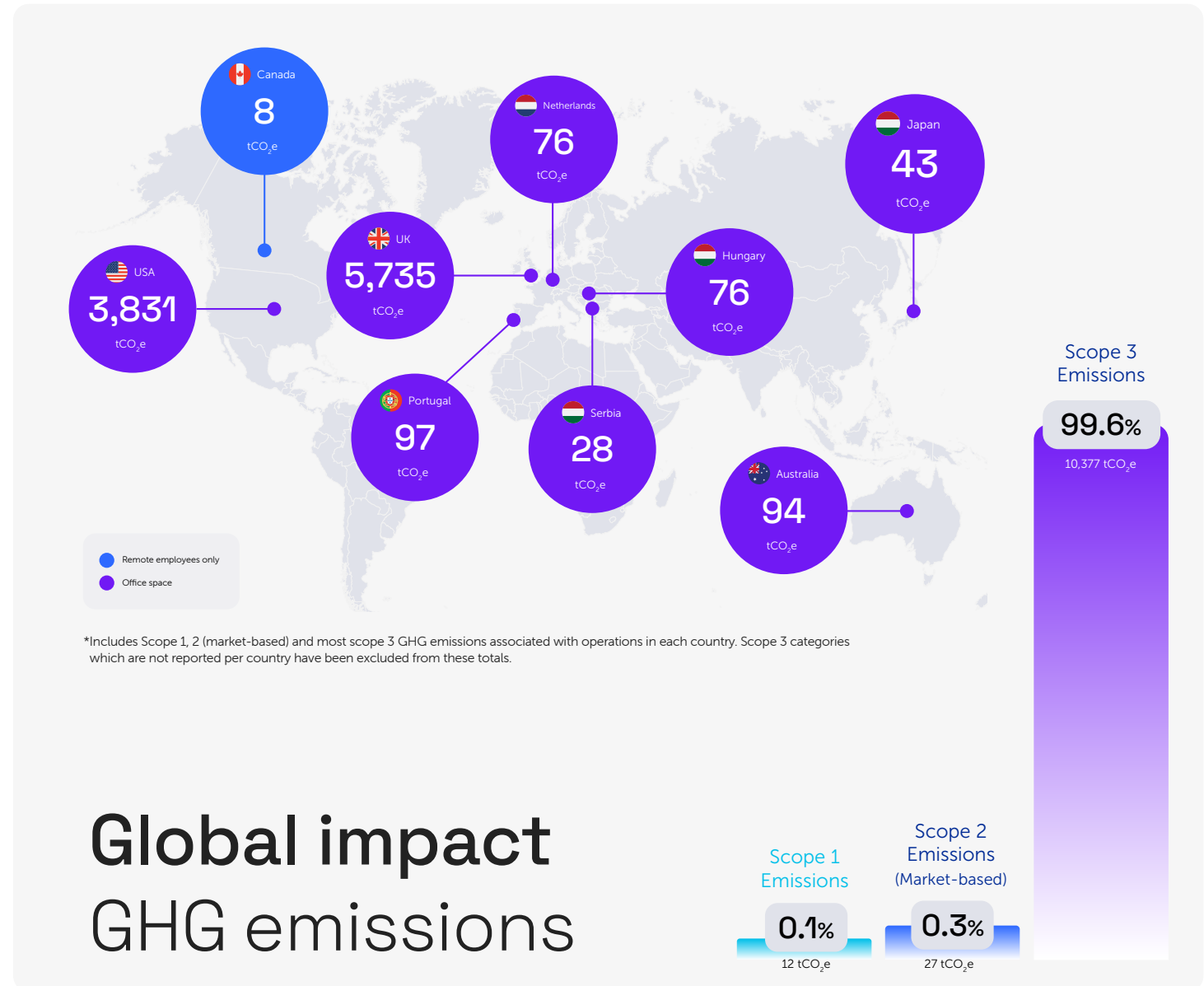
Following a comprehensive Greenhouse Gas (GHG) emissions assessment of our operations in 2023, we continued to partner with our third-party consultants, Savills Sustainability Consultancy, to prepare our 2024 statement. Applying industry best-practice carbon accounting methodology by the GHG Protocol, our latest analysis comprises our operational footprint between January and December 2024 inclusive, across 21 offices and nine different countries.

With our SBTi-approved commitments published in January 2025, we have updated our base years accordingly.

- Scope 1 and Scope 2 GHG emissions base year updated to 2022 (previously 2019)
- Scope 3 GHG emissions from business travel updated to 2023 (previously 2022)
- All other Scope 3 GHG emission activities now reported on a rolling 2-year period

Targets and performance - Compared to our 2030 SBTi-validated Scope 1 and 2 GHG emission reduction target of 55% against a 2022 base year, we achieved a 69% and 93% absolute reduction in location- and market-based emissions across Scope 1 and 2, respectively. These significant savings were primarily due to the downsizing and closure of across several office locations, supported by improvements to data accuracy in 2023 and 2024.

- Closure of Battersea F3 and the Bishop's Stortford offices in the UK
- Changes to operational control over our electricity and gas consumption at several locations, resulting in associated GHG emissions to be recategorized and included under Scope 3, upstream leased offices
- Expansion of electricity procurement through renewable energy tariffs across 15 of our leased offices



Climate action

Absolute greenhouse gas emissions

Our combined market-, and location-based GHG emissions from all Scope 1, 2, and 3 sources within our 2024 reporting boundary⁵ was 10,416 tCO₂e and 10,520 tCO₂e; a year-on-year decrease of **28%** and **27%**, respectively.

Our 2024 market-based GHG emissions from Scope 1 and 2 activities were **87%** lower than in 2023, primarily due to an **80%** coverage increase of renewable electricity supplier tariffs. In location-based terms, this amounted to a **45%** decrease in Scope 1 and 2 GHG emissions between reporting years.

Our GHG emissions from Scope 3 activities in 2024 comprised purchased goods and services (S3.1), capital goods (S3.2), fuel and energy-related emissions (not captured in Scope 1 and 2) (S3.3), waste generated in operations (S3.5), business travel (S3.6), employee commuting and home workers (S3.7), up and downstream leased assets (S3.8 and S3.13), and use of sold products (S3.11).⁶

Purchased goods and services continued to be our most significant source of Scope 3 GHG emissions in 2024; over **80%** of our total location-based footprint. With our recently published SBTi commitments, we are working to ensure that **75%** of our suppliers, based on total GHG emissions, have an SBT-aligned reduction target for their own Scope 1 and 2 activities by 2028.

Although there was a year-on-year **87%** decrease in Scope 3 GHG emissions related to employee business travel, this was primarily due to a temporary increased reliance on our expenses system, rather than our travel management system, to capture the relevant data. We expect this to be rectified and reflected in our 2025 GHG emissions inventory.

Absolute GHG Emissions Summary – All Sources

Scope	Category	GHG Emissions (tCO ₂ e)				Base-Year Variance*
		2022	2023	2024	2024 v. 2023	
Scope 1	Natural gas	54	13	9	-31%	-83%
	Refrigerants	-	-	3	-	-
Scope 2	Scope 2 (location-based)	408	250	132	-47%	-68%
	Scope 2 (market-based)	471	291	27	-91%	-94%
Scope 3		5,840	14,228	10,377	-27%	-
Total Scope 1 and 2 market-based		525	304	39 ⁷	-87%	-93%
Total Scope 1, 2, and 3 location-based		6,302	14,491	10,520	-27%	-
Total Scope 1, 2, and 3 market-based		6,365	14,532	10,416	-28%	-

*Base years aligned to published SBTi-validated GHG emissions reduction targets where applicable; Scope 1 & 2, 2022, and Scope 3 (combined) rolling year-on-year only.

Summary of our Scope 3 emissions by GHG category

S3.1 Purchased goods and services and S3.7 Employee commuting represent the largest categories for Envision.



⁵ Our reporting organizational boundary applies the operational control principle; i.e., we disclose all GHG emissions from across our operations, over which we have operational control (direct and indirect).

⁶ GHG emissions associated with client use of datacenters for our sold products was previously reported under Processing of Sold Products (Cat. 10). With the migration to cloud-based solutions (third-party controlled data centers), the associated GHG emissions are now disclosed under Use of Sold Products (Cat. 11), calculated from the associated energy use data applicable to Envision's activities by the third-party providers.

⁷ Please note that the total Market-Based figure for Scope 1 and 2 is stated as 39, differing from the total figure on the assurance statement (p.54). This is due to the exclusion of Scope 1 refrigerants from the assurance process.

Climate action

Relative greenhouse gas emissions

To ensure reductions in our annual GHG emissions are due to action taken to improve the efficiency of our operations rather than changes in operational footprint, we disclose our relative GHG emissions in terms of averaged metric tons CO₂e per \$m annual revenue. A breakdown of the 2024 GHG emission and energy intensities for each of our offices is provided in Appendix 1.

The table to the right shows relative year-on-year declines in our Scope 1 and Scope 2 GHG emissions. In market-based terms, this is particularly pronounced, due to the significant increase in renewable electricity tariff coverage across our directly controlled offices.

Our Scope 3 GHG emissions calculation methodology changed significantly between 2022 and 2023 due the inclusion of purchased goods and services and improvements in data accuracy. Consequently, total market-based emissions are not comparable between 2022 and 2023/2024.

Between 2023 and 2024, however, we achieved a **30%** reduction in relative Scope 3 GHG emissions, driven primarily by decreases in expenditure related to purchased goods and services.

As part of our SBTi-verified Scope 3 emissions commitment to ensure that **75%** of our suppliers have an SBT-aligned target by 2028, we will be working with our supply chain to improve both the source data used to calculate their GHG emissions, and to identify opportunities for alternative products, services, and/or delivery innovations with a lower carbon footprint. The impact of this should be reflected in relative overall reductions in our Scope 3 GHG emissions footprint over the next few years.

Relative GHG Emissions – All Sources

GHG Emissions Scope	GHG Emissions Intensity (tCO ₂ e/\$m Revenue)				Base-Year Variance*
	2022	2023	2024	2024 v. 2023	
Scope 1	0.22	0.05	0.04	-14%	-76%
Scope 2 (location-based)	1.64	1.01	0.51	-49%	-38%
Scope 2 (market-based)	1.89	1.17	0.11	-91%	-38%
Scope 3		57.37	40.44	-30%	
Total (market-based)		58.60	40.59	-31%	

*Scope 1 and 2 GHG emissions base year has been updated to 2022 to reflect our verified SBT reduction commitment.

Climate action

Energy consumption

In 2024, we consumed **537 MWh** of gas and electricity across all directly-managed sites (Scope 1 and Scope 2), **45%** lower than in 2023, and **71%** lower than 2022.

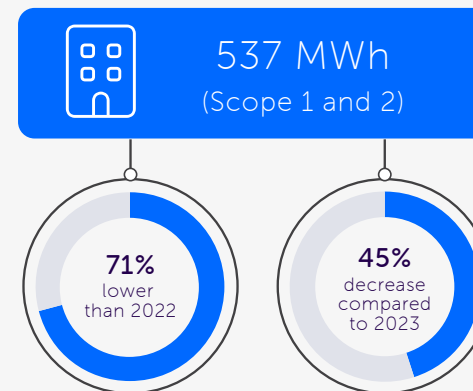
Including assets outside our operational control (Scope 3, Cat. 8 and 13 [up- and down-stream leased assets]), we consumed **1,001 MWh** of electricity and gas in 2024; some **40%** less than in 2023 and **61%** less than in 2022.

Reductions in energy consumption through 2024 were due to a number of actions:

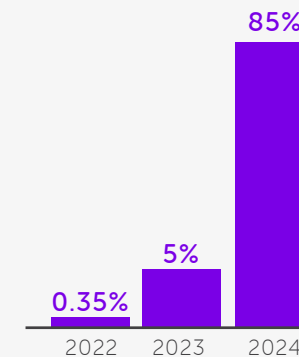
- Reducing our physical operational footprint, following lease expiries at the Philadelphia, Battersea (F3), and Pasadena offices, vacating Warren and relocating to smaller offices in Ohio
- Improving data accuracy, including sourcing previously-estimated consumption data, and administering a detailed employer survey to refine the data used to calculate energy use from home-working
- Upgrading our printers at several locations, which now use a cloud print system, reducing both power and paper consumption

Additionally, we completed a project to transition away from on-site servers to cloud-based alternatives, which delivered savings in both energy consumption and associated GHG emissions

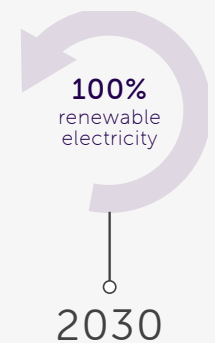
Energy procurement



Renewable electricity consumed



Renewable electricity target



Our smaller, modern, downsized Powell (Ohio) office



Climate action

Environmental risks and impacts

Climate-related risks and impacts - Following the completion of a screening assessment of our operations against physical and transition climate-related risks and opportunities in 2024, we reviewed our strategic approach to managing and mitigating these risks.

We have now implemented questions relating to our material physical and transition risks into new or renewing leases. Additionally, to mitigate our exposure to transition risks (e.g., policy and regulation, stakeholder, and market expectations, etc.), we set Scope 1, 2, and 3 GHG emissions reduction targets, which were subsequently verified and published by the SBTi.

Furthermore, to ensure we continue to monitor the identified physical and climate-related risks and opportunities, they are now captured in our Risk Management Framework and reviewed annually.

Biodiversity and nature risks and impacts - In 2024, we have seen an increased focus on the identification and management of nature-related impacts, risks, and opportunities (IROs), which exist between business and the natural environment. It has become increasingly clear that climate- and nature-related risks and opportunities are not mutually exclusive.

Following the completion of a biodiversity audit across **14** of our locations in 2023, we identified that where our operations were within a **2 km** radius of a site of biodiversity importance, the IROs specific to our company were relatively limited. This is primarily due to the nature of our business and the fact that much of our office space is leased. Nevertheless, we have taken other steps to mitigate our nature-related impacts through a number of initiatives, including employee engagement and awareness on best practices for recreation and commuting.

Supply chain impacts

Although our direct interaction with, and impact on, nature-related risks and opportunities remains limited, we do recognize that we face indirect exposure through our supply chain. In 2024, we took several actions accordingly.

Supplier Code of Conduct - We published our [Supplier Code of Conduct](#) on our website along with our Environmental Policy to incorporate environmental impact management, prevention of the release of hazardous materials into the environment, and ensuring products do not contain restricted or prohibited materials.

Supplier GHG Emissions Reduction - In 2024, we committed to ensuring that **75%** of our suppliers have set SBT-aligned GHG reduction targets by 2028, as part of our SBTi-verified goals.



Earth Day, Wilmslow, UK - Planting flowers



Earth Day, Fairfield, USA - Making seedballs

Climate action

Waste management

Over the past year, we have implemented several waste reduction initiatives to minimize our environmental impact, including working with suppliers on their packaging waste, improving waste reporting, and introducing measures to cut waste across our leased office spaces.

Print Releaf - We joined the [PrintReleaf](#) program to automatically measure and monitor our paper consumption. This enables us to calculate our paper footprint, quantified by the number of trees used. We receive an annual report, documenting the number of trees planted on our behalf to offset our footprint.

Stortford Baptist Exchange - We partnered with The Exchange at Stortford Baptist Church to donate a wide range of items; including stationery, kitchenware, old chairs, monitors, and other reusable items. It was incredibly rewarding to see these items go to local people in need, rather than landfill. We were not only able to support a valuable community charity but also contribute to our ESG commitment to reduce, re-use, and recycle.

Refillable Water Bottle Initiative - As part of our commitment to minimizing environmental impact, our Ohio office has introduced reusable water bottles for employees. This initiative eliminates the need for single-use cups and glasses, reducing waste. Employees are encouraged to personalize their bottles and refill them using our office water taps, which helps to create a culture of shared contribution to our environmental and sustainability goals.

Supplier Waste Management Strategy - As one of the most significant sources of operational waste, in April 2024 we adopted new packaging standards for our IT equipment suppliers, specifying the use of recyclable cardboard packaging inserts (rather than polystyrene) and protective sleeves made from recycled plastic required for shipping. This has been successfully implemented across our sites in the USA and UK and is now being introduced across other locations.

We also advise local IT Support teams to recycle packaging locally to further reduce our waste footprint. These initiatives form part of a wider strategy to improve the sustainability of our IT lifecycles; from procurement to end-of-life.

Sustainable IT Infrastructure Transformation Strategy - Starting in 2024, we initiated a project to replace legacy firewalls with a modern, cloud-native Secure Access Service Edge (SASE) solution. By consolidating multiple hardware systems into a unified, software-based platform, we will significantly reduce the need for physical infrastructure, thereby decreasing both our direct energy demand and upstream environmental impacts associated with the transportation and manufacturing of new hardware during legacy updates.

This project is part of a broader strategy at Envision to prioritize software-based solutions. As hardware ages, it becomes increasingly resource-intensive to maintain, upgrade, and dispose of, contributing to unnecessary energy use and electronic waste. Cloud-native, software-defined networking provides us with future-proofed digital infrastructure and a reduced operational footprint.



The Exchange, Stortford Baptist Church



Reusable water bottles, Ohio office

Governance

As part of our governance approach, we prioritize transparency and disclosure by aligning with public frameworks and third-party standards, including:



Scope 1, 2, and 3 GHG emissions validated by the Science-based Targets Initiative.



950 points scored in CyberVadis and awarded a Platinum Medal



58 points scored in EcoVadis assessment



GHG inventory aligned with the GHG Protocol



Achieved a B Rating in the CDP climate change questionnaire



Sustainability Report aligned to the GRI Standards



Sustainability strategy aligned with the UN Sustainable Development Goals and the UN Global Compact



AA1000 Type 2 Moderate Assurance for 2024 Scope 1 and 2 GHG emissions data



ISO 9001:2015 certified Quality Management System



ISO/IEC 27001:2022 certified Information Security Management System

Governance

Governance strategy

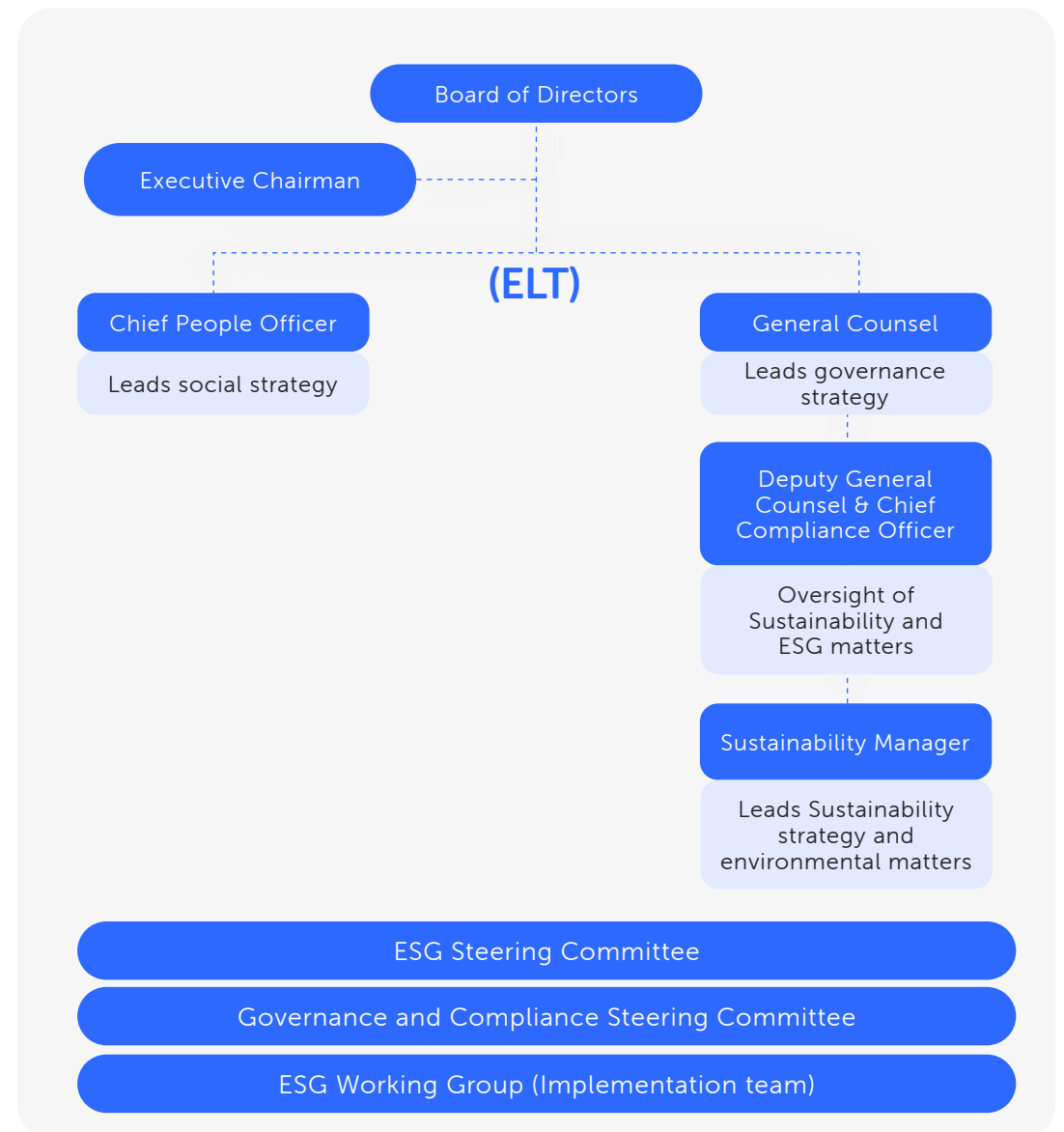
Corporate governance - At Envision, robust corporate governance is crucial to maintaining transparency, integrity, and accountability in our operations. By establishing and upholding strong governance frameworks and policies, we build trust with our clients, employees and business partners, ensuring the long-term success of our business.

Our board oversees our strategy, operations, and performance, while our Executive Leadership Team (ELT) leads the day-to-day management of the organization. The Governance and Compliance Steering Committee oversees and guides the governance and compliance efforts of the organization. The primary purpose of the Committee is to ensure that Envision has appropriate governance, policies, procedures, and controls in place to comply with applicable laws, regulations, industry standards, and internal policies.

The Committee oversees governance and compliance-related activities within the organization, ensures compliance risks are assessed and prioritized, reviews and updates policies, and facilitates communication between the compliance functions within the company and the ELT.

ESG governance - ESG oversight is shared among senior leaders from various business functions. Our global sustainability strategy is guided and executed by the ESG Steering Committee and ESG Working Group. The Steering Committee meet monthly to shape the sustainability strategy, establish targets, drive key initiatives, and communicate progress.

Reporting directly to the Executive Chairman and General Counsel, the Committee provides regular updates on achievements and milestones to employees and external stakeholders. The board reviews and supports the Committee's recommendations, incorporating the ESG agenda into board discussions as needed. To ensure alignment with stakeholder expectations, selected members of the ELT serve on the ESG Steering Committee.



Governance

Ethical business practices and regulatory compliance

At Envision, we are committed to acting professionally, fairly, and with integrity throughout our business dealings and relationships. We also monitor and comply with all relevant laws and regulations of the countries in which we operate.

Ethical business conduct

In 2023, we adopted our Global Code of Ethics and Business Conduct (our “Code”), which outlines our core principles of good business practice and our standards for professional and personal behavior. The principles of our Code guide every decision and action, ensuring we conduct ourselves with integrity in the workplace. The Code ensures that all Envision’s officers, directors, and employees are committed to the highest standards of compliance and ethical behavior and adhere strictly to all applicable laws and regulations.

Our code includes our position on the following issues:

- Anti-bribery and anti-corruption
- Data privacy and confidentiality
- Conflicts of interest
- Human rights and labor standards
- Anti-discrimination

Our Code outlines our expectations for avoiding conflicts of interest. In addition, we implemented a Conflicts of Interest Policy during 2024 that requires employees to communicate potential conflicts of interest to the Legal Department.

Anti-kickback, anti-bribery, and anti-corruption

We expect strict compliance with our Anti-Corruption and Anti-Bribery Policy; we will not provide, offer, accept, or tolerate kickbacks, bribes, or any other improper payments.

In most countries, including the USA and the UK, it is illegal to provide, offer, solicit, or accept a kickback or bribe. Envision is committed to complying with anti-bribery, anti-kickback, and anti-corruption laws in all countries in which we operate, including the US Foreign Corrupt Practices Act 1977 and the UK Bribery Act 2010.

We may be held responsible for the acts of certain third parties with which we engage. Accordingly, in 2024, we implemented a third-party management platform to ensure that we do not conduct business with entities that are likely to violate certain jurisdictions’ anti-corruption laws.

Finally, we perform periodic assessments of our corruption risks, considering the countries where we operate, and the specific activities conducted in each jurisdiction.

ESG risk management

In 2024, our Chief Compliance Officer enhanced our risk management process to identify the most significant risks facing our organization and to develop corresponding mitigative action. As part of this process, we evaluated the our ESG risks and relevant mitigation.

As part of our approach to managing sustainability-related risk, we assessed the physical and transition climate-related risks in 2023 facing our operations. This assessment was also reviewed and updated in 2024.

Governance

Speak-Up (Whistleblower) Policy

We are committed to fostering a workplace where employees feel empowered to speak up without fear of retaliation. Upholding integrity and trust within our business starts with open communication. Subsequently, we have implemented a whistleblower mechanism (our Speak-Up program), which enables employees to report unethical behavior confidentially. Our Speak-Up Policy provides a safe and confidential channel for raising concerns and reinforces a culture rooted in ethical conduct and responsible decision-making.

Concerns raised may include, but are not limited to, discrimination, harassment, bribery, corruption, fraud, breaches of confidentiality, financial irregularities, safety violations, misconduct, unlawful acts, or any behavior that could damage our reputation. Employees also have the option to report concerns anonymously through our third-party Compliance Helpline Portal. All reports are thoroughly reviewed and investigated by our Legal Department in coordination with the relevant teams.

Protection of human rights

Our Commitment - We are committed to upholding the human rights of workers throughout our operations and supply chain. We fully support and comply with the United Nations' Universal Declaration of Human Rights, and we are dedicated to protecting the rights and wellbeing of all individuals employed within the Envision Group of Companies.

Human Rights in Our Supply Chain - We require our third-party suppliers to demonstrate alignment with our commitment to human rights. Our Supplier Code of Conduct outlines clear expectations regarding:

- Respect for human rights
- Prohibition of child labor
- Elimination of forced, compulsory, or trafficked labor
- Protection of the health and safety of supplier employees

Continuous Improvement - We are committed to continuously improving working conditions and managing labor-related risks across our global operations. This includes ongoing engagement with suppliers to promote ethical labor practices and safe workplaces.

Reporting Violations - All Envision employees are encouraged to report any actual or potential violations of relevant codes, policies, or procedures. Reports can be made confidentially, and we ensure that all concerns are taken seriously and investigated appropriately.

Alignment with International Labor Standards - We respect and follow the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. To uphold these principles, we have established a framework of policies and procedures that promote fairness and inclusion in the recruitment, development, and retention of all employees.

Responsible business conduct

Envision applies its commitments to responsible business conduct across all operations and business relationships through clearly defined responsibilities at every organizational level. To ensure these principles are reflected in day-to-day activities, employees receive targeted, role-specific training on key policies such as our Code of Ethics and Business Conduct, Group Human Rights Policy, GDPR, Information Security Policies, and Anti-Bribery and Anti-Corruption Policy.

These values underpin our external partnerships, establishing clear expectations and ethical standards for our partners and suppliers. By fostering a culture of shared accountability and integrity, we help ensure that responsible business practices are consistently upheld across our entire network. This integrated approach enables our policy commitments to be more than just guidelines; they become a living part of how we operate and collaborate.

// Our Speak-Up Policy provides a safe and confidential channel for raising concerns and reinforces a culture rooted in ethical conduct and responsible decision-making.

Governance

Information security

As part of our ongoing commitment to sustainability, operational resilience, and client trust, we have made significant progress in strengthening our information security capabilities over the past year. In an increasingly digital and regulated world, we understand that safeguarding information is a vital aspect of responsible and sustainable business.

Strengthening information security

Over the last 12 months, we have implemented new tools to enhance our ability to manage privacy, information security risks, and third-party relationships. These upgrades have improved our visibility and control across our digital ecosystem, ensuring that our data protection practices remain aligned with both regulatory expectations and industry best practices.

To support our transition toward a zero-trust security model, we have introduced new technical capabilities that enable more rigorous verification and access control. In parallel, we partnered with a new managed SOC2 provider to strengthen our threat detection and response capabilities, complementing the work of our in-house security operations team with around-the-clock monitoring and incident response expertise.













Information security and quality management systems

We also conducted a thorough review and renewal of our information security policies and processes, laying the groundwork for our transition to the ISO/IEC 27001:2022 standard. This globally recognized framework establishes formal requirements for an Information Security Management System, which:

- Demonstrates our fulfilment of commercial, contractual and legal responsibilities
- Provides a unified security approach across business units
- Enables secure interoperability between Envision and its clients

We are also certified to ISO 9001, the internationally recognized standard for quality management. This certification ensures that we maintain effective processes to deliver consistent, high-quality service to our customers.

Our procedures

-  Configuration Management Procedure
-  Data Leakage Prevention Procedure
-  Data Masking Procedure
-  ICT Readiness for Business Continuity Procedure
-  Information Deletion Procedure
-  Information Security Standard for Use of Cloud Services
-  Monitoring Activities Procedure
-  Physical and Environmental Procedure
-  Physical Security Monitoring Procedure
-  Secure Coding Procedure
-  Threat Intelligence Procedure
-  Web Filtering Procedure

Governance

Data privacy and protection

We are committed to meeting relevant privacy and security regulations, including Privacy Shield, EU GDPR, CCPA, and other applicable laws across the jurisdictions where Envision operates. We have established several processes to ensure we remain compliant.

- Conducting Data Protection Impact Assessments (DPIAs) to identify, analyze, and mitigate privacy risks
- Maintaining processes to respond appropriately to Data Subject Access Requests (DSARs).
- Upholding our Global Code of Ethics and Business Conduct, which reinforces our principles for protecting data confidentiality and privacy

Every Envision employee is responsible for safeguarding the information of customers, suppliers, shareholders, and third parties who disclose information in confidence

Artificial intelligence

As part of a broader effort to strengthen governance and identify emerging risks, we have also established a formal Artificial Intelligence (AI) Policy to guide the ethical, secure, and transparent use of AI across our operations. This policy emphasizes responsible AI deployment, safeguards against misuse, and ensures appropriate oversight; particularly in areas involving decision-making or the handling of sensitive data.

Looking ahead

Over the next 12 months, we will continue to build on this foundation through a range of projects aimed at further enhancing our information security capabilities and processes. These efforts will not only strengthen our overall resilience but also support our broader sustainability goals by promoting responsible, secure, and future-ready operations.

Our core privacy principles



Lawfulness, fairness, and transparency
Personal data must be processed lawfully, fairly, and in a transparent manner.



Purpose limitation
Personal data must be collected for specified, explicit, and legitimate purposes.



Data minimization
Personal data must be adequate, relevant, and limited to what is necessary.



Accuracy
Personal data must be accurate and, where necessary, kept up to date.



Storage period limitation
Personal data must be kept for no longer than is necessary for processing purposes.



Integrity and confidentiality
Appropriate measures must be used to ensure appropriate data security.

Governance

ESG disclosure

Ensuring transparent disclosure of our sustainability data and progress against targets to our investors, shareholders, customers, clients, and employees is an integral part of tracking progress and performance and building trust. We published our first sustainability report in 2022 to communicate our strategy and objectives to stakeholders and will continue to do so annually. We use internationally recognized sustainability assessments and frameworks, such as EcoVadis and CDP, which aim to assess companies based on their commitment and performance against specific ESG criteria.

ESG disclosure frameworks and standards



The Science Based Targets Initiative (SBTi) drives ambitious climate action in the private sector by enabling organizations to set science-based emission reduction targets.



In 2024, we reinforced our commitment to environmental transparency by disclosing our environmental impact through CDP, a global non-profit organization renowned for its leading environmental disclosure platform.



EcoVadis provides business sustainability ratings, intelligence, and collaborative performance improvement tools for global supply chains.



CyberVadis is a cybersecurity assessment platform known for its rigorous evaluation methodology. It assesses companies' cybersecurity processes based on various criteria.



The United Nations Global Compact is a voluntary initiative that call companies to align their strategies with universal principles of human rights, labor, environment, and anti-corruption, taking actions to advance societal goals.



The GRI are a set of disclosures allowing an organization to report information about its impacts consistently and credibly.



The AccountAbility 1000 Assurance Standard provides third-party data verification and assurance for sustainability-related data, to build credibility, trust, and reliability of reporting and disclosures.

Our performance

Our targets for Scope 1, 2, and 3 GHG emissions were validated and published by the SBTi. Please see more information on our targets [here](#).

We achieved a B rating for our response to the 2024 CDP Climate Change questionnaire, recognizing our strong environmental stewardship. We will continue to disclose to CDP and remain committed to improving our environmental performance year-on-year.

We were awarded an EcoVadis score of 58 in 2024, an increase of 2 points from 2023, due to increased supplier collaboration (sustainable procurement pillar), and scoring above 45 on all themes.

Envision received the highest recognition of a platinum medal for our outstanding performance on CyberVadis, scoring of 950 out of 1000; an increase of 66 points compared to our previous score.

As members of the UN Global Compact, we now commit to align our strategies and operations with the Principles. Our first annual Communication on Progress will be submitted in 2025.

Our sustainability report has been prepared in accordance with the GRI standards. Please see the GRI content index of this report for alignment.

We achieved Type 2 Moderate assurance for our 2024 Scope 1 and Scope 2 GHG emissions data, demonstrating our compliance with AA1000 AccountAbility Standards, and Principles of Inclusivity, Materiality, Responsiveness, and Impact. See Appendix 3.

GRI content index

The GRI Standards are a set of disclosures that allow an organization to report information about its impacts consistently and credibly. This enhances the global comparability and quality of reported information on these impacts, which supports information users in making informed assessments and decisions about the organization’s impacts and contribution to sustainable development. Envision has reported in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024. The GRI Topic Standards that are material to our business and are therefore disclosed are listed below:

GRI 1:	Foundation 2021
GRI 2:	General Disclosures 2021
GRI 3:	Material Topics 2021
GRI 204:	Procurement Practices 2016
GRI 205:	Anti-corruption 2016
GRI 302:	Energy 2016
GRI 305:	Emissions 2016
GRI 308:	Supplier Environmental Assessment 2016
GRI 401:	Employment 2016
GRI 403:	Occupational Health and Safety 2018
GRI 404:	Training and Education 2016
GRI 405:	Diversity and Equal Opportunity 2016
GRI 406:	Non-discrimination 2016
GRI 409:	Forced or Compulsory Labor 2016
GRI 414:	Supplier Social Assessment 2016
GRI 418:	Customer Privacy 2016

Any GRI Topic Standards, which were not identified as materially significant to our company following the double materiality assessment, are not listed in the GRI content index. However, this does not imply that these topics are disregarded or that no actions are taken accordingly.

Further, we have aligned the GRI disclosures with the topics and requirements of the ESRS, as our double materiality assessment was also conducted in accordance with ESRS guidelines.

GRI content index

Statement of use: Envision Pharma Group has reported in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024

Applicable GRI sector standards: No sector standards apply

General disclosures

GRI 2: General disclosures 2021

Indicator	Description	2023 Disclosure/Omission	ESRS alignment
2-1	Organizational details	Company Overview (pp. 4–5)	ESRS 1 – General requirements
2-2	Entities included in the organization’s sustainability reporting	Envision Pharma Group Limited (This is the parent company that acts as a holding for our other entities)	
2-3	Reporting period, frequency, and contact point	January 1, 2024, to December 31, 2024. Envision Pharma Group completes a Sustainability Report on an annual basis. Please contact sustainabilityrequests@envisionpharmagroup.com for any questions on the reported information	
2-4	Restatements of information	GHG emissions associated with client use of data centers for sold products was reported under Processing of Sold Products (Cat. 10) in 2023, now disclosed under Use of Sold Products (Cat. 11) (p.27)	
2-5	External assurance	AA1000AS Type 2 Moderate – Scope 1 and 2 GHG emissions data (pp.38/50)	
2-6	Activities, value chain, and other business relationships	Company Overview (pp.4-5)	
2-7	Employees	Employee Data (p.46)	
2-8	Workers who are not employees	Information unavailable	
2-9	Governance structure and composition	Corporate Governance (p.33)	
2-10	Nomination and selection of the highest governance body	Information unavailable	
2-11	Chair of the highest governance body	Information unavailable	
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance (p.33)	
2-13	Delegation of responsibility for managing impacts	Corporate Governance (p.33)	
2-14	Role of the highest governance body in sustainability reporting	ESG Governance (p.33)	

GRI content index

General disclosures

GRI 2: General disclosures 2021

Indicator	Description	2024 Disclosure/Omission	ESRS alignment
2-15	Conflicts of interest	Information unavailable	ESRS 1 – General requirements
2-16	Communication of critical concerns	Speak-Up (Whistleblower) Policy (p.35). There were no critical concerns reported in 2024	
2-17	Collective knowledge of the highest governance body	The Board is the highest governance body and receives regular training on ESG topics. It is kept informed through presentations and reports from the ESG Steering Committee on progress against Envision's Sustainability Strategy, to support effective oversight and decision-making on sustainability matters	
2-18	Evaluation of the performance of the highest governance body	Information unavailable	
2-19	Remuneration policies	Information unavailable	
2-20	Process to determine remuneration	Information unavailable	
2-21	Annual total compensation ratio	Information unavailable	
2-22	Statement on sustainable development strategy	Statement provided by Alistar Macdonald (p.3)	
2-23	Policy commitments	Information unavailable	
2-24	Embedding policy commitments	Ethical Business Practices and Regulatory Compliance (p.34) Responsible Business Conduct (p.35)	
2-25	Processes to remediate negative impacts	Speak-Up (Whistleblower) Policy (p.35)	
2-26	Mechanisms for seeking advice and raising concerns	Speak-Up (Whistleblower) Policy (p.35)	
2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations reported in 2024	
2-28	Membership associations	ESG Disclosure (p.38)	
2-29	Approach to stakeholder engagement	Our Approach to Materiality (p.9) Community Engagement (p.19) Envision's Supplier Program (pp.20-21)	
2-30	Collective bargaining agreements	No employees covered by collective bargaining agreements in 2024	

GRI content index

Material topics

GRI 3: Material topics			
Indicator	Description	2024 Disclosure/Omission	ESRS alignment
3-1	Process to determine material topics	Our Approach to Materiality (p.9)	ESRS 1 – General requirements
3-2	List of material topics	Our Approach to Materiality (p.9)	

Topic standards and management of material topics

GRI 204: Procurement practices 2016			
3–3	Management of material topics	Envision’s Supplier Program (pp.20-21)	Not included in ESRS
204–1	Proportion of spending on local suppliers	Not available for 2024 – in progress for disclosure in 2025	
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	Anti-Kickback, Anti-Bribery, and Anti-Corruption (p. 34)	ESRS 1 – General requirements
205-1	Operations assessed for risks related to corruption	Anti-Kickback, Anti-Bribery, and Anti-Corruption (p. 34)	ESRS G1 – Business conduct (G1.7 Corruption and bribery)
205-2	Communication and training about anti-corruption policies and procedures	Responsible Business Conduct (p.35)	
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption reported in 2024	
GRI 302: Energy 2016			
3-3	Management of material topics (Energy)	Energy Consumption (p.29)	ESRS 1 – General requirements
302-1	Energy consumption within the organization	Energy Consumption (p.29)	ESRS E1 – Climate change (E 1.3 Energy)
302-2	Energy consumption outside of the organization	Energy Consumption (p.29)	ESRS E1 – Climate change (E 1.3 Energy)
302-3	Energy intensity	Appendix 1 (p.47)	
302-4	Reduction of energy consumption	Energy Consumption (p.29)	
302-5	Reductions in energy requirements of products and services	Energy Consumption (p.29)	
GRI 305: Emissions 2016			
3-3	Management of material topics	Greenhouse Gas Emissions (p.25)	ESRS 1 – General requirements
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions (p.27)	Not included in ESRS

GRI content index

Topic standards and management of material topics (continued)

Indicator	Description	2024 Disclosure/Omission	ESRS alignment
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions (p.27)	Not included in ESRS
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions (p.27)	
305-4	GHG emissions intensity	Greenhouse Gas Emissions (p.28)	
305-5	Reduction of GHG emissions	Greenhouse Gas Emissions (pp.24-28)	
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable - No emissions of ozone-depleting substances	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable - No nitrogen oxides (NOx), sulfur oxides (SOx), or other significant air emissions	
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of material topics	Envision’s Supplier Program (pp.20-21)	ESRS 1 – General requirements
308-1	New suppliers that were screened using environmental criteria	100% of new suppliers are screened using environmental criteria as part of our Supplier Program	Not included in ESRS
308-2	Negative environmental impacts in the supply chain and actions taken	No negative impacts reported in 2024	
GRI 401: Employment 2016			
3-3	Management of material topics	Envision’s People (pp.13-17)	ESRS 1 – General requirements
401-1	New employee hires and employee turnover rate	We hired 5 new employees in 2024 Our employee turnover rate was 16% in 2024	ESRS G1 – Business conduct (G1.7 Corruption and bribery)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Global Rewards Package (p.14)	
401-3	Parental leave	Information unavailable for 2024. Preparing for disclosure in 2025.	ESRS S1 – Own workforce - S1.1 Working conditions (Work-life balance)
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	Occupational Health and Safety (p.14)	ESRS 1 – General requirements
403-1	Occupational health and safety management system	Occupational Health and Safety (p.14)	ESRS S1 – Own workforce - S1.1 Working conditions (Health and Safety)
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (p.14)	
403-3	Occupational health services	Occupational Health and Safety (p.14)	

GRI content index

Topic standards and management of material topics (continued)

Indicator	Description	2024 Disclosure/Omission	ESRS alignment
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (p.14)	ESRS S1 - Own workforce - S1.1 Working conditions (Health and Safety)
403-5	Worker training on occupational health and safety	Occupational Health and Safety (p.14)	
403-6	Promotion of worker health	Employee Health and Well-being (p.13)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (p.14)	
403-8	Workers covered by an occupational health and safety management system	Information unavailable	
403-9	Work-related injuries	No work-related injuries reported in 2024	
403-10	Work-related ill health	No work-related ill health reported in 2024	
GRI 404: Training and Education 2016			
3-3	Management of material topics	Employee Development and Progression (p.17)	ESRS 1 – General requirements
404-1	Average hours of training per year per employee	53.50 (2024)	ESRS S1 - Own workforce - S1.2 Equal treatment and opportunities for all (Training and skills development)
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development and Progression (p.17)	
404-3	Percentage of employees receiving regular performance and career development reviews	100% - All employees have set targets in their Envision Contribution Planning which includes personal development	
GRI 405: Diversity and Equal Opportunity			
3-3	Management of material topics	Diversity, Equity, and Inclusion (p.15)	ESRS 1 – General requirements
405-1	Diversity of governance bodies and employees	Gender representation 2024: Board-level: 25% Female / 75% Male All employees: 61% Female / 38% Male / 1% Other We are working to provide the relevant information by age group and minority/vulnerable groups	ESRS S1 – Own workforce - S1.2 Equal treatment and opportunities for all (Diversity/Gender equality and equal pay for work of equal value)
405-2	Ratio of basic salary and remuneration of women to men	Pay Equity (p.16) Gender pay gap report 2024 UK female median hourly pay gap 4.1% lower than men's 2024 UK female mean hourly gender pay gap 14% lower than men's	
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	Diversity, Equity, and Inclusion (p.15) Pay Equity (p.16) Ethical Business Conduct (p.34)	ESRS 1 - General requirements

GRI content index

Topic standards and management of material topics (continued)

Indicator	Description	2024 Disclosure/Omission	ESRS alignment
406-1	Incidents of discrimination and corrective actions taken	No instances reported in 2024	ESRS S1 - Own workforce (S1.2 Equal treatment and opportunities for all [Employment and inclusion of persons with disabilities / Measures against violence and harassment in the workplace])
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topics	Ethical Business Conduct (p.34) Protection of Human Rights (p.35)	ESRS 1 - General requirements
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Monitored through procurement process, fair wage policy and HR platforms - No operations and/or suppliers identified at significant risk for incidents of forced or compulsory labor in 2024	ESRS S1 – Own workforce (S1.3 Other work-related rights (Forced labor)
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	Envision's Supplier Program (p.20-21)	ESRS 1 - General requirements
414-1	New suppliers that were screened using social criteria	100% of new suppliers by spend from 2024	ESRS S2 – Workers in the value chain (S2.1 Working conditions/S2.2 Equal treatment and opportunities for all/S2.3 Other work-related rights)
414-2	Negative social impacts in the supply chain and actions taken	No negative social impacts found in 2024	Not included in ESRS
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	Safeguarding Information Security (p.36) Data Privacy and Protection (p.37)	ESRS 1 - General requirements
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints reported in 2024	ESRS S4 - Consumers and end- users - S4.1 Information-related impacts for consumers and/or end-users

GRI content index

Employee data

Employees by gender*				
Male	Female	Other	Not disclosed	Total
Number of employees (headcount)				
530	830	1	4	1,365
Number of permanent employees (headcount)				
530	831	0	0	1,361
Number of temporary employees (headcount)				
0	0	0	4	4
Number of full-time employees (headcount)				
510	728	1	0	1,239
Number of part-time employees (headcount)				
20	102	0	0	122

Employees by region*				
USA/Canada	UK	Europe	Japan and Asia-Pacific	Total
Number of employees (headcount)				
783	395	143	44	1,365
Number of permanent employees (headcount)				
783	392	143	43	1,361
Number of temporary employees (headcount)				
0	3	0	1	4
Number of full-time employees (headcount)				
762	305	136	36	1,239
Number of part-time employees (headcount)				
21	87	7	7	122

*Numbers are reported in headcount at the end of the reporting period (December 31, 2024).

Appendix 1: Energy and emissions breakdown

2024 Energy intensity and absolute GHG emissions by office (all scopes)

						Market-Based GHG Emissions			
Country	Office Name	Area sq. ft	Energy Intensity kWh/sq. ft	Typical Practice kWh/sq. ft	Good practice kWh/sq. ft	Total Energy kWh/year	Electricity tCO ₂ e	Nat Gas tCO ₂ e	Total tCO ₂ e
USA	Powell	11,062	22.2	20.1		245,506	77.9	13.4	91.2
USA	Fairfield	12,370	16.2	20.1		200,186	-	31.6	31.6
USA	Philadelphia	11,200	12.2	20.1		137,002	1.5	0.5	2
UK	Envision House	12,500	10.4	20.9	11.9	129,419	-	-	-
UK	Battersea, London	7,303	10.1	37.5	20.9	73,525	-	9.4	9.4
Portugal	Coimbra	1,720	10	20.9	11.9	17,257	-	-	-
UK	Wilmslow	7,634	10	37.5	20.9	76,387	-	8	8
USA	Warren	16,705	9.4	13.6		156,409	46.6	-	46.6
Netherlands	Leiden	2,258	7.4	20.9	11.9	11,999	1.1	-	1.1
Hungary	Szeged New	10,054	7.3	20.9	11.9	73,266	7.2	-	7.2
Serbia	Subotica	1,100	6.1	37.5	20.9	6,743	-	0.8	0.8
Japan	Tokyo	1,895	5.3	20.9	11.9	10,079	-	-	-
Australia	Sydney	3,280	2.7	20.9	11.9	8,771	-	-	-
UK	Bishop's Stortford	3,085	1.5	20.9	11.9	4,767	0.6	-	0.6
USA	Raleigh	10,191	1.3	13.6		12,816	-	-	-
TOTAL		112,357	10.3			1,164,132	135	64	199

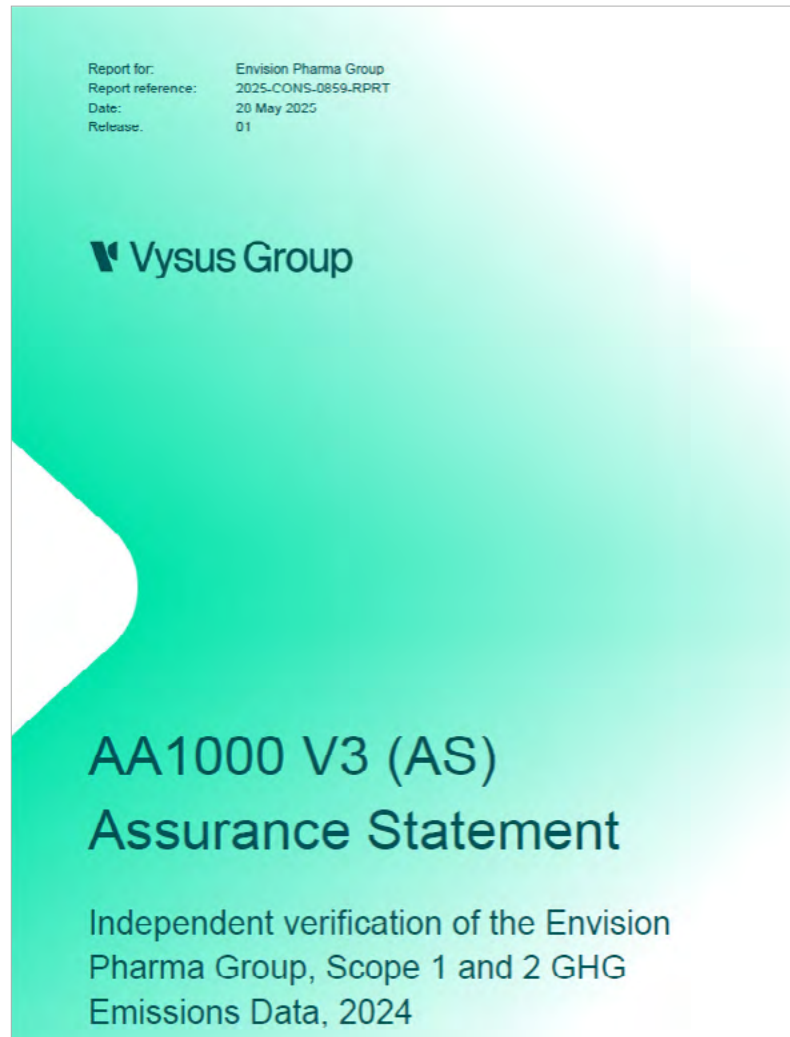
Appendix 2: Glossary

Term	Description
Baseline	A hypothetical scenario for what GHG emissions, removals, or storage would have been in the absence of the GHG project or project activity
Base year	A historic datum (a specific year or an average over multiple years) against which a company's GHG emissions are tracked over time
Base year GHG emissions	GHG emissions in the base year
Boundaries	GHG accounting and reporting boundaries can have several dimensions; i.e., organizational, operational, geographic, business unit, and target boundaries. The inventory boundary determines which GHG emissions are accounted and reported by the company
Control	The ability of a company to direct the policies of another operation. More specifically, it is defined as either operational control (the organization or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation) or financial control (the organization has the ability to direct the financial and operating policies of the operation with a view to gaining economic benefits from its activities)
CO2 equivalent (CO ₂ e)	The universal unit of measurement to indicate the global warming potential (GWP) of each of the six greenhouse gases, expressed in terms of the GWP of one unit of carbon dioxide. It is used to evaluate releasing (or avoiding releasing) different greenhouse gases against a common basis
Direct GHG emissions	GHG emissions from sources that are owned or controlled by the reporting company
Emission factor	A factor allowing GHG emissions to be estimated from a unit of available activity data (e.g., tons of fuel consumed, tons of product produced) and absolute GHG emissions
Equity share	The equity share reflects economic interest, which is the extent of rights a company has to the risks and rewards flowing from an operation. Typically, the share of economic risks and rewards in an operation is aligned with the company's percentage ownership of that operation, and equity share will normally be the same as the ownership percentage
Fugitive GHG emissions	GHG emissions that are not physically controlled but result from the intentional or unintentional releases of GHGs. They commonly arise from the production, processing transmission storage and use of fuels and other chemicals, often through joints, seals, packing, gaskets, etc.
Greenhouse gases (GHG)	For the purposes of this standard, GHGs are the six gases listed in the Kyoto Protocol: carbon dioxide (CO ₂); methane (CH ₄); nitrous oxide (N ₂ O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and Sulphur hexafluoride (SF ₆)
GHG Protocol Initiative	A multi-stakeholder collaboration convened by the World Resources Institute and World Business Council for Sustainable Development to design, develop and promote the use of accounting and reporting standards for business. It comprises of two separate but linked standards – the GHG Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Project Quantification Standard
GHG source	Any physical unit or process which releases GHG into the atmosphere
Global Warming Potential (GWP)	A factor describing the radiative forcing impact (degree of harm to the atmosphere) of one unit of a given GHG relative to one unit of CO ₂
Group company / subsidiary	The parent company has the ability to direct the financial and operating policies of a group company/subsidiary with a view to gaining economic benefits from its activities
Indirect GHG emissions	GHG emissions that are a consequence of the operations of the reporting company but occur at sources owned or controlled by another company
Intensity ratios	Ratios that express GHG impact per unit of physical activity or unit of economic value (e.g., tons of CO ₂ emissions per unit of electricity generated). Intensity ratios are the inverse of productivity/efficiency ratios
Intensity target	A target defined by reduction in the ratio of GHG emissions and a business metric over time (e.g., reduce CO ₂ per metric ton of cement by 12% between 2000 and 2008)
Inventory	A quantified list of an organization's GHG emissions and sources
Inventory boundary	An imaginary line that encompasses the direct and indirect emissions that are included in the inventory. It results from the chosen organizational and operational boundaries

Appendix 2: Glossary

Term	Description
Kyoto Protocol	A protocol to the United Nations Framework Convention on Climate Change (UNFCCC). Once entered into force it will require countries listed in its Annex B (developed nations) to meet reduction targets of GHG emissions relative to their 1990 levels during the period of 2008–12
Operational boundaries	The boundaries that determine the direct and indirect emissions associated with operations owned or controlled by the reporting company. This assessment allows a company to establish which operations and sources cause direct and indirect emissions, and to decide which indirect emissions to include that are a consequence of its operations
Organizational boundaries	The boundaries that determine the operations owned or controlled by the reporting company, depending on the consolidation approach taken (equity or control approach)
Renewable energy	Energy taken from sources that are inexhaustible, e.g., wind, water, solar, geothermal energy, and biofuels
Reporting	Presenting data to internal management and external users such as regulators, shareholders, the general public or specific stakeholder groups
Scope	Defines the operational boundaries in relation to indirect and direct GHG emissions
Scope 1 inventory	A reporting organization's direct GHG emissions
Scope 2 inventory	A reporting organization's GHG emissions associated with the generation of electricity, heating/cooling, or steam purchased for own consumption
Scope 3 inventory	A reporting organization's indirect GHG emissions other than those covered in scope 2
Scope of works	An up-front specification that indicates the type of verification to be undertaken and the level of assurance to be provided between the reporting company and the verifier during the verification process
Value chain GHG emissions	GHG emissions from the upstream and downstream activities associated with the operations of the reporting company

Appendix 3: AA1000 V3 (AS) Assurance Statement



The Envision Pharma Group, Scope 1 and 2 GHG Emission data, 2024 has been verified in accordance with the requirements specified in the AccountAbility AA1000 v3 Standard, Principles and AA1000 v3 Guidance on Assuring GHG emissions, 2024:

- The level of assurance is Type 2, moderate
- Envision Pharma Group has demonstrated compliance with AA 1000 AccountAbility Standards and Principles of Inclusivity, Materiality, Responsiveness, and Impact
- The SScope 1 and Scope 2 GHG emission figures presented for assessment are representative of the performance data associated with the Envision Pharma Group operational locations
- All material sources associated with the operational locations were seen to have been accounted for in the performance data submitted review
- There is no evidence of any intentional misstatements or omissions the performance data submitted for review

On the basis of the findings of this assurance assessment, the figure of 37 Tonnes of CO₂e is verified.

Signed on behalf of Vysus UK Limited

Ian Thomas

AccountAbility AA1000, Associate Certified Sustainability Assurance Practitioner and IEMA Principal Auditor/Environmental Management Systems Assessor.

