

Environment, Social & Governance Report

2024





Table of Contents

Introduction

About Us	3
A letter from our COO	4
ESG Highlights	5

Diversity, Equity and Inclusion

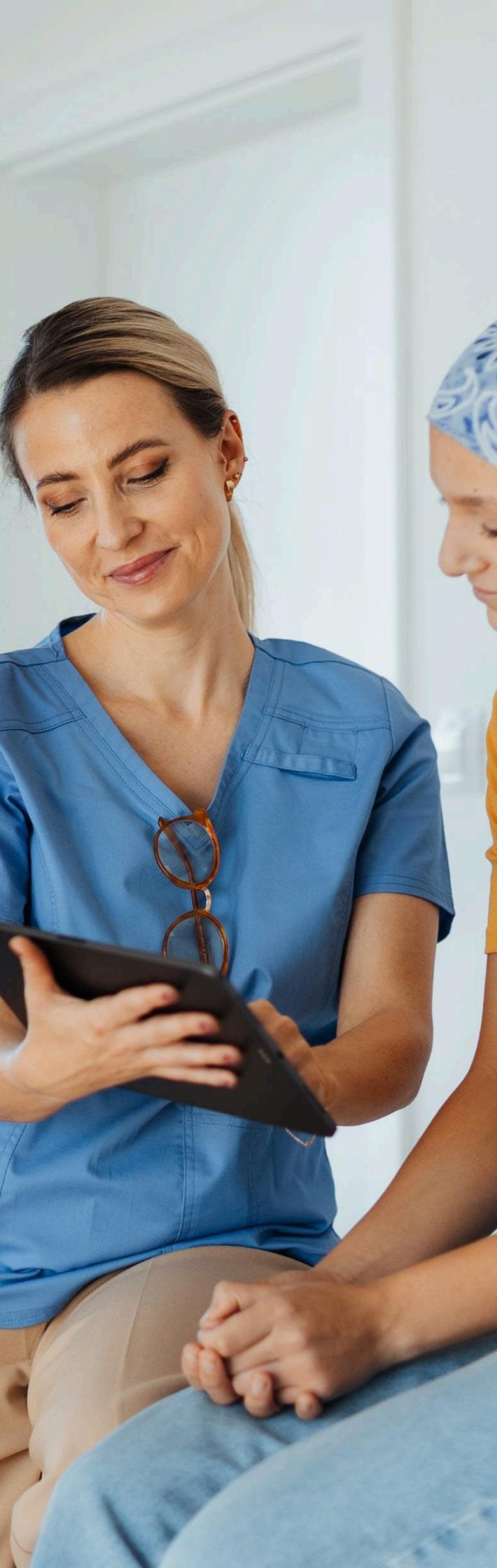
Introduction	7
Governance and Accountability ..	8
Training and Development	9
Culture and Engagement	10

Environment Sustainability

Environmental Impact	12
Global Strategy & Goals	13
Office Right Sizing	14
Waste Sorting in Shanghai	15

Procurement Sustainability

Sustainable Procurement in Action ..	17
Procurement Governance	18



About Us

We are here to serve science.

From discovery, through early to late-phase clinical development, to regulatory approval and post-market, you can count on Perceptive to be dependable, diligent, and driven in everything we do.

Our Purpose

We enable the world's pharmaceutical, biotech, and clinical research organizations to rapidly discover and advance life-changing treatments.

Together, our global team delivers unmatched scientific and technological expertise, global operational experience, and end-to-end solutions to help the global research community realize tomorrow's new therapies.

Our Values

1. Customer-centric
2. Accountability
3. Quality

Our Commitment

As a global organization dedicated to improving and saving lives, Perceptive is committed to following an environmental, social, and governance (ESG) framework that ensures our business practices are sustainable and ethical.

As such, we are taking focused steps to minimize our environmental impact and promote diversity, equity, and inclusion within our company and in the communities where we operate.



A Letter from our COO

It is with great pride and a deep sense of responsibility that I introduce our first Environmental, Social, and Governance (ESG) Report. This report reflects not only our continued commitment to sustainability but also the tangible progress we have made, particularly in reducing our greenhouse gas (GHG) emissions.

At the heart of our operations lies a belief that business success and environmental stewardship are not mutually exclusive - they are intrinsically linked. Over the past year, we have accelerated our decarbonization strategy, investing in a smaller physical business footprint, in downsizing our offices to consume less energy to heat and cool our locations, embedding sustainability into every layer of our decision-making. As a result, we have achieved a 39% reduction in Scope 1 and 2 emissions compared to our baseline year, achieving our published objectives three years ahead of schedule.

At Perceptive, we look to embrace diversity, and are committed to building an inclusive, varied workplace that welcomes people from all backgrounds. We endeavor to ensure every single employee is respected, valued, heard and empowered, and feels that they truly belong.

As you read through this report, I invite you to explore the stories, metrics, and milestones that define our ESG journey. More importantly, I encourage you to join us in shaping a more sustainable, resilient, and inclusive future.

Thank you for your continued trust and support.

Gregoire Kantardjian
Group Chief Operating Officer

ESG Highlights

SBTi

Perceptive submitted reduction targets to SBTi for verification and committed to near-term and net-zero targets as a business ambition for the 1.5°C campaign.

Post-Merger Intergration

Following the 2024 merger of Calyx and Invicro, Perceptive is consolidating ESG practices and will submit a unified Ecovadis assessment in 2025.

Following the merger, we embraced Ethical Business Practices and Perceptive continues to embed ESG principles into its governance framework, ensuring transparency, accountability, and ethical conduct across operations.

Scope 1 & 2 Achievement

By the end of 2024 Perceptive were delighted to announce we achieved a 39% reduction in Scope 1 & 2, an amazing 3 years earlier than the target.





Diversity, Equity and Inclusion

Introduction

Diversity, Equity and Inclusion is an important part of our overall ESG strategy.

At Perceptive, we believe in harnessing the power of diversity to make the best-informed decisions, provide equal opportunities, and create a meritocratic environment that is inclusive for all our employees. We are committed to building an open, collaborative, and respectful environment, which recognizes and respects individual differences.

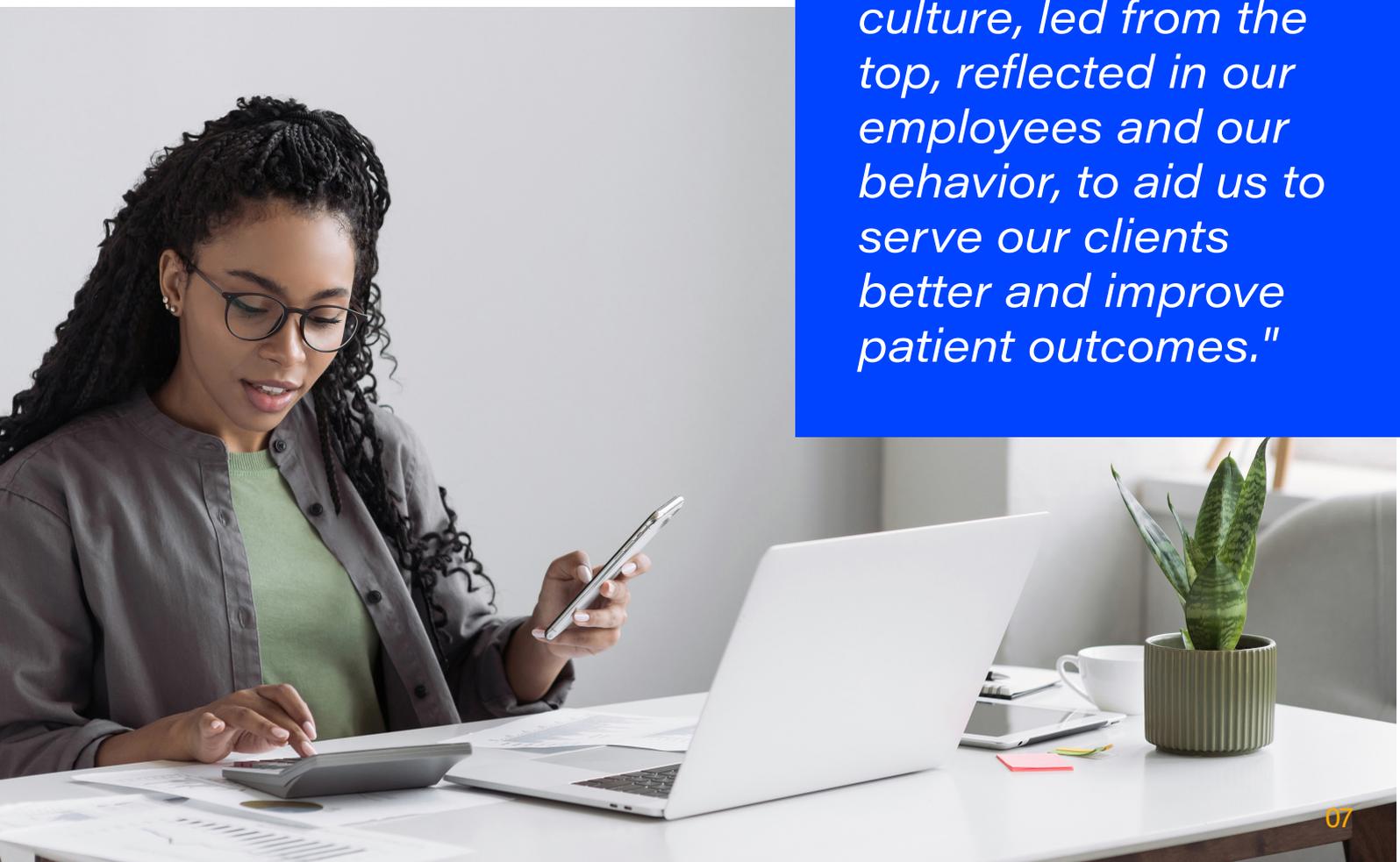
We want to attract, recruit, develop and retain the very best talent at all levels in

our organization, as we believe good people are our competitive advantage.

We are committed:

To be an open and inclusive organization that fosters a diverse and meritocratic environment, where it is possible, to enable all our employees to feel involved and respected and able to contribute to and share our

"To embrace and embed diversity and inclusion in our culture, led from the top, reflected in our employees and our behavior, to aid us to serve our clients better and improve patient outcomes."



Governance and Accountability

Our commitment to diversity, equity and inclusion is overseen by our ESG committee, which includes senior leaders from various department and Chief Operating Officer, who is responsible setting strategic DE&I goals, monitoring progress, and ensuring accountability across the organization. In addition, our Chief Operating Officer reports directly to the CEO and provides regular updates to the Board on DE&I initiatives and outcomes.

We have established clear policies and procedures to employees to promote an inclusive workplace and we continuously seek feedback from employees to drive further improvements.



Employee Resource Groups

Global Diversity & Inclusion Network At Perceptive, we have a Global Diversity & Inclusion Network which has representatives from our different departments and regions. This group meet quarterly to discuss upcoming initiatives, events and share feedback from their respective areas and regions.

NARI – India Women’s Network In India, the NARI network was established in 2024 who host regular events for women and allies to connect, empower and thrive. The NARI network provide a space for individuals to forge meaningful connection with like-minded individuals.

Mentors and leaders, access exclusive workshops or seminars to enhance personal and professional development and discuss wellbeing through tailored

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.

DE&I Training (2024)	Audience
Unconscious Bias Workshop for Leaders	Senior Managers – 134 completed
Understanding Unconscious Bias in the Workplace	All Line Managers – 28.6% completed
Understanding Unconscious Bias	All Individual Contributors – 36.32% complete
Diversity Basics	All Perceptive Employees – 47.7% completed
Good Talk – The Art of Having Useful Conversations (Pride Webinar)	All Perceptive Employees – Not tracked
Culture Awareness Session	All Perceptive – Not tracked
Regional harassment Training for employees and Managers	All Perceptive – Mandatory Training
Origins of Pride	All Perceptive – Not tracked
Year Round Action for Pride	All Perceptive – Not tracked
Line Manager Wellbeing Conversation Training (UK specific)	All Line Managers with UK Direct Report
Gamification DE&I workshop for HR	All HR Team members (25 individuals)

Culture and Engagement

Creating an inclusive culture and raising awareness and fostering engagement was the primary goal of our 2024 of our Diversity and Inclusion strategy. Throughout the year we hosted a range of events, panels and workshops.

Employee feedback is crucial to our efforts, and we regularly conduct surveys to understand the experiences and needs of our employees. The results of these surveys guide our initiatives and help us create a more inclusive environment.

DE&I Events (2024)	Audience
International Women’s Day	For International Women’s Day, we promoted internal resources, podcasts and benefits. Alongside this, we invited our Chairperson, Kate Briant, to share her experiences and insights.
Stress Awareness Month	Shared resources from benefit providers and promotes Stress and Resilience Training offered by Benefit Provider.
Mental Health Awareness Week	Shared resources and promoted regional benefits and webinars to raise awareness
Pride Month	During Pride month we focuses on the importance of allyship and how together we can create an inclusive and diverse workplace. We arranged regional pride events to raise awareness to the LGBTQIA+ community, offered eLearning’s and invited a live speaker.
Menopause Awareness	Promoted our Internal Menopause Guidance and arranged for a Line Manager Webinar on Managing Menopause.
Culture Festival	During this month we raise awareness to our vibrant workplace by raising awareness for the different regions and cultures within Perceptive. During this month we arranged a cultural awareness session to provide insights in to how to leverage our differences to built teams and deliver better outcomes.
International Men’s Day	During November we highlighted the issues specific to men. This included a session on prostate and testicular cancer awareness, signpost to relevant resources and hosted a session with a male executive team discussing mental health and their experiences.



Environment Sustainability

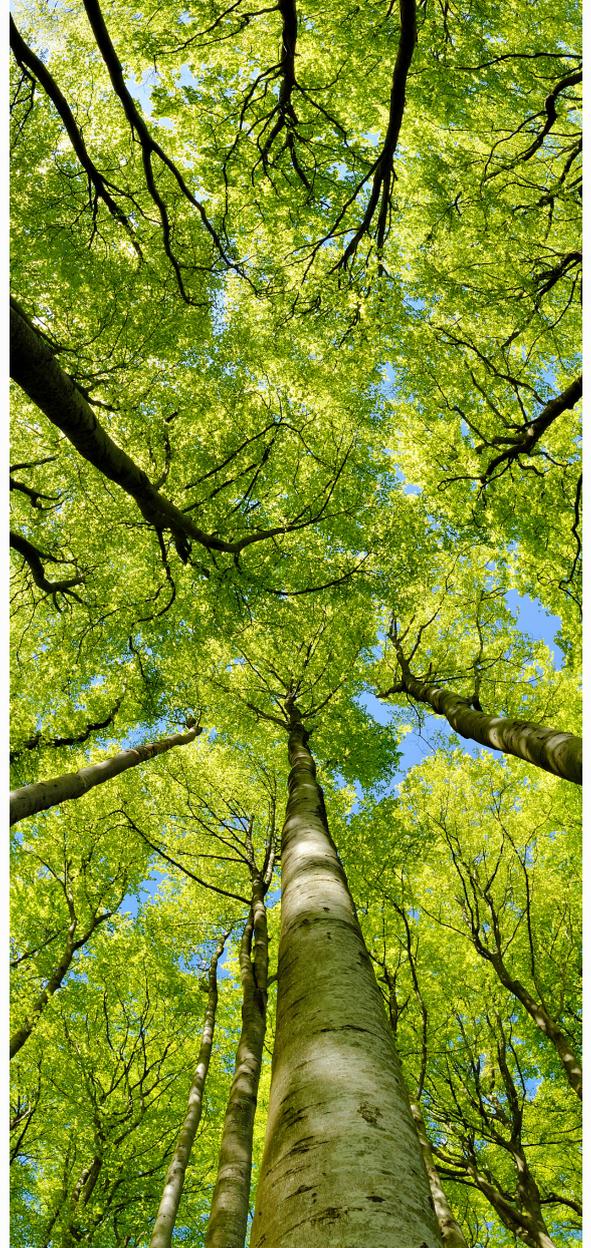
Environmental Impact

At Perceptive we believe that addressing environmental concerns enhances the company's reputation and fosters trust among stakeholders, including regulatory bodies, partners, and the communities it serves.

In the past year, Perceptive took the efforts to enhance its environment responsibility on reducing carbon emission, waste sorting, and clean energy transition.

Heading into our 2025 strategy, a key focus is reducing our emissions.

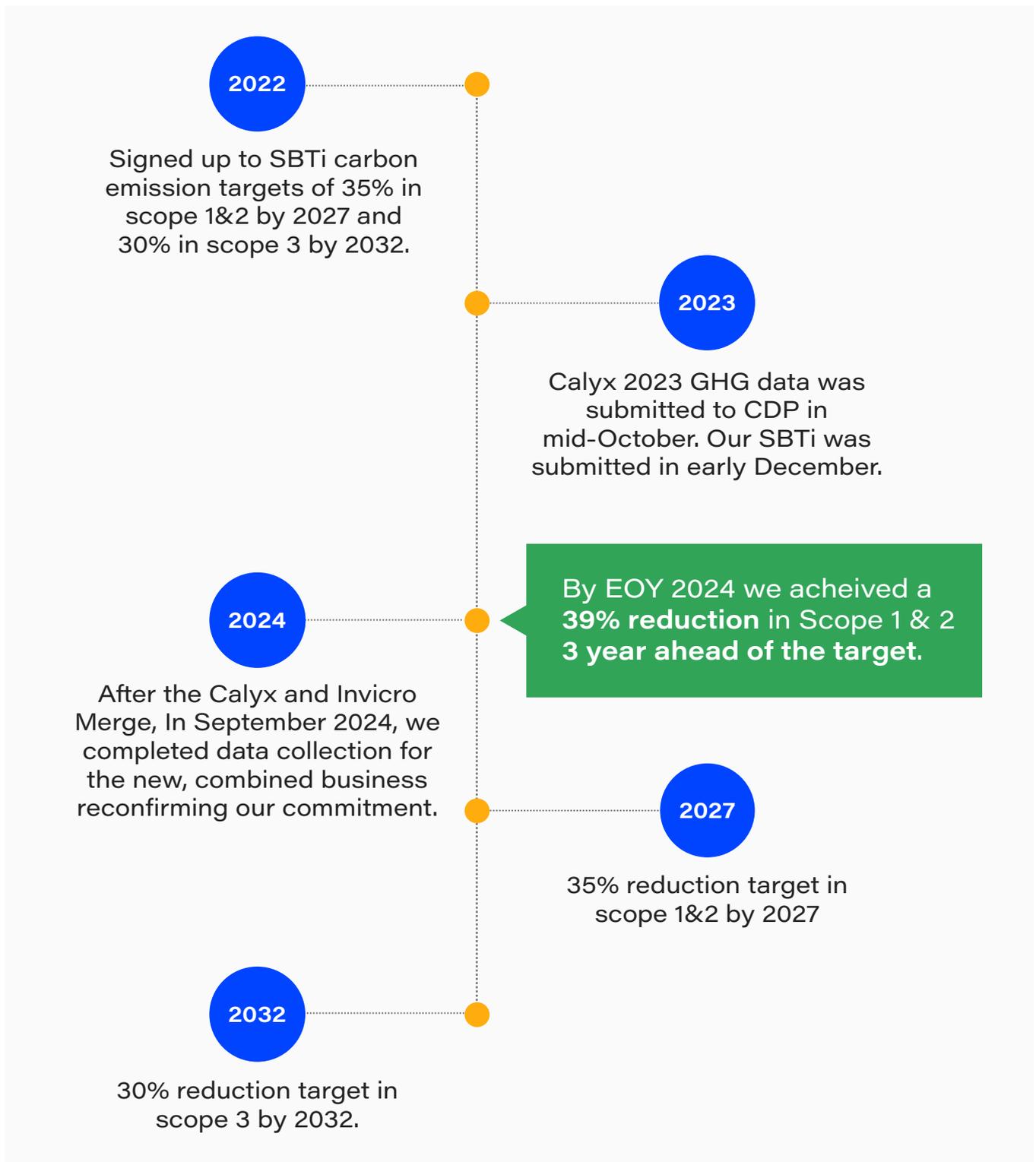
With our global strategy and goals reconfirmed, two great examples of achievement were the waste sorting program in our Shanghai office and our program of office right-sizing.



Global Strategy & Goals

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.

Following the merger of Calyx and Invicro we were able to reconfirm these commitments



Office Right Sizing

Perceptive have outlined a Multiyear Program to right the size of our offices. Through adapting to a hybrid working model, we were able to start a program to reduce the sizes of our offices.

This reduced commuting GHG emissions and also the amount of energy need to heat and cool our offices.



1

In 2024 we consolidated our Imaging operations to a 14,000 sq ft office in Burlington, MA, operationally closing a 56,000 sq ft office in Billerica, MA.

2

We consolidated our Hyderabad operations into a single office, operationally closing the other, nearly halving the sq ft that we use there.

3

In Nottingham UK, we consolidated down to 32,000 sq ft, operationally closing the same amount of space.

4

Operationally closing our Morrisville, NC office.

5

Planning for 2025 to permanently exit leases in Billerica, one office in Hyderabad, our Morrisville office and further downsize Nottingham and potentially Berlin.

6

We have consolidated our Shanghai office by relocating and integrating the 16th floor operations into the 14th floor.

Waste Sorting in Shanghai



At Perceptive, environment sustainability never 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.

Across all our facilities, to reduce carbon emission by saving unnecessary commute between home and office, we encouraged WFH (work from home) for which we even increased investment in IT (such as big display screens for employees while work at home, and add a special line access to our IT server for facilitating remote digital transmission). **We have taken significant steps to create eco-friendly workspaces by eliminating single-use plastics in our operations, installing sensor LED light to partly replace general fluorescent lamps.**

Waste sorting is not a brand new practice. As early as 1976, Japan became the first country

that advocated categorizing civil solid waste into combustibles and non-combustibles, in order to protect air from noxious gases and, and soil and water bodies from leachate, dioxins and heavy metals, all those pollutants generated by incomplete combustion during waste treatment (incineration and landfill). This policy got full support from domestic and very quickly imitated by its Asian neighbors. Since local authority of Shanghai officially enacted Garbage Classification Order in July 2019 Shanghai facilities have strictly followed it in the daily routine.

We equipped special trash bins for waste classification in our facilities, and our office cleaner is in charge of supervising and correcting the occasional mis-sorting.

Additionally, as part of our ongoing sustainability efforts, we are proud to report 100% of our total workforce has received training on environmental issues this year, demonstrating our commitment

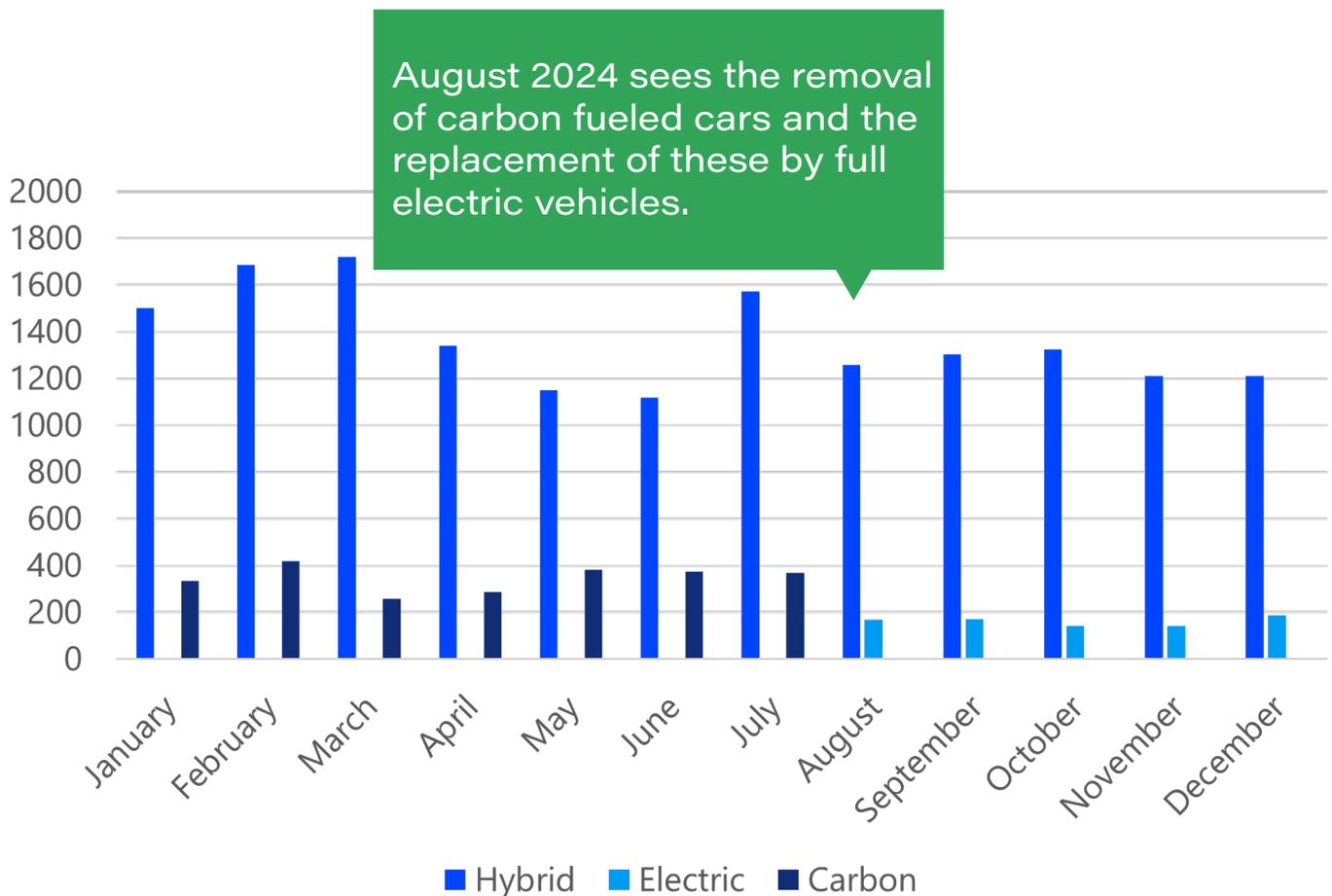


Procurement Sustainability

Sustainable Procurement In Action

A great example of our new Sustainable Procurement policy in action can be seen at our Hyderabad facility, where our Employee Commuting Program has completed its clean-energy transition from internal combustion engine (ICE) vehicles to electric vehicles (EVs). Our engagement reflects our commitment to science-based reduction targets, showing promising progress towards achieving net-zero emissions by 2045.

All these endeavors signify our ongoing commitment to sustainability and environmental stewardship across our operations.



Procurement Governance

Procurement Sustainability Policy

In 2024, Perceptive formalized its Procurement Sustainability Policy, embedding environmental, social, and ethical considerations into supplier selection and management.

The policy promotes responsible sourcing, lifecycle thinking, and alignment with global ESG standards.

Supplier Diversity Commitment

Perceptive exceeded its 15% supplier diversity spend target, achieving 17% of total 2024 procurement spend with miscellaneous and diverse suppliers.

This milestone reflects the company's commitment to fostering an inclusive supply chain and supporting underrepresented businesses.

Procurement Training

Members of the procurement team were certified by the Carbon Literacy Project, enhancing their understanding of climate change and sustainable procurement practices.

Environmental Policy

Our Environmental Policy focuses on sustainability, energy efficiency, waste management, water conservation, compliance, employee engagement, supplier collaboration, and innovation

Certified Carbon Literate





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