ENVISION PHARMA GROUP

2025 Sustainability Report

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

July 2026

Contents

Foreword

Tom Langan
Chief Executive Officer

2025 was a year of transformation for Envision Pharma Group, and that work has continued into 2026. Amid this change, one thing has stayed constant: our commitment to sustainability.

The environmental, social, and governance (ESG) foundation our employees have built over the years continues to earn the trust and recognition of our clients, employees, and stakeholders. As our business grows, we are keenly aware of the responsibility that comes with that growth. We remain committed to strengthening our ESG framework to ensure it remains aligned with ongoing regulatory and industry requirements.

Throughout the report, you'll find highlights of our key achievements in 2025, including:

- Reinforcement of Envision's values: excellence, people, and growth
- Putting people first, because people are our business
- Increased learning resources and support for training and development, including the newly introduced Lattice platform and policy attestation pathway, along with enhanced protection for remote and loan-working employees
- Leading our suppliers by example
- Meeting or exceeding our Science Based Targets initiative (SBTi) verified commitments for greenhouse gas (GHG) emissions reductions and earning a Gold Medal in the EcoVadis 2025 sustainability assessment
- Addressing the increasing risks and opportunities of AI in the healthcare and life sciences industry
- Enhancing risk management through our Generative AI Acceptable Use Policy and AI Governance Framework, while increasing access to the benefits of AI technologies for clients and employees through internal initiatives and resources (eg, inclusive design training and sustainable AI roundtable in collaboration with Microsoft)

I invite you to read our 2025 Sustainability Report, a true reflection of our employees' dedication and commitment, which they bring to life every day.

Company overview

Life sciences are at our core – helping you go further, faster

Our story

For more than 20 years, Envision Pharma Group has partnered with over 400 pharmaceutical, biotechnology, and medical technology companies to turn complexity into clarity and ideas into measurable, real-world impact.

We are a global, technology-enabled solutions partner for life sciences, uniting medical, commercial, and strategic expertise with purpose-built, AI-powered technology to accelerate patient access to life-changing treatments.

Our purpose

Our vision is to unleash the power of combined intelligence – human expertise and technology – to advance how scientific innovation translates into patient impact.

Every engagement is driven by this purpose: turning data into insight, insight into strategy, and strategy into measurable outcomes that matter for patients, healthcare providers, and society.

Our values guide everything we do:

EPG together: We are stronger together. Our diverse skills, perspectives, and experiences come to life through collaboration – creating better ideas, smarter solutions, and greater impact.

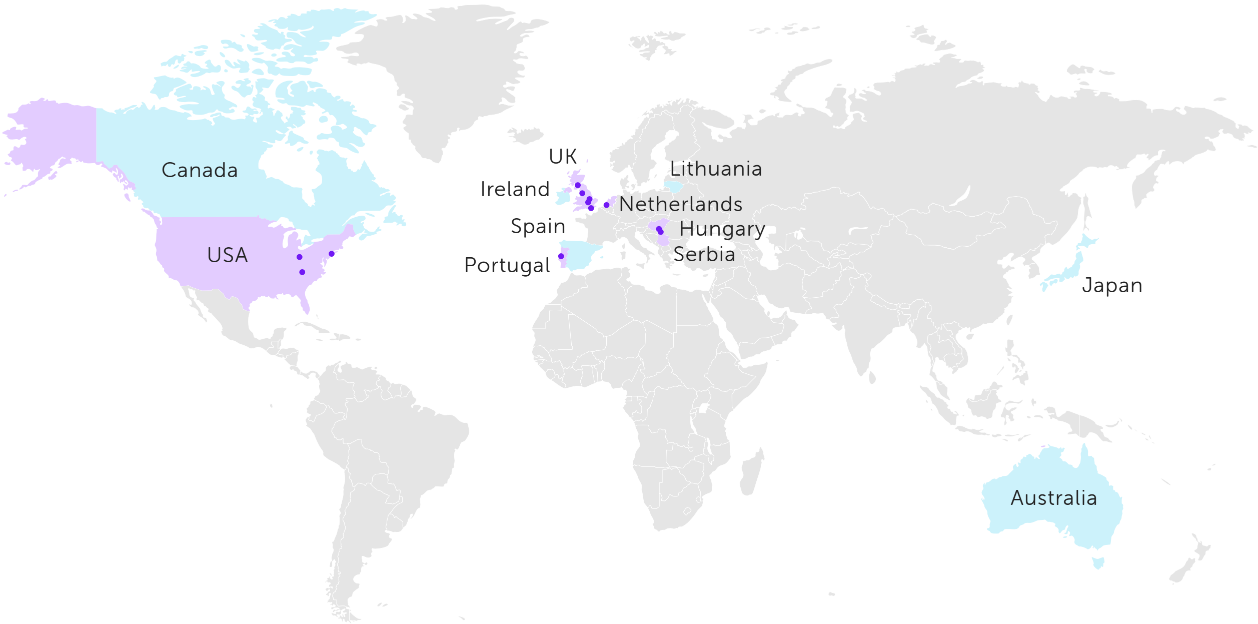
Excellence: We set high standards for ourselves and our work. We never settle, always striving to deliver exceptional quality and meaningful outcomes for our clients and each other.

People: People are at the heart of everything we do. We support, respect, and inspire one another so everyone can thrive, grow, and do their best work.

Growth: We embrace change, curiosity, and new thinking. By challenging convention and encouraging innovation, we continue to evolve – as individuals, as teams, and as a business.

Our global presence

Our headquarters are based in Horsham, with a presence across the UK, Europe, North America, and Asia-Pacific. In total, over 1,300 employees operate across 12 countries, with 15 offices globally.



1,309 Employees worldwide

15 Offices across the globe

Countries with offices

Countries with remote workers only

Company overview

Offering

Envision Pharma Group is a global, technology-enabled partner that helps life sciences organizations realize the full value of scientific innovation for patients, healthcare systems, business outcomes, and society. By combining specialist expertise with AI-enabled technology, we help companies navigate the critical moments that determine how therapies and technologies are understood, adopted, reimbursed, and valued throughout the healthcare ecosystem.

Technologies

Technology and innovation are central to our business. Designed by life sciences experts, our proprietary platforms and AI- and data-driven solutions help organizations improve efficiency, enhance decision-making, ensure compliance, and maximize the value of scientific information and innovation across the product lifecycle. By enabling more effective, data-driven, and responsible decision-making, we help clients create sustainable value and improve outcomes across healthcare.

POWERED BY TECHNOLOGY, DATA, AND AI PLATFORMS

iEnvision
Part of Envision Pharma Group

Envision AI Labs
Part of Envision Pharma Group

Insights & Analytics

HELIX

NUCLEUS

ION

RNA

Delivered through consulting

Managed services

SaaS/Subscription

Transform performance
Enterprise strategy, operations, and transformation

Customer and market insights
Competitor intelligence, stakeholder mapping, and engagement

Development
Set the product for success

Define science and generate evidence
Medical affairs, communications, and evidence generation

Commercialization
Maximize uptake

Demonstrate value and secure access
Market access, value, and evidence

Postlaunch
Grow and overcome obstacles

Accelerate adoption and growth
Commercial strategy, launch, and patient engagement

Maturity
Manage the lifecycle

Optimize revenue and manage risk
Revenue management, compliance, and risk

2025 Sustainability highlights

Envision's people

- 2,000 non-mandatory training courses completed by our employees in 2025
- Two subgroups were created under our Women's Employee Resource Group (ERG), focused on menopause and parental leave
- 84% participation rate in our latest annual Employee Engagement Survey
- Employees taking their annual paid volunteer leave donated on average 7 hours each to causes they care about
- Reduced our UK gender pay gap (on a mean hourly basis) during 2025, as part of our commitment to reduce the gender pay gap across all levels of our organization
- 130 employees participated in our 2025 Learning at Work Week, engaging our people in reflection and knowledge sharing across the organization
- 96% of employees completed our new Policy Attestation Pathway, created to ensure everyone has read and attested to our policies throughout the organization
- Formed a new Inclusion and Belonging Culture Committee (IBCC), working in partnership with ERGs, leadership, and functional teams to promote awareness, drive engagement, strengthen inclusion, and support continuous feedback across the employee experience

Stakeholder impact

- Our LGBTQIA+ ERG made three donations during Envision Pride 2025 through our employee recognition platform, Bonusly, to organizations supporting LGBTQIA+ young people, protecting communities, and advancing activism globally
- Enhanced our New Vendor Onboarding process, managed through our OneTrust platform, to foster collaboration on strengthening new suppliers' approach to sustainability, governance, and responsible business practices
- 33% of our highest-impact suppliers have now attested to our Supplier Code of Conduct
- Delivered a range of internal learning activities, discussions, and dedicated accessibility education sessions during the year to promote the application of inclusive design across our digital solutions, increasing accessibility to the benefits of artificial intelligence for employees and clients

2025 Chinese NY cultral event, Battersea

2025 Summer Party, Leiden, Netherlands

2025 Sustainability highlights

Climate action

- Met and exceeded some of our Science Based Targets initiative (SBTi)-validated targets ahead of schedule, including;
    - A reduction in market-based Scope 1 and 2 greenhouse gas (GHG) emissions of 97% from 2022, against our commitment of 55% by 2030
    - A 53% reduction in our relative Scope 3 GHG emissions from employee business travel from 2023, against our commitment of 52% by 2030
- Achieved 100% coverage of renewable electricity procurement across our operations in 2025, from 85% in 2024
- 29% of our upstream and downstream supply chain Scope 3 GHG emissions were calculated using supplier-based data in place of spend-based benchmarks; a 100% increase from 2024
- Absolute reduction in our Scope 3 GHG emissions of 1,227 metric tons CO_2e, compared to 2024

Holiday Office Party 2025, Wilmslow, United Kingdom

Governance

- Enhanced our Hybrid and Flexible Working Global Framework and Remote Worker guidelines, policies, and framework in 2025, to improve health and safety standards for our remote-working employees through access to relevant training and support
- Maintained a 'B' disclosure rating for our third annual submission to the CDP Climate Change questionnaire
- Established an AI Governance Framework to further strengthen our ethical approach to the ongoing implementation and application of AI across the business
- Embedded minimum requirements for maintaining privacy, data protection, intellectual property, human oversight, and responsible decision-making through our Generative AI Acceptable Use Policy
- Finalized our overarching Enterprise Risk Management (ERM) program to better manage the most significant risks facing our organization, including identified environmental, social, and governance (ESG) matters
- Awarded a Gold Medal in the 2025 EcoVadis sustainability assessment, placing us in the top 5% of globally participating companies and leading our suppliers by example

Sustainability at Envision

Our approach to materiality

Reviewing our sustainability strategy is essential to ensure it continues to address the sustainability impacts, risks, and opportunities most relevant to our financial performance and key stakeholder groups. Our sustainability strategy is based on the results of our double materiality assessment (DMA), which we complete every 2 years.

2026 Strategy update

As our first DMA was completed in 2024, earlier this year we undertook a full DMA, applying the same three-staged approach for consistency.

Stage one: We created our list of potential material topics based on the latest European Sustainability Reporting Standards' (ESRS) list of potential material matters, the Global Reporting Initiative's (GRI) applicable indicators, as well as our recent investors' requests and the results of our previous materiality assessments.

Stage two: We confirmed our stakeholder groups to engage in the 2025 impact assessment*, comprising clients, investors, environmental and society regulators, employees, and our Executive Leadership Team. Once agreed, we then created our stakeholder engagement strategy, considering:

i) The appropriate time horizons, over which the topics should be assessed for each stakeholder group

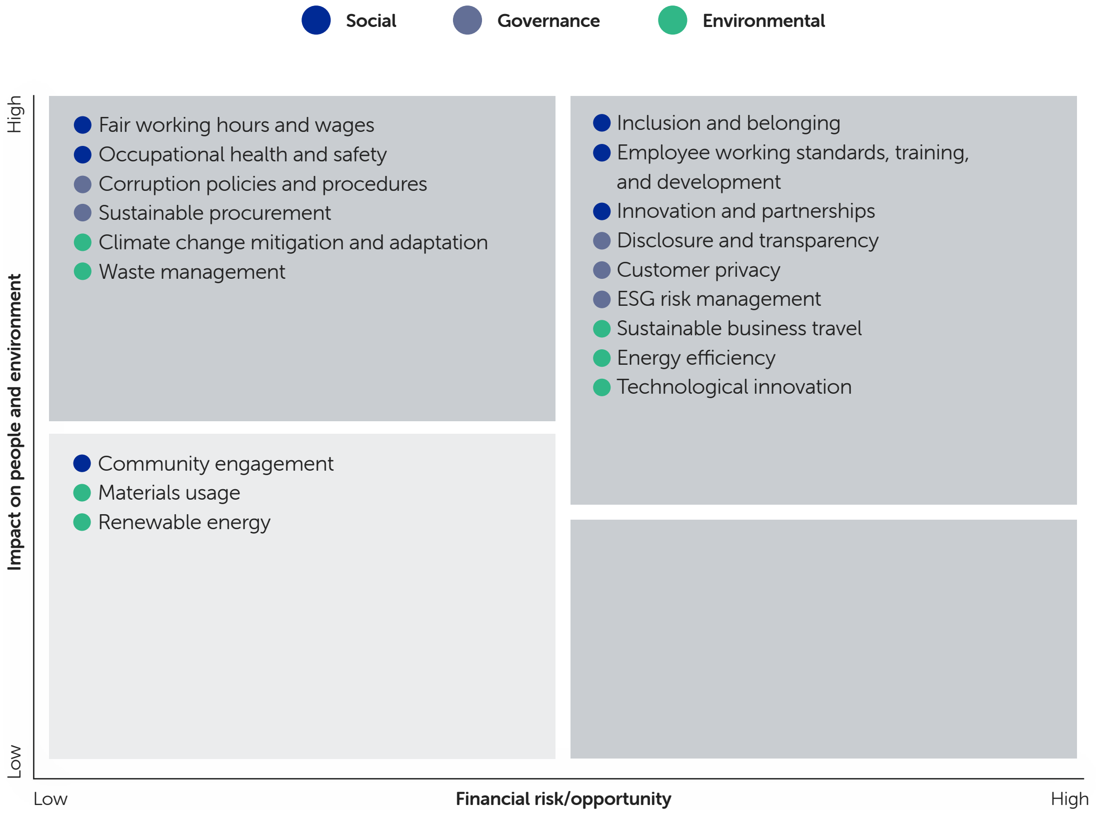
ii) The relevant assessment topics for each stakeholder group

iii) An appropriate engagement method tailored to the stakeholders

Stage three: Combining the findings from our previous financial assessment completed in 2024 with the results from the latest impact assessment, we completed our DMA to determine the final list of material topics to be considered within our Sustainability Strategy.

Since the first DMA in 2024, it was found that there had been no changes to the common topics ranked as most material, confirming that our Sustainability Strategy remains aligned with the social, environmental, and governance concerns of all stakeholder groups.

The figure below summarizes the results of the impact and financial assessment, where darker gray areas are the most material



*Suppliers and peers were not reevaluated as part of this DMA, and their results were retained from the 2024 assessment since they have not significantly changed.

Sustainability at Envision

Sustainability strategy

As the results from our DMA showed that there were no material changes to the environmental, social, and governance topics deemed to be material for our stakeholders, our Sustainability Strategy remains focused on four priority topics:

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

These themes are embedded in our decision-making and operations, ensuring that our stakeholders' interests and business priorities are considered across the business. To ensure we remain aligned with these topics, we have set tangible objectives and targets* under each one. This also provides transparent and measurable evidence to our stakeholders on our progress.

We have also mapped our priority sustainability topics against ten of the United Nations Sustainable Development Goals (UN SDGs) and the UN Global Compact Principles, as shown to the right.

Our Sustainability Policy articulates our strategy and provides a high-level overview of the related objectives and actions needed to hold us accountable. The policy and strategy are embedded across the organization through our governance structures accordingly**.

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.

Envision's people

3 Good health and well-being; 5 Gender equality; 8 Decent work and economic growth; 10 Reduced inequalities

Principle 1, Principle 2, Principle 3, Principle 6

Climate action

7 Affordable and clean energy; 13 Climate action

Principle 7, Principle 8, Principle 9

Stakeholder impact

9 Industry, innovation and infrastructure; 12 Responsible consumption and production; 13 Climate action; 11 Sustainable cities and communities

Principle 1, Principle 4, Principle 5, Principle 7, Principle 9

Governance

16 Peace, justice and strong institutions

Principle 1, Principle 7, Principle 10

*For a list of our current and new objectives and targets, please see the following pages.
**Please refer to the Governance section of this report for further information.

2025 Sustainability performance

This section provides a progress update on the sustainability targets, which have been updated based on the outcomes of our updated sustainability strategy.

Topic	Objective	Target	Completion	Status	Progress updates
Envision's people	Maintain an inclusive workplace	Develop an employee playbook to support those with neurodiversity	2027	On Track	Completion year rescheduled to 2027 from 2026
		100% of managers to complete neurodiversity awareness training	2027	On Track	Completion year rescheduled to 2027 from 2026
	Attract, retain, and nurture talent	Reduce the median gender pay gap to no more than 3% across all employees	2028	On Track	We achieved a 5% global median hourly gender pay gap in 2025. A review has been conducted, identifying further opportunities to meet this target
		Train 80% of employees on sustainability principles and practices, with successful completion of assessments to demonstrate understanding	2027	Update	Deadline moved to 2027 due to additional optimization of the training in 2025
Climate action	Reduce climate impact	Reduce market-based Scope 1 and 2 GHG emissions by 55% against a 2022 base year	2030	On Track	Scope 1 and 2 market-based GHG emissions were 97% lower in 2025 than 2022 – to be monitored and disclosed until the target year
		Reduce relative (metric tons of CO_2e per full-time equivalent [FTE]) Scope 3 GHG emissions from business travel 52% against a 2023 base year	2030	On Track	Relative Scope 3 GHG emissions from business travel were 53% lower in 2025 than 2023 – to be monitored and disclosed until the target year
		Top 75% of Envision's suppliers by spend to set GHG emissions reduction targets in line with SBT methodology	2028	On Track	We continue to monitor and track progress against this target through our Supplier Program
		Develop an employee sustainable business travel awareness campaign to reduce associated Scope 3 emissions (SBTi commitment)	2026	Met	We updated our Business Travel Policy in 2025 (see Sustainability initiatives)
		Procure 100% renewable electricity	2030	Met	We reached 100% coverage of renewable electricity procurement across our operations in 2025
	Reduce waste impact	Achieve a recycling rate of 50%	2028	On Track	Achieved an average recycling rate of 40% in 2025, up from 32% in 2024
		Enhance waste reporting by refining categorization, increasing data collection frequency, and expanding site-level coverage	2028	Retried	Following significant improvements in waste data quality in 2025 and the topic being a lower priority for our stakeholders*, the target has been retired

*See Our approach to sustainability.

2025 Sustainability performance

Topic	Objective	Target	Completion	Status	Progress updates
Stakeholder impact	Build supply chain resilience	Achieve 100% supplier compliance with our Supplier Code of Conduct	2028	On Track	As of June 2026, 33% of our highest impact suppliers have attested to our Supplier Code of Conduct
		Ensure that 85% of suppliers (in total spend) have completed their baseline maturity assessment	2026	Met	89% of suppliers based on total spend had completed their baseline maturity assessment as of June 2026
		Continuously monitor and track the implementation of low-/no-plastic packaging solutions across our suppliers' products	2025	Met	Procurement processes implemented to ensure suppliers no longer use polystyrene packaging inserts and prioritize recycled plastic where possible
	Improve client experience	Establish a process to inform clients of the associated carbon emissions of the services we provide	2027	On Track	Rescheduled from 2026 to 2027, following the implementation of new software to improve the granularity of data required to fulfil this target
		Track the energy and GHG emissions of all Envision's AI-powered products and establish an acceptable threshold	2030	New	–
	Support local communities	Develop a framework to monitor the social impact and indirect financial contribution of employee volunteering, and disclose annually	2030	Met	We implemented a new process in 2025 to calculate and monitor our equivalent social impact from employee volunteering in USD
		Continue to support communities where we operate by partnering with local charities	Ongoing	On Track	Partnering with charitable organizations ongoing in 2025 (see Stakeholder impact)
Governance	Enhance risk management and compliance	Develop, implement, and maintain an Environmental Management System (EMS) that aligns with ISO 14001:2015	2026	Met	Following a gap analysis and review of existing ISO management frameworks, the process is now aligned with ISO 14001:2015
		Establish a global responsible AI policy which references the use of AI in the preparation and disclosure of energy and emissions	2027	New	–
	Increase transparency	Achieve an EcoVadis score of 65 or above by 2027	2027	Met	We scored 81 in our 2025 submission, placing us in the top 5% of globally participating companies
		Achieve CDP Score A for the climate action questionnaire by 2030	2030	Retried	We achieved a 'B' rating for our 2025 submission and continue to participate annually

Envision's people

4.5%
reduction in UK gender pay gap on mean hourly basis

84%
employees participated in our annual Culture Amp engagement survey

Enhanced **4**
policies to support flexible and remote working and volunteering

61%
female representation across the business

1,309
global employees in 2025

96%*
employee completion rate of our Policy Attestation Pathway

2,000
non-mandatory training courses completed

2
new Employee Resource subgroups

125 global
colleagues participated in the annual Movember Challenge

130+
employees participated in the 2025 Learning at Work Week

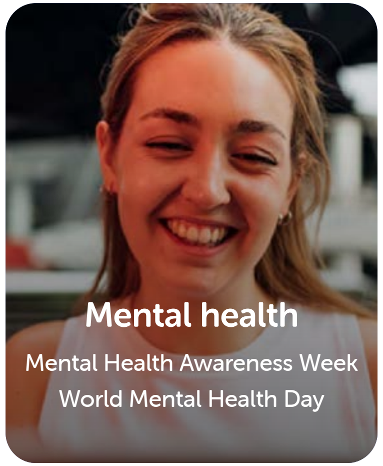
*Completion results are based on a set employee count for training assigned during 2025 and will be affected by new starters, leavers, and those not reaching the end of probationary periods.

Envision's people

Our people are central to our long-term success and sustainability. Their expertise, commitment, and diverse perspectives enable us to deliver value to our customers, stakeholders, and communities. We are committed to fostering an inclusive and supportive workplace that prioritizes well-being, continuous learning, and career development. Through structured development programs, performance and career planning, and access to extensive learning opportunities, we empower our people to grow and succeed. We also celebrate our multigenerational workforce and diverse backgrounds, since the breadth of experience and perspectives results in greater innovation, resilience, and sustainable business performance.

Employee health and well-being

The health and well-being of our employees is a priority. We support our people through a 24/7 Employee Assistance Program (EAP), providing confidential support for health, well-being, financial, and workplace matters. This is underpinned by our five-pillar well-being strategy: Physical, Social, Financial, Emotional, and Professional, and a culture that promotes mental health awareness. Throughout 2025, our Well-being and Mental Health Champions partnered with office managers to celebrate key health and well-being events.



Mental health and well-being for all

We want all our employees to have the chance to connect with colleagues, build supportive networks, and strengthen a culture of well-being, belonging, and inclusion across our global workforce.

With an increasing proportion of fully remote-working employees, 2025 saw an increased focus on providing access to our global and regional health and well-being events, initiatives, and resources; whether office-based or remote. In 2025, our Mental Health and Well-being Champions continued to run events and provide resources for all employees throughout the year.

Pot-to-plot: Plants and gardens play a vital role in promoting healthier lifestyles, sustainable living, and stronger communities. Based on the UK's National Allotments Week, all global employees were invited in July 2025 to submit photos of their allotment, garden, pot plants, or home-grown produce, with Bonusly points awarded to category winners.

Step up for Movember Challenge: All employees were invited to take part in our 2025 fundraising event for the Movember cause, by logging and sharing any form of physical activity throughout the month of November. In total, 125 global colleagues collectively covered 7,431 miles and raising money to support men's physical and mental health. The event also further bolstered our sense of community and collaboration while improving the mental and physical well-being of participants, irrespective of location.

Well-being newsletters: We continued to issue monthly electronic newsletter to all employees, providing updates on the latest resources and support and health and well-being events.

Company culture

Creating an inclusive, connected, and engaging workplace remains a key priority. In 2025, we evolved our Inclusion and Belonging Culture Committee (IBCC), structured around four focus areas: diversity, equity, inclusion, and belonging. The ERGs are invited to contribute insights, while other teams are engaged to facilitate, support, and enable delivery of high-impact initiatives within available resources, ensuring continual improvement and growth of our inclusive culture.

Envision's people

Global rewards package

We are committed to providing a comprehensive rewards and benefits package that supports the diverse needs of our people, promotes well-being, and helps us attract, develop, and retain talented employees. Our approach combines competitive compensation, flexible working arrangements, well-being support, meaningful recognition, and opportunities for long-term career growth. Packages are country-specific and are all listed on our website for transparency.

- **Employee Assistance Program:** Available 24/7 to employees and their families, providing confidential support across health, well-being, financial, and workplace matters. The EAP forms part of our broader five-pillar well-being strategy: Physical, Social, Financial, Emotional, and Professional
- **Flexible and hybrid working:** We support flexible ways of working through hybrid, remote, and part-time arrangements, supported by our global Flexible Working Framework and remote working policies, enabling employees to work efficiently, whatever their personal circumstances
- **Volunteering leave:** To support our team members with contributing to causes they care about, we offer one day of paid volunteer leave each year to make a positive impact on our communities
- **401(k) Retirement Plan:** In the USA, employees benefit from a tax-efficient saving plan with sustainable investment options, where the company matches 100% of the first 3% contributed, and 50% of the next 2% with immediate vesting

Occupational health and safety

We are committed to fostering a workplace where employees feel safe, supported, and empowered to thrive. Our Global Health and Safety Program combines global standards with regional regulatory requirements to promote well-being and protect employees across office, site-based, and remote working environments.

Key elements of our health and safety approach include:

- Conducting regular health and safety risk assessments across all operational sites, with 100% of sites assessed by an independent third-party auditor
- Providing health and safety training and guidance during onboarding and throughout employment, supported by a global Health and Safety Policy
- Maintaining policies and frameworks that support safe hybrid and remote working practices across our global workforce
- Embedding health and safety considerations into our operational processes and supplier requirements to promote responsible business practices
- Requiring new starters and remote workers to complete Display Screen Equipment (DSE) assessments and encouraging existing employees to review their assessments annually when circumstances change

Key resources and policies

We provide employees with access to a wide range of well-being, inclusion, and professional development resources through our intranet, including well-being guidance, mental health support, ERG content, awareness campaigns, and newsletters.

ERGs provide opportunities for employees to share experiences, build networks, and contribute to a workplace where everyone feels valued and supported. They comprise a wide range of topics, from LGBTQIA+, to neurodiversity. In 2025, our Women ERG created two subgroups focused on menopause and parental leave.

We also provide sustainability-focused training and resources that help employees understand key ESG topics, including a CDP-focused environmental learning module to raise awareness of our climate commitments and their importance to our clients.

Envision's people

Our inclusion and belonging culture

Fostering a culture where employees feel valued, respected, and empowered to contribute is fundamental to our success. We believe that diverse perspectives, experiences, and backgrounds strengthen collaboration, support innovation, and help create a workplace where everyone can thrive.

During 2025, we continued to evolve our inclusion initiatives to strengthen employee voice and belonging across the organization:

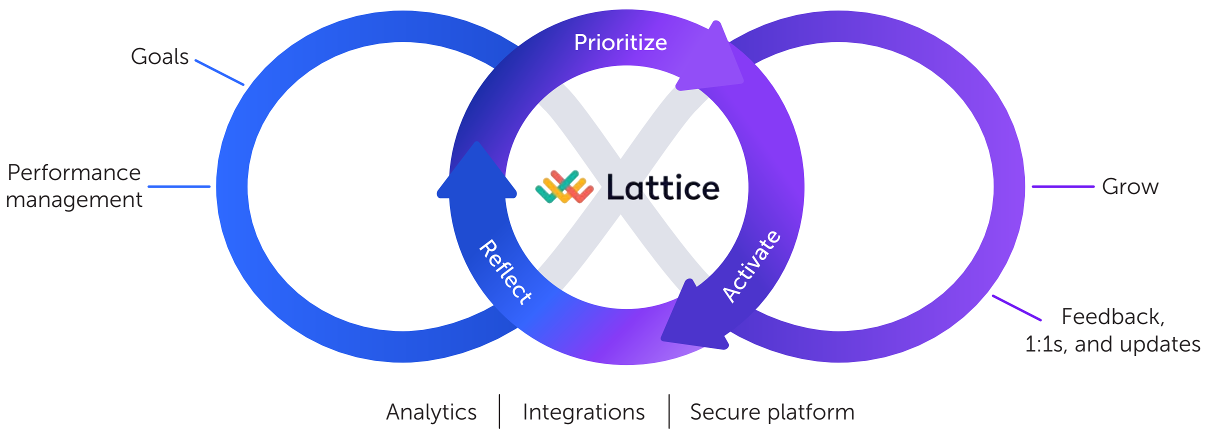
- **Inclusion and Belonging Culture Committee (IBCC):** Building on our previous Employee Empowerment and Inclusion framework, we evolved our global committee structure to create the Inclusion and Belonging Culture Committee. The IBCC works in partnership with ERGs, leadership, and functional teams to promote awareness, drive engagement, strengthen inclusion, and support continuous feedback across the employee lifecycle
- **Employee Resource Groups (ERGs):** Our ERGs provide safe and supportive spaces for employees to connect, share experiences, and build community. In 2025, Envision supported four ERGs focused on LGBTQIA+, BIPOC, Neurodiversity, and Women, with additional Menopause and Parental Leave groups established within the Women's ERG to provide targeted support and resources. All employees are encouraged to participate regardless of background or identity
- **Employee voice and feedback:** We continued to strengthen employee engagement through regular pulse surveys, town halls, employee resource groups, and open feedback channels. These initiatives help ensure employees have opportunities to share their perspectives and contribute to shaping our culture and workplace experience
- **Awareness and education:** Through awareness campaigns, learning sessions, and inclusion-focused resources, we promote understanding, encourage dialogue, and support a culture of belonging across our global workforce. The Neurodiversity ERG and broader inclusion initiatives continue to identify opportunities to enhance support, resources, and workplace practices for employees with diverse needs

Lattice – Envision's performance enablement platform

Envision recently introduced Lattice, a performance enablement and career development platform designed to create a more consistent, transparent, and employee-focused approach to performance management and professional growth.

The platform facilitates goal setting, performance management, growth, feedback, and development, driving greater alignment, accountability, and visibility across the company.

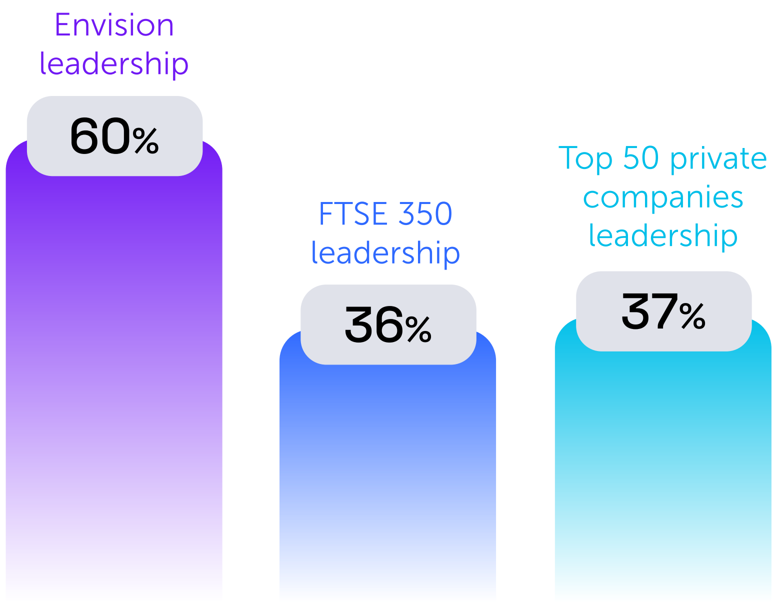
The implementation of Lattice forms part of Envision's broader commitment to employee development.



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 2025, 61% of employees identified as female, 39% as male, and 0% as other. The chart below compares Envision's female representation in leadership with the FTSE 350 and 50 of the UK's largest private companies in 2025.



Female representation

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.

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 workforce, our gender pay gap on a mean hourly basis was 10.5% in 2025. 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.

Our Living Wage Policy was established in November 2024 to ensure that all employees are compensated fairly and earn a living wage*. It applies to all full-time, part-time, and contract employees in all regions where we operate and aligns with local living wage calculations.

In addition to guaranteeing a living wage, we maintain a commitment to fair compensation, independent of gender, race, ethnicity, or any other status.

Employee development and progression

Supporting employee growth and development is central to our people strategy. We are committed to creating opportunities for continuous learning, career progression, and skills development, equipping employees with the capabilities needed to succeed in a rapidly evolving business environment. During 2025, we continued to strengthen our learning and development programs, while introducing new tools and frameworks to support career growth and performance conversations across the organization.

*Defined as the minimum income necessary for an individual or family to meet basic needs, including food, housing, healthcare, transportation, and other essentials – without reliance on government assistance or financial hardship schemes.

Envision's people

Employee training and skills highlights

- **Investing in continuous learning:** Employees completed more than 2,000 voluntary learning courses during 2025 through our eLearning hub, demonstrating a strong culture of self-directed learning and professional development. Over 130 employees participated in Learning at Work Week, which promoted continuous learning through a range of development activities and resources
- **Talent development and career pathways:** The new Lattice platform was launched to support performance and career development. Quarterly talent reviews continue to help identify coaching opportunities, development needs, and future growth potential, supporting succession planning and internal career progression
- **External training, education, and professional memberships:** We have annual membership to the Healthcare Communications Association (HCA) for all Medical Communications Business Unit team members, supporting external professional development and industry engagement. We are members of the Proud Science Alliance, continuing our relationship from 2024. Envision supports professional development through various professional bodies, including: CIPD, CFA, ISMPP, EMWA, AMWA, and CMPP*
- **Global new starter onboarding learning path:** Updated Learning Path implementation including a New Starter Seminar, Onboarding Guides, 30-60-90-day goals, communications, and eLearning pathways within Envision's platforms, to support annual compliance across the organization
- **Mandatory Learning Pathways:** Mandatory eLearning curriculum now includes modules covering company overview, legal and HR policies, information security, confidentiality, intellectual property protection, anti-bribery and corruption, and diversity, equity, and inclusion. A mandatory Policy Attestation Pathway added as a requirement for all employees in 2025, requiring employees to read and attest to our policies, including the Sustainability and Environmental policies (96% average completion). We achieved high completion rates** across our mandatory courses, including HR (89%), Legal (91%), and Information Security (97%)

*Refer to Appendix 2 for glossary

Global training model

Envision has adopted a unified global training approach, embedding Ethics, Security, and Human Rights across the organization. Key modules were established as mandatory for all employees, ensuring consistency across regions and roles.

Core learning areas include Labor and Human Rights, Business Ethics, and Information Security – supporting alignment with our values, compliance standards, and operational resilience. This training equips employees to identify and prevent misconduct, understand reporting channels such as the Speak-Up (Whistleblower) Policy, and uphold ethical, secure, and compliant practices in their day-to-day work.

To highlight the resources available to employees, and the important role training plays in their personal development, Envision ran an initiative, Learning at Work Week, in 2025.

The event saw employee engagement, reflection, and knowledge sharing across the organization, with tangible outcomes.

- 130+ team members participated in short, high-impact sessions
- Meaningful e-Learnings aligned with our values of excellence, people, and growth
- A shared commitment to continuous learning and development

**Completion results are based on a set employee count for training assigned during 2025 and will be affected by new starters, leavers, and those not reaching the end of probationary periods.

Stakeholder impact

Donations made to
3
LGBTQIA+ organizations using Bonusly points during our Pride Month in 2025

91%
of all employees trained on business ethics

23
suppliers took part in our Phase 1 supplier assessment to better understand sustainability-related risk exposure

711
employees voted on six global organizations to receive Envision's 2025 charitable donation – awarded to Médecins Sans Frontières

33%
of our highest-impact suppliers have attested to our Supplier Code of Conduct

46%
of our suppliers have science-based GHG emissions reduction targets

Average **7**
hours of volunteering per employee in 2025

96%
completion rate for annual compliance, legal, and HR refresher training

Stakeholder impact

Community engagement

At Envision Pharma Group, we believe our impact extends beyond the services we deliver to our clients. Operating from 15 offices globally with employees located across 12 countries, we are able to make a significant contribution to local communities and causes.

Since 2024, every employee has been allocated one paid day of volunteer leave each year to donate their time and skills to causes that matter most to them. In 2025 alone, our employees contributed 36.5 volunteer days to local charities and community organizations across all regions. By sharing volunteering highlights in our monthly Health and Well-being newsletter and continuing to promote this new employee benefit, employees will be encouraged to donate their time to even more causes over the coming year.

To help strengthen local connections and build a sense of shared purpose across teams, we encourage offices to lead their own charity events, as well as maintain group-level partnerships with several organizations. In 2025, examples included Horsham Matters and LifeCare Alliance of Ohio, which aim to alleviate hardship through donations, food drives, and contributions of personal care products.

Envision Pride 2025

In June 2025, we continued to demonstrate our commitment to fostering a diverse and inclusive workplace by leveraging our employee recognition platform, Bonusly, to deliver messages of pride and allyship.

Using donated Bonusly points, the LGBTQIA+ Employee Resource Group made three donations to organizations supporting LGBTQIA+ young people, protecting communities, and advancing activism globally: The Trevor Project, ILGA-Europe, and Kaleidoscope International Trust.

This shows how employee recognition can be used to both celebrate colleagues and support causes aligned with the company's inclusion and belonging priorities.

Médecins Sans Frontières

In 2025, we sought our colleagues' views on which charitable organization we should support through an annual donation on behalf of Envision.

Led by our Office Managers, six potential global organizations were identified. From the 711 responses, Médecins Sans Frontières received the highest number of votes, an international organization which reflects our values of inclusion and belonging through the provision of medical assistance based solely on need, irrespective of race, religion, gender, or political affiliation.

MEDECINS SANS FRONTIERES

Stakeholder impact

Envision's supplier program

Launched in 2024, our Supplier Program enables us to better understand the size, risk profile, sustainability maturity, and responsible business practices of our supplier base. Through this coordinated approach to due diligence, we can ensure that our diverse supplier base aligns with our values, sustainability goals, and expectations for ethical business conduct.

Applicable to both new and renewing suppliers, the program comprises a supplier assessment, ongoing monitoring of spend and engagement data, and support to develop sustainability strategies aligned with Envision's expectations.

In 2025, we enrolled 80% of our largest suppliers into the program and delivered tailored support to our self-certified small and diverse suppliers through training and feedback on sustainability strategies in line with our ambitions.

Supplier due diligence through OneTrust

For new suppliers, our New Vendor Onboarding process, managed through our OneTrust platform, identifies gaps from the outset so that we can work collaboratively to strengthen their approach ato sustainability, governance, and responsible business practices, all of which feed into the Supplier Program.

- **Vendor onboarding assessment (internal questionnaire):** A user-friendly assessment comprising questions designed to gather key information about the vendor
- **Vendor assessments (external questionnaire):** Based on the responses from the internal questionnaire and vendor risk assessment, specific assessments are issued to new suppliers, such as labor and ethical practices, information security, data privacy, and sustainability

Supplier performance

80% assessed by spend

46% have emissions reduction targets aligned to SBT methodology

33% attested to the Supplier code of conduct

49% have an EcoVadis score

1.4% are self-certified as Small and Diverse (Including freelancers)

Stakeholder impact

Supplier inclusivity

Supplier inclusivity forms a core component of the program. Through Envision's Supplier Inclusivity Program, we ensure that we work with businesses owned by individuals from a range of underrepresented backgrounds, including ethnic minorities, women, veterans, LGBTQIA+ individuals, and people with disabilities. The program comprises three core steps:

- Self-certification against Envision's definition of diverse suppliers
- Tracking spend to support future growth
- Tailoring engagement based on supplier size and need

Supply chain strategy

Looking ahead, through ongoing collaboration, communication, and sharing of best practices, we will continue to build a more resilient and sustainable supplier base. We are planning to recognize supplier progress through sustainability awards, offer additional sustainability-related resources, and better tailor the support to their needs and challenges through ongoing feedback.

Supplier code of conduct

Launched in 2023, our Supplier Code of Conduct communicates our values and expectations to our suppliers. It establishes minimum governance standards around 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 June 2026, 33% of our highest-impact suppliers have attested to our Supplier Code of Conduct. We are committed to having all our suppliers attest to our Supplier Code of Conduct by 2028.

EcoVadis 2025 – Gold Medal

We participate in the annual global EcoVadis assessment, which evaluates company performance based on environmental, social, and ethical practices.

This demonstrates to our suppliers that we embed the same sustainable business practices that we expect of them, as well as of our own partners and clients.

In 2025, Envision was awarded a Gold Medal in the sustainability assessment, placing us in the top 5% of globally participating companies. We achieved this through our strong performance across environment, labor and human rights, ethics, and sustainable procurement.

With an overall score of 81, we improved significantly compared to our previous submission in 2024 and exceeded our target to achieve 65 or above by 2027.

GOLD | Top 5%
ecovadis
Sustainability Rating
NOV 2025

Stakeholder impact

Service innovation

Innovative partnerships

We believe operational training plays an important role in enabling internal teams to support patients and stakeholders, something which is often not prioritized in the pharmaceutical industry.

By fostering partnerships with organizations, such as EMWA (European Medical Writers Association) and AMWA (American Medical Writers Association), we can ensure our communications adhere to global ethical standards and maintain high-quality, transparent collaborations with our stakeholders.

These credentials and associations empower our team to deliver ethically sound, evidence-based medical publications to support the advancement of patient care in the industry while developing our employees' skills and careers.

Industry recognition

Through our Novartis MPN and CML Leaders Program 2025, developed in partnership with Novartis UK, we received recognition from the judges at the 2026 Communiqué Awards for Excellence in National or Local Education Meetings/Stand-Alone Events.

The judges commended the program for its wide-reaching impact covering 14 regions in the UK, and for providing detailed service changes to several centers, highlighting the positive value and impact delivered by this initiative.

"The strength [of the 2025 Novartis MPN and CML Leaders Program] lies in its ability to translate education into tangible service improvements, supported by credible real-world improvements."

Communiqué Awards Judge, 2026

Stakeholder impact

Digital product innovation

Professional capability

To realize ethical, high-quality, and impactful digital product innovation across the organization, robust knowledge and awareness of associated company policies and approaches are essential.

To support this, we updated information security and AI-related policies in 2025, including the Information Security and Privacy Policy, Cloud Services Policy, Data Classification and Handling Policy, Reporting of Information Security and Privacy Incidents Policy, and Generative AI Acceptable Use Policy.

Sustainable products and services

At Envision, we are increasingly aware of the environmental considerations associated with the adoption of AI within our products and services. To raise awareness of this issue, we held a "Sustainable AI Roundtable" featuring experts from Envision and Microsoft to explore strategies for advancing AI capabilities in a responsible and sustainable manner, with several key takeaways, including:

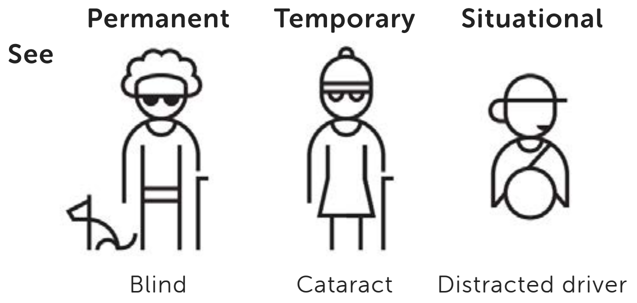
- As sustainability is a fundamental responsibility for the health care industry, we should consider not only the costs of AI but also what it replaces
- An integrated approach to sustainable AI infrastructure is integral to long-term commitments, such as carbon reduction goals: AI growth and sustainability should advance together
- Measuring the lifecycle carbon footprint of AI is still an evolving area without a standardized industry approach Inclusive design

Inclusive design

As the application of artificial intelligence becomes more embedded in our industry and in the products and services provided to our clients, Envision recognizes that not all stakeholders will have the necessary tools and knowledge to maximize its potential.

Accessibility and inclusivity of digital design have been a key component of product development and innovation throughout 2025. A range of internal learning activities, including Global Accessibility Awareness Day discussions and dedicated accessibility education sessions, were provided to our employees during the year, focusing on how inclusive design can improve user experiences and create more equitable digital outcomes.

By embedding accessibility into our technology strategy, we can ensure that product innovation benefits the widest range of employees and clients, creates an environment for inclusion, equity, and long-term sustainable growth, and maximizes impact.



Empowering employees

Within Envision's updated Inclusion and Belonging Culture Committee (IBCC), three subcommittees were created in 2025 to focus on awareness and empowerment, internal practices and operations, and external partnerships and outreach. Through the IBCC structure, ERGs are invited to contribute insights, while other teams are engaged to facilitate, support, and enable the delivery of high-impact initiatives within available resources.

Through this structure, employees can share cultural and lived-experience information via awareness and learning sessions, internal and external events, resources, training, and thought leadership, supported by subject matter experts and peer content and support, providing an environment of collaboration and innovation.

Climate action

100%
of total electricity sourced from renewables

15% greater than in 2024.

53%
decrease in relative Scope 3 business travel-related GHG emissions compared to 2023*

97%
decrease in Scope 1 and 2 market-based GHG emissions, compared to 2022

29%
of supply chain emissions were calculated using a supplier-based methodology

89%
actual Scope 1 and 2 data reported in 2025

1,227
metric tons CO_2e reduction in Scope 3 emissions compared to 2024

* Calculated and expressed as tCO_2e/FTE.

Climate action

In 2025, we continued to minimize our impact on the changing climate through a range of existing and new initiatives:

- Completed a climate risk and opportunity assessment, aligned with Task Force on Climate-related Financial Disclosures and reviewed against International Financial Reporting Standard (IFRS) S2 requirements
- Achieved a 40% recycling rate against our target of 50% by 2028
- Procuring renewable energy certificates for 100% of electricity consumed across all offices
- Improved energy efficiency across occupied buildings, where practicable
- Increased employee awareness and engagement in achieving climate goals, including a new CDP-focused environmental learning module

Following the successful submission of our GHG emission reduction targets to the SBTi in 2024 and subsequent verification in January 2025, we continue to monitor and disclose our performance accordingly (see Absolute greenhouse gas emissions).

- 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 (tCO_2e per 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 GHG emissions reduction targets in line with SBT methodology 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 2025 by working to increase data coverage across our upstream leased offices and reducing our reliance on estimations and benchmarks. In 2025, we achieved 89% actual data coverage across Scope 1 and Scope 2 data sources, a 9% increase compared to 2024.

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 in our Enterprise Risk Management process
- Increasing the utilization of third-party data center providers that power sites with renewably-sourced electricity
- Continuing to monitor and disclose our exposure to physical climate-related risks inline with the IFRS S2 guidelines

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 2026.

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
- Identify opportunities to incentivize more sustainable employee business travel in line with our SBTi commitment
- Achieve a recycling rate of **50%** by 2028

Climate action

2025 Greenhouse gas emissions

Following a comprehensive assessment of our GHG emissions in 2026, we continued to work with our third-party consultant, Savills, to prepare our 2025 GHG emissions statement. In accordance with the Greenhouse Gas Protocol, our assessment covers our operational footprint from January 1 to December 31, 2025, comprising 18 offices and employees located across 12 countries.

Targets and performance

Against our SBTi-validated target to reduce Scope 1 and Scope 2 GHG emissions by 55% by 2030 from a 2022 baseline, we achieved absolute reductions of 80% and 97% in location-based and market-based Scope 1 and 2 emissions, respectively.

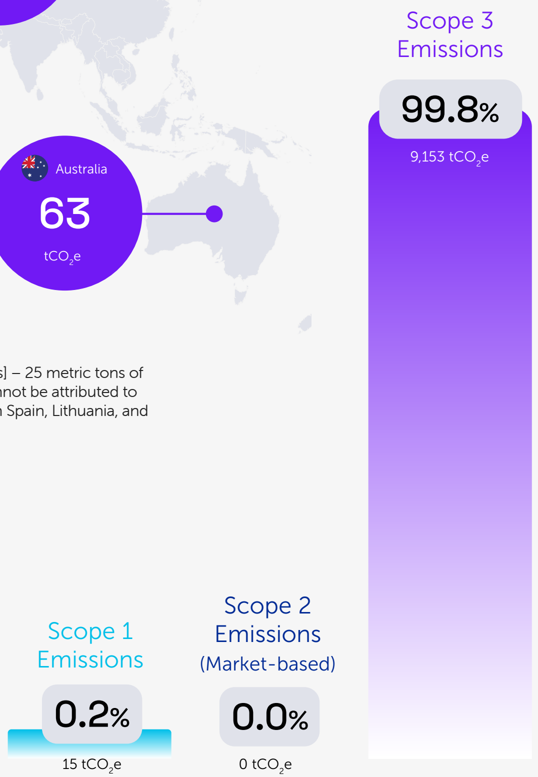
Reductions in location-based emissions were primarily driven by the rightsizing of our offices, alongside improvements in data quality and coverage during 2025. The reduction in Scope 2 market-based emissions is due to the purchase of verifiable, renewable energy certificates to cover all operational locations in 2025.

In 2025, relative Scope 3 business travel emissions (measured in metric tons of CO_2e per FTE employee) were 56% lower than the 2023 baseline and 4% lower than our SBTi-validated target reduction of 52% by 2030.

Although there was a decrease between the baseline year 2023 and this reporting year, emissions increased by 56% compared with 2024.
The reduction against the baseline was primarily driven by a 57% decrease in absolute business travel emissions. The year-on-year increase reflects the resumption of business travel in 2025 following travel restrictions that remained in place throughout 2024.

*Includes all Scope 1, 2 (market-based), and Scope 3 GHG emissions (excluding Category 11 [Use of Sold Products] – 25 metric tons of CO_2e) associated with operations in each country. Scope 3 emissions from use of sold products (data centers) cannot be attributed to a geographical region. Not shown on the above graphic are GHG emissions associated with remote employees in Spain, Lithuania, and Ireland, all of which total 1 metric ton of CO_2e per location.

Global impact
GHG emissions



Climate action

Absolute greenhouse gas emissions

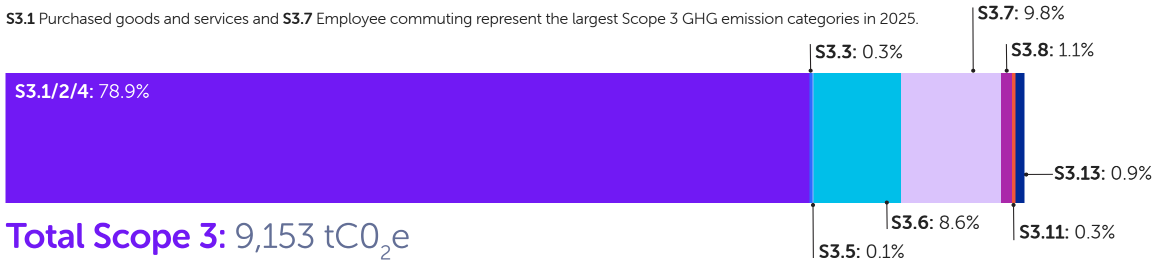
Our combined market-based and location-based GHG emissions across all Scope 1, 2, and 3 sources within our 2025 reporting boundary* were 9,168 metric tons of CO_2e and 9,244 metric tons of CO_2e, respectively, representing a 12% year-on-year decrease.

Market-based Scope 1 and 2 emissions decreased by 62% compared with 2024, primarily due to reaching 100% coverage of renewable electricity procurement across our operations. On a location-based basis, Scope 1 and 2 emissions decreased by 37% year-on-year.

Purchased goods and services remained our largest source of Scope 3 emissions in 2025, accounting for 78% of our total location-based footprint. In support of our validated SBTi commitments, we are working to ensure that suppliers representing 75% of our supplier-related emissions have science-based aligned targets covering their own Scope 1 and 2 emissions by 2028.

Summary of our Scope 3 emissions by GHG category

S3.1 Purchased goods and services and **S3.7** Employee commuting represent the largest Scope 3 GHG emission categories in 2025.



Total Scope 3: 9,153 tCO_2e

Scope 3 Emissions Category Cat

- 3.1/2/4 Purchased Goods & Services/Capital Goods/Upstream Transportation & Distribution
- 3.3 Energy-Related Activities (not Captured in S1 or S2)
- 3.5 Waste Generated in Operations
- 3.6 Business Travel
- 3.7 Employee Commuting and Working from Home
- 3.8 Upstream Leased Assets
- 3.11 Use of Sold Products
- 3.13 Downstream Leased Assets

*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).

Absolute GHG emissions summary – All sources

		GHG Emissions (tCO_2e)			
Scope	**Category**	**2022**	**2024**	**2025**	**2025 vs. 2024**
Scope 1	Natural gas	54	9	10	11%
	Refrigerants	-	3	5	67%
Scope 2	Scope 2 (location-based)	408	132	76	-100%
	Scope 2 (market-based)	471	27	-	-100%
Scope 3	All sources**	5,840	10,377	9,153	-12%
Total Scope 1 and 2 (market-based)		**525**	**39**	**15**	**-62%**
Total Scope 1, 2, and 3 (location-based)		**6,302**	**10,520**	**9,244**	**-12%**
Total Scope 1, 2, and 3 (market-based)		**6,365**	**10,416**	**9,168**	**-12%**

GHG emissions – SBTi commitment progress summary

Scope	**2030 Target**	**2022**	**2023**	**2024**	**2025**	**2025 v. 2022 baseline**	**2025 target variance**
Scope 1 (tCO_2e)	11	54	13	12	15	-72%	+10%
Scope 2 (tCO_2e)	226	471	291	27	0	-100%	-100%
Total (tCO_2e)	**237**	**525**	**304**	**39**	**15**	**-97%**	**-94%**

Scope	**2030 Target**	**2023**	**2024**	**2025**	**2025 v. 2023 baseline**	**2025 target variance**
Scope 3, Business Travel (tCO_2e/FTE)	0.63	1.31	0.39	0.61	-53%	-3%

**Our 2025 Scope 3 emissions comprised purchased goods and services, capital goods, fuel- and energy-related activities not included in Scope 1 and 2, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream and downstream leased assets, and the use of sold products.

Climate action

Relative greenhouse gas emissions

To ensure reported 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 CO_2e per $m annual revenue*.

The table to the right shows a relative year-on-year decline of 14% across all GHG emission scopes combined. Relative Scope 2 GHG emissions in market-based terms have decreased by 100% due to reaching 100% coverage of renewable electricity procurement across our operations in 2025.

Between 2024 and 2025, we achieved a 14% reduction in relative Scope 3 GHG emissions, driven primarily by decreases in expenditure related to purchased goods and services.

As part of our ongoing commitment to reduce our value chain GHG emissions from purchased goods and services, we continue to work with our suppliers to improve both the source data used to calculate associated GHG emissions and to identify opportunities for alternative products, services, and/or delivery innovations with a lower carbon impact. We expect to see these efforts reflected in relative overall reductions in our Scope 3 GHG emissions footprint in the near term.

Relative GHG emissions – All sources

	GHG Emissions Intensity (tCO_2e/$m Revenue)			
GHG Emissions Scope	**2023**	**2024**	**2025**	**2025 v. 2024**
Scope 1	0.05	0.04	0.06	41%
Scope 2 (location-based)	1.01	0.51	0.29	-44%
Scope 2 (market-based)	1.17	0.11	0.00	-100%
Scope 3	57.37	40.44	34.52	-15%
Total (market-based)	**58.60**	**40.59**	**34.86**	**-14%**

2025 Book swap – raising awareness for the SDGs, Fairfield

*Please see Appendix 1 for 2025 GHG emission and energy intensities by office (metric tons of CO_2e per occupied square foot floor area).

Climate action

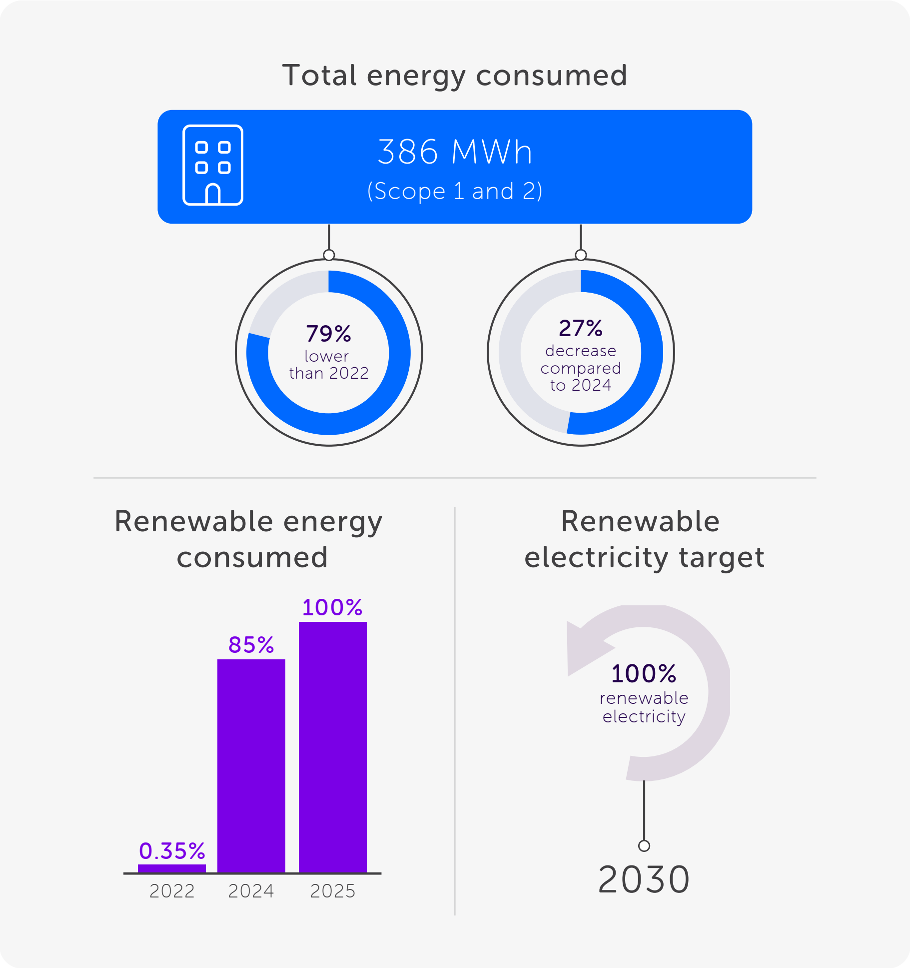
2025 Energy consumption

In 2025, we consumed 386 MWh of gas and electricity across all directly-managed sites (Scope 1 and Scope 2), 27% lower than in 2024, and 79% lower than 2022. Including all upstream and downstream leased offices (Scope 3, Cat. 8 and 13), we consumed 1,043 MWh of electricity and gas in 2025; some 20% less than in 2024 and 58% less than in 2022.

Reductions in energy consumption through 2025 were due to a number of actions:

- Rightsizing our physical operational footprint by closing the Philadelphia, Tokyo, and Bishop's Stortford offices, as well as downsizing the Battersea London office
- Reducing reliance on estimated data, including updating previously-estimated historical consumption data
- Upgrading our printers at several locations, which now use a cloud print system, reducing both power and paper consumption (waste)

Additionally, we completed a project to transition away from on-site servers to cloud-based alternatives from providers who purchase renewable energy to power their data centers in 2024, which has resulted in both energy consumption and associated GHG emissions reductions in 2025.



Climate action

Environmental risks and impacts

Climate-related risks and impacts

In 2024, we undertook a physical and transition climate-related risks and opportunities exposure assessment and subsequently reviewed and strengthened our approach to climate risk management.

In line with our 2025 objective to integrate climate-related risks into our risk management approach, material physical and transition risks are now monitored through the framework and reviewed annually.

As an example of our practical approach to managing climate-related risks, these are now considered when entering into new and renewing leases. In addition, Envision established SBTi-validated Scope 1, 2, and 3 GHG emissions reduction targets to help mitigate key transition risks, including evolving policy, regulatory, market, and stakeholder expectations.

Biodiversity and nature risks and impacts

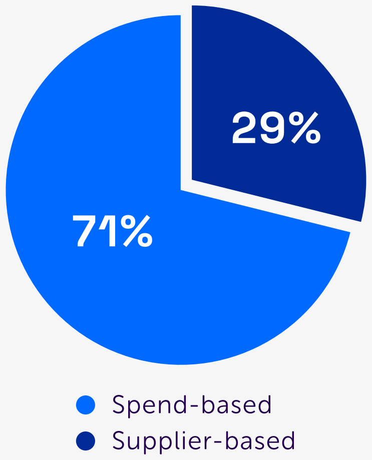
Although our biodiversity audit of 14 locations in 2023 found our direct nature-related risks to be limited due to the nature of our business and leased office footprint, we continue to reduce impacts through employee engagement and awareness initiatives.

We continue to monitor nature-related impacts, risks, and opportunities, recognizing their close links with climate-related issues.

Supply chain impacts

In 2025, we enhanced our Scope 3 emissions methodology by introducing supplier-specific emission factors for purchased goods and services where available. As a result, 29% of purchased goods and services GHG emissions were calculated using supplier-specific data in 2025.

Supplier-specific emission factors improve the accuracy of value chain GHG emissions reporting by utilizing individual suppliers' GHG emissions data where available. This reduces reliance on spend-based factors, which can only provide a high-level indication of actual GHG emissions.



Climate action

Sustainability initiatives

Over the past year, we have implemented several reduction initiatives to minimize our environmental impact, including improving waste reporting and introducing measures to cut waste across our leased office spaces, supporting suppliers through our Supplier Program, and partnering with third-party organizations to offset emissions through practical initiatives with a wider social benefit.

Enhanced travel policy

To support our SBTi-verified commitment to reduce relative GHG emissions from business travel, we updated our Travel Policy in 2025. We have enhanced the guidance to support employees with actively considering environmentally preferable alternatives in all business travel decisions and prioritizing low-carbon transport options where practical.

One example includes guidance on choosing rail travel over flying wherever feasible, helping to reduce emissions, while also delivering wider benefits, such as reduced travel times through city-center to city-center connectivity and greater travel comfort.

Renewable electricity

In 2025, we reached an important milestone by procuring renewable energy certificates for 100% of electricity consumed across all offices; 4 years ahead of our 2030 objective. Subsequently, our market-based Scope 2 GHG emissions decreased by 27 metric tons of CO_2e compared to 2024.

Using renewable electricity plays an important role in reducing our environmental impact. By switching away from electricity generated from fossil fuels, we have significantly lowered our operational, market-based emissions, while supporting the transition to a cleaner energy system.

Achieving this milestone supports both our commitment to decarbonize and our progress towards our wider, long-term sustainability objectives.

Environmental offsetting with social impact

Although we prioritize actual GHG emission reductions across our direct and indirect operations, we recognize that this is a longer-term objective. Following initiation from our investors in 2025, we decided to invest in a Kenyan-certified, third-party decarbonization umbrella program, called Aqua Clara Water Filters.

The initiative not only helped us to offset the equivalent of 186 metric tons of CO_2e from our operations, but also delivered meaningful social and health benefits to the local community, supporting five of the UN Sustainable Development Goals (SDGs).

In Kenya, around half of the population lacks access to safe drinking water, and many households rely on water collected from rivers and streams. To make this water safe to drink, it is often boiled using firewood, contributing to deforestation, carbon emissions, and exposure to harmful household smoke. The Aqua Clara project addresses this challenge by providing families and schools with affordable microfiber water filters that remove bacteria and parasites without the need for boiling.

The project prevents more than 180,000 metric tons of CO_2e annually by reducing the combustion of firewood for sterilization and helps to protect local forest resources. Furthermore, the initiative also improves health and well-being by reducing exposure to unsafe drinking water and indoor air pollution. The program also provides education on filter maintenance, handwashing and food hygiene, helping communities achieve lasting health improvements alongside environmental benefits.

Governance

As part of our governance framework, we are committed to transparently disclosing our sustainability performance aligned with recognized public frameworks and third-party standards, some of which are shown below.

SCIENCE BASED TARGETS

Rated Platinum 2024 by cybervadis

CDP Discloser 2025

GOLD | Top 5% ecovadis Sustainability Rating NOV 2025

GREENHOUSE GAS PROTOCOL

GRI

SUSTAINABLE DEVELOPMENT GOALS

UN GLOBAL COMPACT United Nations Global Compact

Governance

Governance strategy

Corporate governance

To maintain transparency, integrity, and accountability across our business functions, we have established, and continue to maintain, strong corporate governance frameworks and policies. This is essential for building trust with our clients, employees, and business partners, and protecting the long-term success of our business.

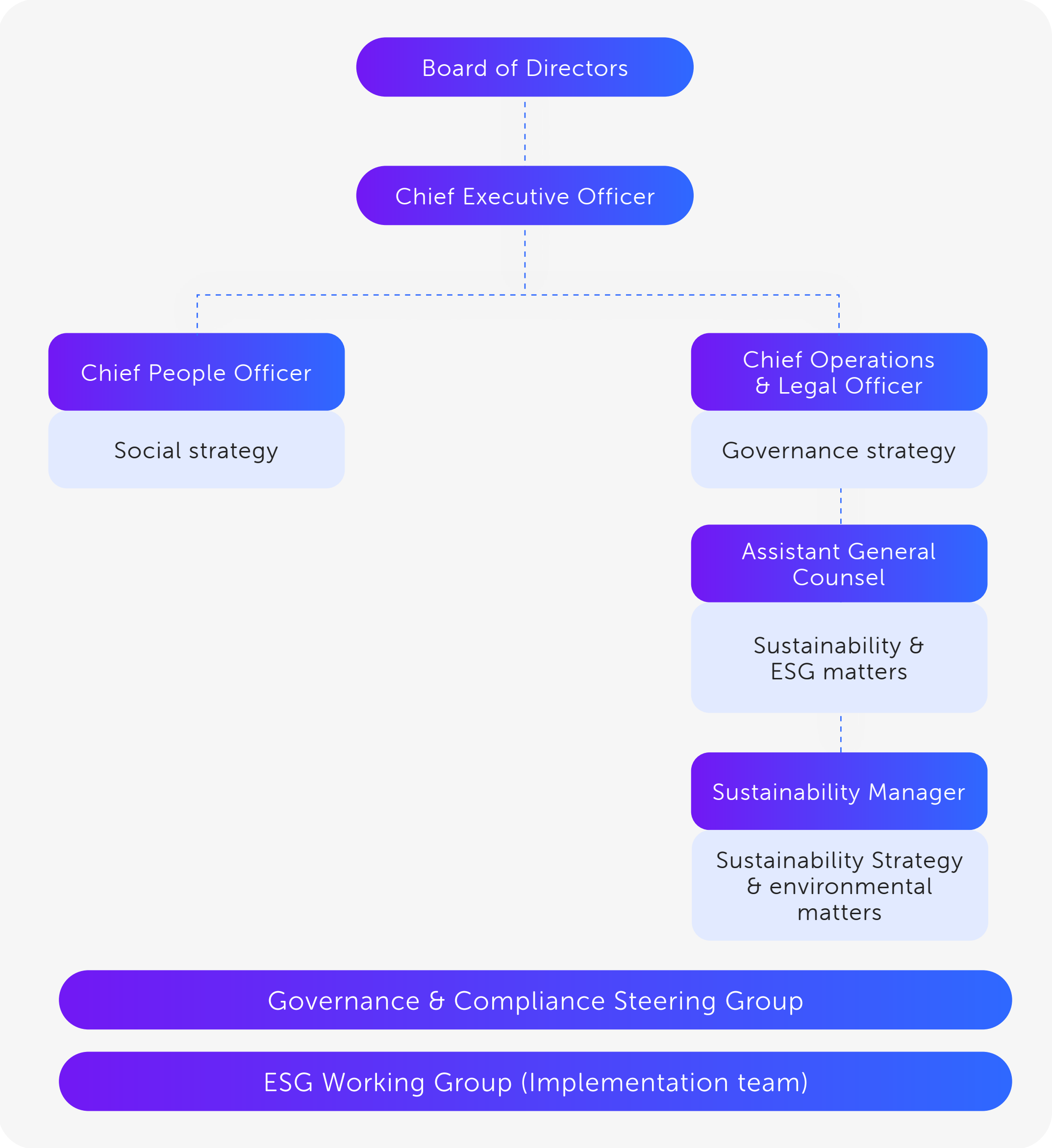
Our board oversees our strategy, operations, and performance, while our Executive Leadership Team (ELT) leads the day-to-day management of the organization. Within the ELT, the Chief People Officer is responsible for our Social Strategy, while the Chief Operations and Legal Officer oversees our Governance Strategy, incorporating environmental and sustainability-related matters. The Assistant General Counsel and Sustainability Manager report to the ELT and board through the Chief Operations and Legal Officer.

The Governance and Compliance Steering Group oversees and guides the governance and compliance efforts of the organization. The primary purpose of the group 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 Group 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.

Managing and implementing our sustainability strategy

ESG Senior leaders within the business functions ensure that sustainability is embedded across the business. The Steering Group shapes the Sustainability Strategy, establishes targets, drives key initiatives, and communicates progress, while the ESG Working Group is responsible for executing the strategy.

Reporting directly to the CEO, the Group provides regular updates to employees and external stakeholders on progress, achievements, and key milestones. The CEO reviews and supports the group's recommendations, with ESG as an agenda item for board discussions as needed. To ensure alignment with stakeholder expectations, selected members of the ELT also serve on the Steering Group.



Governance

Ethical business conduct

Governance training and standardization

To uphold our commitment to acting professionally, fairly, and with integrity throughout our business dealings and relationships, Envision launched a mandatory Policy Attestation Pathway in 2025 for both existing and new employees.

From information security, data protection, and confidentiality to human rights and responsible use of generative AI, all employees are required to read and attest to our global policies. By the end of 2025, 96%* of employees had completed their refresher courses for the policies applicable to their roles.

Governance framework

Our governance framework ensures that sustainability considerations are embedded into decision-making, risk management, and business operations across the organization. The ESG Working Group provides oversight of our Sustainability Strategy, targets, and performance, reviewing progress against objectives and supporting the integration of ESG considerations into business planning and operations.

The Group also oversees annual reviews of our sustainability policies, targets, and reporting to ensure they remain aligned with stakeholder expectations and regulatory developments. This governance approach is reflected in our Sustainability Policy, which incorporates applicable UN Sustainable Development Goals and the Ten Principles of the UN Global Compact.

Risk management

Our Chief Compliance Officer regularly assesses our risk management process to identify the most significant risks facing our organization and to develop corresponding mitigative actions, including our key sustainability-related risks. In 2025, we subsequently established an overarching Enterprise Risk Management (ERM) program, incorporating identified ESG matters.

As part of our approach to managing environmental risks, we assessed the physical and transition climate-related risks facing our operations in 2023. This assessment was reviewed and updated in 2024 to align with IFRS S2 climate-related disclosure guidelines.

We also perform periodic assessments of our social risks, such as corruption, as applicable to the countries where we operate and the specific business activities conducted in each jurisdiction.

Reporting violations

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.

We have a dedicated EthicsPoint Hotline, where employees can report any possible non-compliance confidentially and without fear of retaliation, helping to build a culture of integrity, trust, and ethical 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 can choose to anonymously submit instances of non-compliance, which are reviewed and investigated by our Legal department in coordination with the relevant teams, after which they are assigned a risk rating and appropriate corrective action.

*Based on total number of employees (968) required to take a refresher during 2025, as of December 31, 2025. Completion results are based on a set employee count at the end of the year and will be affected by new starters, leavers, and those not reaching the end of probationary periods.

Governance

Key policies and procedures updates

Our policies and frameworks are essential for meeting our governance, labor and human rights, environmental, and sustainable procurement commitments. In 2025, we undertook a comprehensive review of our Sustainability, Environmental, Living Wage, Employee Rights, Health and Safety, Remote Working, and several new people management and business conduct policies, along with our Hybrid and Flexible Working Global Framework.

All our policies, procedures, and supporting resources are available through our company intranet, to which all employees have access, and our key global policies are also published on our website*.

We revised our Hybrid and Flexible Working Global Framework and Remote Worker guidelines, policies, and framework in 2025, which enable our increasing number of remote working employees to identify and mitigate health and safety risks and provide access to relevant training and support.

We are committed to upholding the human rights of workers throughout our operations and supply chain. We fully support and uphold the United Nations' Universal Declaration of Human Rights, and we are dedicated to protecting the rights and well-being of all individuals employed within the Envision Pharma Group of companies.

We require our third-party suppliers to demonstrate alignment with our commitment to human rights by agreeing to our Supplier Code of Conduct. This provides 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

*A full list can be found on our website.

We respect and follow the International Labor 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 equity in the recruitment, development, and retention of all employees.

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 adopted 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, General Data Protection Regulation (GDPR), Information Security Policies, and Anti-Bribery and 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 integral to how we operate and collaborate.

Whistleblower	Employee Rights	Health and Safety
Global Code of Conduct	Human Rights	Living Wage
Sustainability	Supplier Code of Conduct	Modern Slavery

Governance

Information security

Aligned with our commitment to sustainability, operational resilience, and client trust, we continue to strengthen our information security capabilities. We understand that safeguarding information is a vital aspect of responsible and sustainable business.

Enhanced digital governance

In recognition of the increasingly central role artificial intelligence plays in not only our products and services but also our clients' operations, we continually expand our governance program in 2025 and beyond with the implementation of formal frameworks to better govern the responsible application of this technology across the organization.

Enhanced AI governance has been introduced through a Generative AI Acceptable Use Policy and associated information security controls. Such processes support more ethical, secure, and transparent use of digital technologies in our products and services by setting minimum requirements for maintaining privacy, data protection, intellectual property, human oversight, and responsible decision-making.

We continue to align our approach with emerging best practices across operational jurisdictions to ensure we create an environment of responsible innovation and protect our clients and service delivery from potential security risks. This is underpinned by employee guidance documentation and training on the appropriate use of AI tools, data handling expectations, and information security requirements.

In line with our zero-trust security model, we have introduced technical capabilities over the past few years that facilitate heightened verification and access control. In parallel, we partner with a third-party provider to manage our System and Organization Controls (SOC 2*) certification, helping to strengthen our threat detection and response capabilities and further support the work of our in-house security operations team with around-the-clock monitoring and incident response expertise.

*SOC 2 applies to our Riparian digital solutions (see Company overview).

Governance
- AI Governance Charter
- AI Governance & Oversight Policy

Policies
- AI Risk Classification & Use Case, Transparency & Disclosure Policies
- Third-Party AI Management & Generative AI Acceptable Use (Info Sec)
- AI Provider Oversight, Testing and Monitoring Policy

SOPs
- AI Incident & Issue Management
- AI Register Maintenance
- AI Use Case Intake & Approval

Registers/Forms
- AI and Approved Tool Registers
- New AI Use Case Submission
- AI Contract Clause Register
- Risk Assessment & Governance Matrix

Information security and quality management systems

We conducted a thorough review and update of our information security policies and processes and are now certified to the ISO/IEC 27001:2022 standard, including the 2025 revision updates. This globally recognized framework establishes formal requirements for an Information Security Management System, which:

- Demonstrates our fulfillment 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 clients.

Governance

Data privacy and protection

We are committed to meeting relevant privacy and security regulations, including Privacy Shield, EU GDPR, California Consumer Privacy Act, 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

Our core data 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

AI Governance Framework (introduced 2026)

To further strengthen our ethical approach to the ongoing implementation and application of AI across the business, we developed an AI Governance Framework, which is managed, maintained, and implemented accordingly.

Governance & Compliance Steering Committee
AI Governance Documents
Escalation of AI Incidents
(as appropriate)

AI Governance Committee
AI Register Management
AI Incident Management
Triage of Use Cases & Risk Classification Transparency Disclosures

AI Working Group
AI Enablement across Envision's Identification of Training Needs

Outcomes
- Human review and approval of AI-generated content before external publication
- Prohibited use of confidential client data in public AI tools
- Employee training on responsible AI use and data protection requirements
- Information security and privacy controls applied to AI-enabled systems
- AI use cases monitored for legal, ethical, and client compliance obligations
- Greater operational efficiency and employee accountability

Governance

ESG disclosure

Ensuring transparent disclosure of our sustainability data and progress against targets to our investors, shareholders, 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		Our performance
SCIENCE BASED TARGETS	The Science Based Targets Initiative drives ambitious climate action in the private sector by enabling organizations to set science-based emission reduction targets.	In 2025, we exceeded our SBTi-validated targets 5 years ahead of their target years: • 95% reduction in market-based Scope 1 and 2 GHG emissions, versus 55% by 2030 • 56% reduction in relative Scope 3 business travel emissions, versus 52% by 2030
CDP Discloser 2025	In 2025, 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.	We maintained our 'B' rating for our response to the 2025 CDP Climate Change questionnaire, recognizing our strong environmental stewardship. We will continue to disclose to CDP and remain committed to meeting our objective of achieving an 'A' rating by 2030.
GOLD | Top 5% ecovadis Sustainability Rating NOV 2025	EcoVadis provides business sustainability ratings, intelligence, and collaborative performance improvement tools for global supply chains.	We were awarded a Gold Medal for our EcoVadis score of 81 in 2025; with an increase of 23 points from 2024, this places Envision in the top 5% of all companies assessed globally across environment, labor and human rights, ethics, and sustainable procurement.
Rated Platinum 2024 by cybervadis	CyberVadis is a cybersecurity assessment platform known for its rigorous evaluation methodology. It assesses companies' cybersecurity processes based on various criteria.	Envision received the highest recognition of a Platinum Medal for our outstanding performance on CyberVadis, scoring 950 out of 1000 for our 2024 performance. Updated results from our latest response for the 2025 reporting year are expected in Q3 2026.
United Nations Global Compact	The United Nations Global Compact is a voluntary initiative that calls companies to align their strategies with universal principles of human rights, labor, environment, and anti-corruption, taking actions to advance societal goals.	As members of the UN Global Compact, we are committed to aligning our strategies and operations with the Principles, with our first Communication on Progress submitted in 2025.
GRI	The GRI is a globally recognized framework that enables an organization to report information about its impacts consistently and credibly.	Our sustainability report has been prepared in accordance with the GRI standards. Our Sustainability reports reference our GRI-aligned disclosures in the GRI Content Index of this report.
AccountAbility institute of social and ethical accountability	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.	We achieved Type 2 Moderate Assurance for our 2025 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, 2025, to December 31, 2025. 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 that 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, 2025, to December 31, 2025

Applicable GRI sector standards: No sector standards apply

General disclosures

GRI 2: General disclosures 2021

Indicator	Description	2025 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, 2025 to December 31, 2025. Envision Pharma Group completes a Sustainability Report on an annual basis. Please contact sustainabilityrequests@envisionpharmagroup.com with any questions on the reported information	
2-4	Restatements of information	N.A.	
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	Managing and implementing our Sustainability Strategy (p.33)	

GRI content index

General disclosures

GRI 2: General disclosures 2021			
Indicator	**Description**	**2025 Disclosure/Omission**	**ESRS alignment**
2-15	Conflicts of interest	Information unavailable	ESRS 1 – General requirements
2-16	Communication of critical concerns	Reporting violations (p.34) There were no critical concerns reported in 2025	
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 on progress against Envision's Sustainability Strategy through presentations and reports from the ESG Working Group through the Governance and Compliance Steering Group, to support effective oversight and decision-making on sustainability matters	
2-18	Evaluation of the performance of the highest governance body	Not disclosed	
2-19	Remuneration policies	Not disclosed	
2-20	Process to determine remuneration	Not disclosed	
2-21	Annual total compensation ratio	Information unavailable	
2-22	Statement on sustainable development strategy	Foreword (p.3)	
2-23	Policy commitments	Information unavailable	
2-24	Embedding policy commitments	Ethical business conduct (p.34)	
2-25	Processes to remediate negative impacts	Reporting violations (p.34)	
2-26	Mechanisms for seeking advice and raising concerns	Reporting violations (p.34)	
2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations reported in 2025	
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 2025	

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.8)	ESRS 1 – General requirements
3–2	List of material topics	Our Approach to Materiality (p.8)	

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	Information unavailable	
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	Key policies and procedures updates (p.35)	ESRS 1 – General requirements
205-1	Operations assessed for risks related to corruption	Key policies and procedures updates (p.35)	G1.1 – Corporate culture
205-2	Communication and training about anti-corruption policies and procedures	Governance training and standardization (p.34)	
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption reported in 2025	
GRI 302: Energy 2016			
3-3	Management of material topics (Energy)	2025 Energy consumption (p.29)	ESRS 1 – General requirements
302-1	Energy consumption within the organization	2025 Energy consumption (p.29)	E1-7 – Energy consumption and mix
302-2	Energy consumption outside of the organization	2025 Energy consumption (p.29)	E1-7 – Energy consumption and mix
302-3	Energy intensity	Appendix 1 (p.47)	
302-4	Reduction of energy consumption	2025 Energy consumption (p.29)	
302-5	Reductions in energy requirements of products and services	2025 Energy consumption (p.29)	
GRI 305: Emissions 2016			
3-3	Management of material topics	Climate action (p.25)	ESRS 1 – General requirements
305-1	Direct (Scope 1) GHG emissions	Absolute greenhouse gas emissions (p.27)	E1-8 Gross scope 1, 2, 3 GHG emissions

GRI content index

Topic standards and management of material topics (continued)

Indicator	Description	2025 Disclosure/Omission	ESRS alignment
305-2	Energy indirect (Scope 2) GHG emissions	Absolute greenhouse gas emissions (p.27)	E1-8 Gross scope 1, 2, 3 GHG emissions E1-6 – Targets related to climate change
305-3	Other indirect (Scope 3) GHG emissions	Absolute greenhouse gas emissions (p.27)	
305-4	GHG emissions intensity	Relative greenhouse gas emissions (p.28)	
305-5	Reduction of GHG emissions	Climate action (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	E1-2 – Policies related to climate change mitigation and adaptation
308-2	Negative environmental impacts in the supply chain and actions taken	No negative impacts reported in 2025	
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 181 new employees in 2025 Our employee turnover rate was 17% in 2025	S1-6 – Characteristics of the undertaking's employees
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	S1-11 – Social protection
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)	S1-14 – Health and safety metrics S1-17 – Incidents, complaints, and severe human rights impacts
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)	S1-14 – Health and safety metrics S1-17 – Incidents, complaints, and severe human rights impacts
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	Two work-related injuries reported in 2025	
403-10	Work-related ill health	No work-related ill health reported in 2025	
GRI 404: Training and Education 2016			
3-3	Management of material topics	Employee development and progression (p.16-17)	ESRS 1 – General requirements
404-1	Average hours of training per year per employee	73.09 (2025)	S1-13 – Training and skills development metrics
404-2	Programs for upgrading employee skills and transition assistance programs	Employee development and progression (p.16-17)	
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	Our inclusion and belonging culture (p.15)	ESRS 1 – General requirements
405-1	Diversity of governance bodies and employees	Gender representation (p.16) Board diversity in 2025: 25% Female/75% Male We are working to provide the relevant information by age group and minority/vulnerable groups	S1-9 – Diversity metrics S1-16 – Remuneration metrics
405-2	Ratio of basic salary and remuneration of women to men	2025 global median hourly gender pay gap 5% 2025 UK business mean hourly gender pay gap 10.5% Gender pay gap report (UK ONLY)	
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	Our inclusion and belonging culture (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	2025 Disclosure/Omission	ESRS alignment
406-1	Incidents of discrimination and corrective actions taken	No instances reported in 2025	S1-17 – Incidents, complaints, and severe human rights impacts
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topics	Ethical business conduct (p.34) Key policies and procedures updates (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 2025	S1-17 – Incidents, complaints, and severe human rights impacts
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 2025	S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities
414-2	Negative social impacts in the supply chain and actions taken	No negative social impacts found in 2025	S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	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 2025	S4.1 Information-related impacts for consumers and/or end-users

GRI content index

Employee data

Employees by gender*

Male	Female	Other	Total
Number of employees (headcount)			
506	830	1	1,309
Number of full-time (headcount)			
492	710	1	1,203
Number of part-time (headcount)			
14	92	0	106

Employees by region*

USA/Canada	UK	Europe	Japan and Asia-Pacific	Total
Number of employees (headcount)				
731	378	160	40	1309
Number of permanent employees (headcount)				
712	305	152	34	1203
Number of temporary employees (headcount)				
19	73	8	6	106

*Numbers are reported in headcount at the end of the reporting period (December 31, 2025).

Appendix 1: Energy and emissions breakdown

2025 Energy intensity and absolute GHG emissions by office (all scopes)

		Energy consumption					Benchmark		Market-based GHG emissions		
Country	**Office name**	**Area** sq. ft	**Electricity** kWh	**Natural gas** kWh	**Total** kWh	**Intensity** kWh/sq. ft	**Typical practice** kWh/sq. ft	**Good practice** kWh/sq. ft	**Electricity** tCO_2e	**Nat Gas** tCO_2e	**Total** tCO_2e
UK	Battersea London	5,160	16,424	104,530	120,954	23.4	37.5	20.9	-	19.1	19.1
UK	Cambridge	887	13,359	6,104	19,463	21.9	37.5	20.9	-	1.1	1.1
USA	Johnson City	6,704	107,764	-	107,764	16.1	13.6		-	-	
USA	Warren	16,705	210,126	-	210,126	12.6	13.6		-	-	-
USA	Raleigh	10,191	125,657	-	125,657	12.3	13.6		-	-	-
UK	Wilmslow	7,634	25,136	48,614	73,750	9.7	37.5	20.9	-	8.9	8.9
Hungary	Szeged	10,054	89,868	-	89,868	8.9	20.9	11.9	-	-	-
Portugal	Coimbra	1,720	15,360	-	15,360	8.9	20.9	11.9	-	-	-
UK	Envision House	12,500	99,655	-	99,655	8.0	20.9	11.9	-	-	-
Serbia	Subotica	1,100	2,103	4,778	6,881	6.3	37.5	20.9	-	0.9	0.9
USA	Fairfield	4,942	19,687	122,286	141,973	5.3	20.1		-	22.1	22.1
Netherlands	Leiden	2,258	10,228	-	10,228	4.5	20.9	11.9	-	-	-
UK	Glasgow	800	2,918	-	2,918	3.6	20.9	11.9	-		-
Australia	Sydney	3,280	8,995	-	8,995	2.7	20.9	11.9	-	-	-
Japan	Tokyo	1,895	2,969	-	2,969	1.6	20.9	11.9	-	-	-
UK	Bishop's Stortford	3,085	225	3,757	3,982	1.3	37.5	20.9	-	0.7	0.7
USA	Powell	7,803	2,399	-	2,399	0.3	13.6		-	-	-
TOTAL		**96,718**	**756,831**	**290,069**	**1,042,942**	**10.8**			**-**	**52.8**	**52.8**

Appendix 2: Glossary

Term	Description
AMWA	American Medical Writers Association
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
CFA	Chartered Financial Analyst
CIPD	Chartered Institute of Personnel and Development
CMPP	Certified Medical Publication Professional
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)
CO_2 equivalent (CO_2e)	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

Appendix 2: Glossary

Term	Description
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. (chapter 4, 6)
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_2O); 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 that 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_2e 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
ISMPP	International Society for Medical Publication Professionals
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

Appendix 2: Glossary

Term	Description
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

Report for: Envision Pharma Group
Report reference: 2026-CONS-7466-RPRT
Date: 25 June 2026
Release: 01

Vysus Group

Independent verification of the Envision Pharma Group, Scope 1 and 2 GHG Emissions Data, 2026.

AA1000 AS v3, Assurance Statement.

The Envision Pharma Group, Scope 1 and Scope 2 GHG Emission data, 2025 has been verified in accordance with the requirements specified in the AccountAbility AA1000 v3 Standard, Principles and AA1000 v3 Guidance on Assuring GHG emissions, 2025:

- The level of assurance is Type 2, moderate
- Envision Pharma Group has demonstrated compliance with AA1000 AccountAbility Standards and Principles of Inclusivity, Materiality, Responsiveness, and Impact
- The Scope 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 for 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 15.65 Tonnes of CO_2e is verified.

Signed on behalf of Vysus UK Limited

Ian Thomas

AccountAbility AA1000, Associate Certified Sustainability Assurance Practitioner A09122401; IEMA Principal Auditor/Environmental Management Systems Assessor.

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