



perceptive™



2026

Environment, Social & Governance Report



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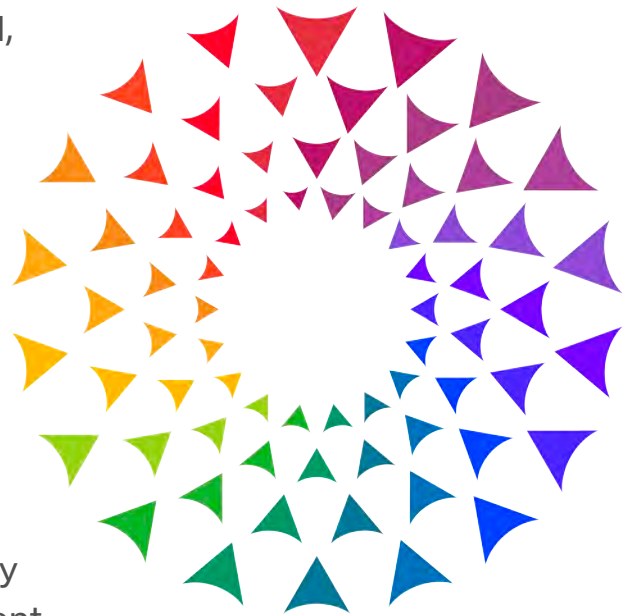
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About Us

Perceptive is a global research partner supporting pharmaceutical, biotech, and CRO organizations across the full R&D continuum, from discovery and preclinical through clinical development and post-market.

From early-stage preclinical and translational research through end-to-end clinical trial imaging and advanced eClinical capabilities, including RTSM/IRT, Perceptive helps sponsors generate reliable, decision-ready data at every at every stage of development.



The result is reduced risk, greater regulatory confidence, and more efficient progression of novel therapies from concept to commercialization.

At Perceptive, environment sustainability never ever rests on a concept or a slogan but appeals to our business and furthermore carries out in the daily operation. It is a fundamental part of who we are. Our corporate culture prioritizes environmental stewardship, with every employee contributing to our bottom-up approach towards sustainability.



A Message from our CEOs

At Perceptive, our purpose is grounded in advancing science to improve lives, and we recognize that this responsibility extends far beyond the services we deliver.

As leaders across our three business units, Discovery, Clinical and Imaging, we are united by a shared commitment to embedding Environmental, Social and Governance (ESG) principles into every part of our organization.

Over the past year, we have made meaningful progress in strengthening the foundations of our ESG strategy while continuing to deliver for our clients and patients worldwide.

From reducing our environmental footprint through a disciplined office rightsizing program and improved energy efficiency, to advancing our science-based emissions reduction targets, we are demonstrating that operational excellence and sustainability can go hand in hand. Our approach is practical and data-driven. We have continued to enhance our understanding of our environmental impact through improved

measurement, stronger governance, and greater transparency across our global operations.

This enables us to take informed action, whether through reducing Scope 1 and 2 emissions, strengthening supplier engagement on Scope 3, or investing in sustainable laboratory practices.

ESG is not a destination
but a continuous process
of improvement

Equally important is our commitment to our people and communities. We believe that a diverse, inclusive, and engaged workforce is essential to delivering innovation and long-term success. Over the past year, we have expanded our global DE&I initiatives, introduced new wellbeing and volunteering programs, and created more opportunities for employees to contribute to a culture where everyone can thrive.

Procurement and supply chain sustainability also remain central to our ESG agenda. By embedding responsible sourcing practices, enhancing supplier diversity, and increasing transparency across our supplier base, we are strengthening resilience

while delivering positive environmental and social outcomes beyond our direct operations. Looking ahead, we are focused on maintaining momentum.

Our priorities for the coming year include further embedding ESG into decision making, progressing towards net-zero emissions, enhancing data quality and reporting maturity, and continuing to engage our people, partners, and customers in our sustainability journey.

We recognise that ESG is not a destination but a continuous process of improvement. While we are proud of the progress we have made, we remain committed to raising the bar, holding ourselves accountable to our stakeholders and to the impact we have on the world around us.

We thank our employees, customers, and partners for their continued support as we work together to build a more sustainable, inclusive, and resilient future.

By embedding responsible sourcing practices, we are strengthening resilience



Doug Fulling
CEO Imaging



Mario Papillon
CEO eClinical



Ben Murphy
CEO Discovery

Diversity, Equity & Inclusion

Creating a diverse and inclusive environment with equal opportunities for everyone that brings great results in an integrated way, and employees are more likely to trust, flourish and get involved to shape the Perceptive way.

Why Diverse?

► Empowerment for All

Inclusion means more than just representation - it's about creating a space where everyone feels seen, heard, and supported. We actively remove barriers to participation, ensuring that all team members can contribute their best.

► Stronger Together

When diverse voices are included in decision-making, we build stronger teams, foster deeper connections, and drive sustainable growth.

Why Inclusive?

► Innovation Thrives in Differences

By bringing together individuals from diverse backgrounds, across genders, races, ages, cultures, and experiences, we create a dynamic environment where unique ideas collide, and breakthrough solutions emerge.

► Global Perceptive, Local Impact

Our team reflects the world we serve, enabling us to understand and address needs with cultural sensitivity and global relevance.

individuals from diverse backgrounds, across genders, races, ages, cultures, and experiences, we create a dynamic environment where unique ideas collide, and breakthrough solutions emerge.

Events & Activities

International Women's Day

Each year, we recognise the women across our business and host sessions throughout March to advocate for greater gender parity. These sessions include topics such as women's health, financial guidance, and speaker events that promote inclusion and share practical tips for making meaningful change. We encourage colleagues of all genders to attend, to help advocate for others and to increase awareness.

In 2025, we hosted an internal panel featuring senior leaders from across the business, who shared their experiences, guidance, and advice. We also welcomed local Paralympian Emma Wiggs, who spoke about her incredible journey of overcoming challenges and how her experiences in sport can inspire us to build strong teams and support one another to be our best.



Gender, Health & Work Webinar

Join this webinar to learn about gender and health conditions. This session is designed for everyone.

**Thursday
27th March
12:15 - 13:15**

This webinar will discuss

- Impact of gender at work
- Gender related health issues
- What you can do for yourself
- How to support others
- Support & Resources, including UK Benefit support

Register on the UK Hub today



Delivered by Unum for Perceptive



IWD 2025
INTERNATIONAL WOMEN'S DAY

JOIN OUR SPEAKER EVENT



**A DISCUSSION WITH
DR. CHERYL SADOW
RADIOLOGIST**

Dr. Cheryl A. Sadow is a radiologist in Boston, Massachusetts and is affiliated with Brigham and Women's Hospital. She received her medical degree from Albert Einstein College of Medicine at Yeshiva University and has been in practice for more than 20 years.

WHAT WILL THE EVENT FEATURE?

- LEARN ABOUT DR. CHERYL A. SADOW CAREER AND EXPERIENCE IN RADIOLOGY
- LIVE Q&A SESSION - MODERATOR: LINDSEY KLANE, SR. VICE PRESIDENT, MEDICAL IMAGING
- LUNCH AFTER THE EVENT
- AND MORE

MARCH 4TH 2025
11:30 A.M | BURLINGTON OFFICE, MA, USA

LUNCH & LEARN EVENT

perceptive

Country Navigator

Throughout June, we invited all colleagues to access Country Navigator, a tool designed to help us better understand how we work and how to collaborate effectively across different cultures and global teams.

Alongside this individuals tool, we also launched our Culture Hub, spotlighting mindset maps, communication best practice and cultural do's and don'ts for our key regions.

We thank our employees, customers, and partners for their continued support as we work together to build a more sustainable, inclusive, and resilient future.

Culture Festival



A benefit from its offices located in different countries and employees with various cultures and cross-culture backgrounds. Perceptive successfully held various events and activities in the local area which caused

great excitement in employees and communities.

In October, our teams across the globe came together to celebrate Diversity Awareness Month and recognise the diversity that makes Perceptive such a vibrant place to work.

From tea ceremonies and snack tastings to origami competitions and cultural dress showcases, we explored traditions, shared stories, and learned from one another.

Rise Beyond – A Special Networking Session for Women at Perceptive India

As part of the NARI initiative, Rise Beyond brought together women from across Perceptive India for an empowering in-person networking session.

Designed as a safe and supportive space, the event encouraged open dialogue around professional aspirations, challenges, and growth opportunities.

Session Highlights

Opening & Introduction

The session began with a warm welcome and an overview of NARI's mission to foster professional development and community

Fun Activity

Participants shared their 6-month professional goals and

identified key obstacles using color-coded post-its.



Rise Beyond - India

Group Discussion

Madhav Vattikuti, SVP Technology and GM India led insightful conversations around common themes allowing attendees to exchange strategies and experiences.

Pair-Up Activity

Attendees paired off for deeper discussions, offering mutual support and networking tips.



Rise Beyond - India

Close-Out Talk

The session concluded with a talk on the power of networking and how to leverage the NARI community.

Perceptive Proud: Global Health Awareness Alzheimer's Awareness

Perceptive is proud to participate in the Walk to End Alzheimer's, organized by the Alzheimer's Association, in both US and the UK this fall. As a company committed to advancing science, this is a powerful opportunity to stand together, raise awareness, and help accelerate the path to a cure.



Employee Volunteering and Community Engagement

New for 2025, we introduced paid volunteer days for all employees, enabling colleagues to give back to their local communities and support causes that matter to them.

Throughout the year, employees took part in a wide range of volunteering activities, including supporting local children's organisations, contributing to speaker and awareness events, and helping to deliver community celebrations and fundraising initiatives. This initiative supports our commitment to social responsibility by encouraging meaningful community engagement and empowering employees to make a positive local impact.

In 2025, colleagues supported young learners, local museums, and community programmes. From helping senior citizens enjoy a Thanksgiving meal to enabling Scout camps and other youth activities we are proud to support our colleagues in making a meaningful difference within their communities.



Training and Development

At Perceptive we have a comprehensive DE&I training and development programmes, which includes mandatory and optional courses. These programs are designed to equip employees with the skills and knowledge needed to navigate and embrace diversity in the workplace.

Additionally, we offer specialized workshops and seminars for managers to help them lead diverse teams effectively. We continuously evaluate the impact of our training programs through surveys and feedback, ensuring they meet the evolving needs of our employees and contribute to a more inclusive culture.



Culture and Engagement

Creating an inclusive culture raising awareness and fostering engagement was the primary goal of our 2025 Diversity and Inclusion strategy. Throughout the year we hosted a range of events, panels and workshops.

DE&I Events (2025)	Audience
International Men’s Day & Movember, including Fireside Chat with Doug Fulling, Imaging CEO	Global
Allyship in Action	Global

DE&I Training (2025)	Audience
Diversity Basics	All
UK Workplace Harassment Prevention	All UK Employees
Sexual Harassment Prevention for Employees - India	All India Employees
India - Prevention of Sexual Harassment Policy	All India Employees
Harassment Prevention for US Managers	All US Managers (Exclude. CA state)
Harassment Prevention for US Employees	All US Individual Contributors (Exclude. CA state)
Harassment Prevention for California Managers	All US-CA state - Managers
Harassment Prevention for California Employees	All US-CA state - Individual Contributors
Global Workplace Harassment Prevention	Perceptive Managers (Exl. India, UK, US)
Origins of Pride Month	Global
Year Round action for Pride	Global

2025

Wellbeing Survey

We asked our colleagues to share their views on physical, social, financial and emotional wellbeing.

The majority of respondents value company events and meet ups in supporting their social wellbeing.

PERCEPTIVE
WELLBEING

63.4%

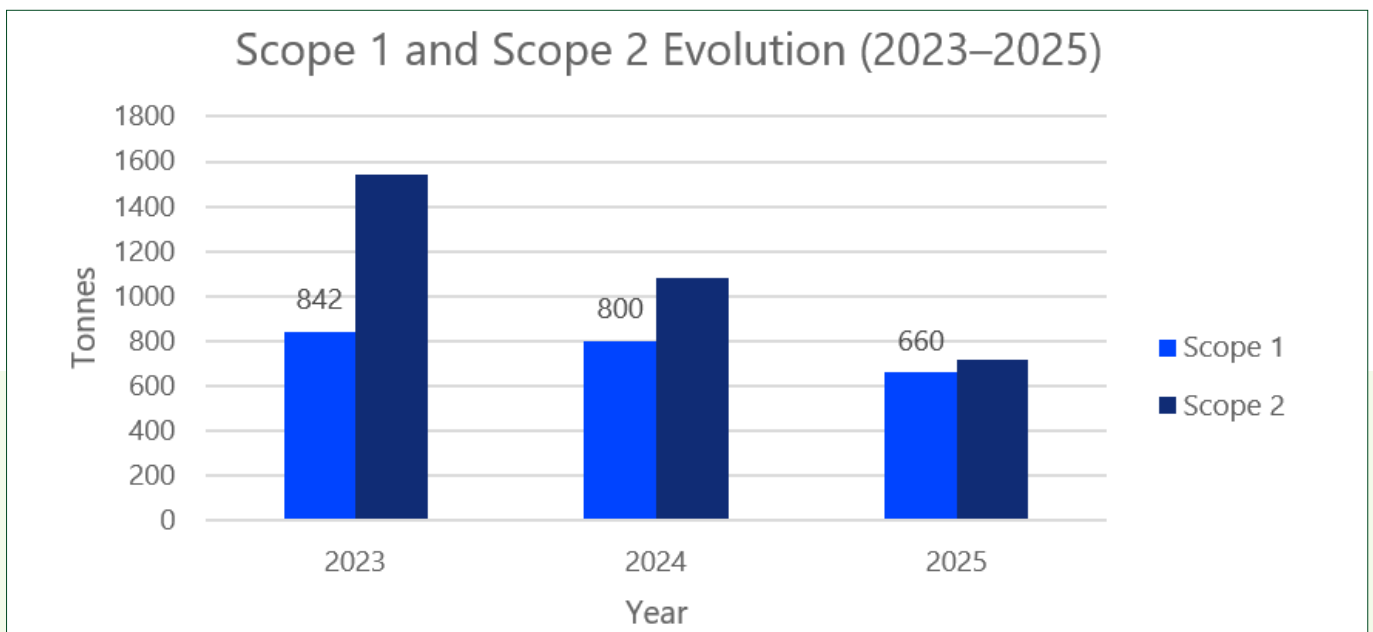
Overall Wellbeing
Score

Sustainability at Perceptive

SBTi GHG Emission Targets

At Perceptive, we set out our strategy back in 2022 when we created our first GHG survey of scopes 1, 2 & 3 of GHG emissions and built our baseline from where we made our commitment of a 35% reduction in scope 1 & 2 by 2027 and 30% reduction in scope 3 by 2032.

In 2024 with the Calyx and Invicro merger we set our new baseline in 2023 without changing our commitment to reducing our target, the following graph illustrates this.



Scope 1 - Predominant Methodology (Direct Monitoring)
Scope 2 - Emissions (tCO₂e - metric tons of CO₂ equivalent)

Perceptive Demonstrates Continued Progress in EcoVadis Sustainability Performance

We set out our strategy in 2022 and created our first GHG survey of scopes 1,2 &3 of GHG emissions and built our baseline. We made a commitment to a 35% reduction in Scopes 1 &2 by 2027 and a 30% reduction in Scope 3 by 2032. This progress reflects the company's ongoing commitment to strengthening its environmental, social, and ethical practices across the business.

Over the past two years, Perceptive has focused on embedding more robust policies, improving transparency, and enhancing internal processes across key EcoVadis pillars, including environmental impact, labor and human rights, ethics, and sustainable procurement.

The improved score demonstrates measurable progress and highlights the positive impact of these collective efforts. While this achievement represents an important milestone, Perceptive recognises that

sustainability is a continuous journey. Building on the momentum gained to date, the company has set clear ambitions to further improve its EcoVadis score in 2026, with a continued focus on practical actions, stronger supplier engagement, and ongoing performance monitoring.

Perceptive is pleased to report a significant improvement in its EcoVadis sustainability rating

Perceptive remains committed to responsible business practices and to delivering long-term value for its customers, employees, partners, and wider stakeholders.

Green Lab

April 2025, US Perceptive Discovery team was recognised for its outstanding work in reducing the environmental impact of its laboratory space through the successful completion of the My Green Lab Certification Program, achieving Gold Level Certified Lab status.

This accomplishment reflects a strong commitment to sustainable laboratory operations and highlights the practical steps



taken to improve resource efficiency, reduce waste, and embed environmental responsibility into day-to-day scientific activities.

The certification marks an important milestone in our broader sustainability journey and demonstrates how operational excellence and environmental stewardship can go hand in hand.



Office Right Sizing and Operational Emissions Reduction

During 2025, Perceptive made significant progress toward its Science Based Targets initiative (SBTi)–approved green-house gas emissions reduction targets, committing to reduce absolute Scope 1 and Scope 2 emissions by 35% from a 2022 baseline by 2027.

A central pillar supporting this ambition is our multi year global office right sizing programme, which is reshaping how and where we work while delivering meaningful environmental benefits.

The programme reflects the sustained adoption of hybrid working across the organisation. By optimising our real estate footprint, we have reduced energy demand for

heating, cooling, and lighting, while also lowering employee commuting emissions. These changes are delivering structural, long term reductions in operational emissions rather than short term efficiency gains.

During 2025, progress accelerated across several key locations. In Nottingham, we exited a 64,000 sq ft office and transitioned into a significantly smaller 10,500 sq ft space better aligned with current occupancy needs. In New Haven, we consolidated operations into a single location, enabling the closure of a 9,300 sq ft office. In Berlin, we closed an on-site data centre and downsized our office footprint, removing approximately 21,000 sq ft. Within the Greater Boston area, we permanently exited our Billerica location following relocation into Burlington, eliminating a fur-

ther 32,000 sq ft.

These actions built on momentum established in 2024, when we consolidated into a single office in Hyderabad and reduced our Shanghai presence to one floor. Collectively, these initiatives demonstrate a consistent and disciplined approach to space optimisation across regions

As a result of this multi year effort, Perceptive reduced its global occupied office space from more than 400,000 sq ft at the start of 2023 to just under 250,000 sq ft by the end of 2025—a reduction of nearly 40%. This substantial decrease is already contributing to lower energy consumption and associated Scope 1 and Scope 2 emissions, directly supporting progress toward our SBTi commitments.

Looking ahead, 2026 is expected to be a period of consolidation, allowing the benefits of recent changes to fully materialise and performance to stabilise. Further opportunities for footprint optimisation are anticipated from 2027 onward as leases mature and new ways of working continue to evolve.

Office right sizing remains a core component of our operational decarbonisation strategy, reinforcing our commitment to sustainable growth, resilient operations, and credible climate action aligned with science based targets.

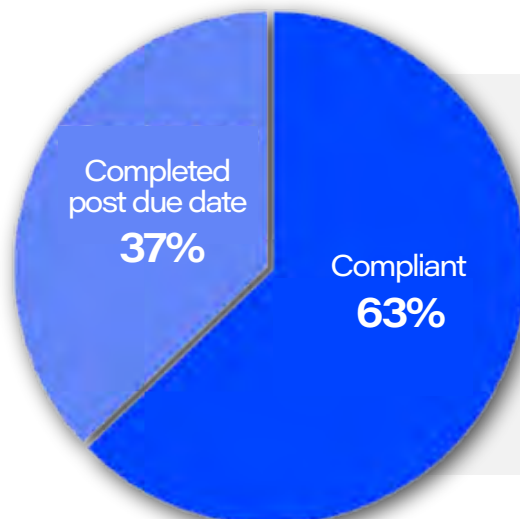
Procurement Sustainability



Sustainable Procurement in Practice

All procurement staff have been trained on the Company's Procurement Sustainability Policy to ensure the policy is not only documented but consistently understood and effectively applied in day-to-day purchasing decisions. As procurement plays a critical role in managing environmental, social, and ethical risks within the supply chain, this training equips employees with the knowledge and tools needed to integrate sustainability criteria into supplier selection, onboarding, and ongoing supplier management.

By embedding these principles across the procurement function, the Company strengthens regulatory compliance, enhances supplier engagement, and promotes responsible sourcing practices aligned with 100% of all Procurement staff in the business completed the training on our Procurement Sustainability Policy.



Diverse Supply Chain



Our procurement KPIs continue to reflect the growing importance of supplier diversity and responsible sourcing within our supply chain strategy. To strengthen this focus, our 2025 supplier questionnaire includes specific questions on supplier diversity and environmental commitment, helping us gather more consistent data, improve visibility of supplier practices, and support more informed, sustainable procurement decisions.

As part of this commitment, during the onboarding process 94% of our new 2025 suppliers have been surveyed on diversity, and environmental issues. They have also agreed to comply with our Supplier Code of Conduct. Perceptive continues to strengthen

its position in building and inclusive an diverse supply chain. In 2025, the company exceeded its supplier diversity spend target of 15%, achieving 18% of total procurement spend with diverse and small and medium suppliers. This performance underscores our ongoing efforts to support underrepresented businesses and embed diversity considerations into procurement decision making.

Conclusion & Closing Message



As we reflect on the progress outlined in this year's ESG report, it is clear that Perceptive has continued to strengthen its position as a responsible, forward looking organisation, committed not only to advancing science, but to doing so in a way that is sustainable, ethical, and inclusive.

Over the past year, we have delivered tangible progress across all pillars of our ESG strategy. We have accelerated the reduction of our operational footprint through a disciplined approach to office rightsizing and energy efficiency, contributing meaningfully toward our science-based emissions reduction targets.

At the same time, we have enhanced the quality, consistency, and transparency of our data, ensuring that our decision-making is grounded in robust measurement and governance.

Our achievements extend beyond environmental performance. We have continued to invest in our people, strengthening a culture built on diversity, equity, inclusion, and wellbeing. The expansion of our global programmes, alongside increased opportunities for volunteering and community engagement, reflects our belief that a strong, inclusive workforce is fundamental to long-term success.

We have also made important strides in embedding sustainability into our procurement and supply chain activities. Through improved supplier engagement, expanded diversity spend, and the integration of ESG criteria into onboarding and supplier management processes, we are extending our impact beyond our own operations and working collaboratively to drive responsible practices across our value chain. These achievements are the result of a coordinated, global effort across our business. They reflect the commitment of our teams, the collaboration of our partners, and the trust of our customers, each playing a critical role in helping us move forward.

However, we recognise that this progress is part of an ongoing journey. The challenges associated with climate change, social equity, and responsible governance continue to evolve, and so too must our response.

Looking ahead, our focus will remain on three key priorities:

- Deepening integration of ESG into core business decision-making, ensuring sustainability is embedded across strategy, operations, and governance.
- Accelerating progress toward our net-zero ambitions, supported by improved data, clear accountability, and sustained operational discipline.
- Strengthening engagement across our ecosystem, working more closely with employees, suppliers, and customers to deliver meaningful, long-term impact.

We are committed to maintaining transparency, holding ourselves accountable to our stakeholders, and continuously raising our standards. ESG is not an obligation for Perceptive, it is a core component of how we operate, how we grow, and how we create value.

I am proud of the progress we have made and confident in our ability to build on this momentum. Together, we will continue to advance science responsibly, support our communities, and contribute to a more sustainable and resilient future.

A blue ink signature of Scott Barclay, written in a cursive style.

Scott Barclay

Senior Director, Procurement & Facilities

