



Altasciences Sustainability Report



2024 Progress Report

Released June 2025

www.altasciences.com

Report Outline

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Introduction

At Altasciences, our work in early-phase drug development is guided by a deep commitment to ethics, integrity, and innovation. We recognize the profound responsibility that comes with advancing human health - and we embrace that responsibility by holding ourselves to the highest standards of conduct, transparency, and care.

In 2025, we reaffirmed our commitment to building a more ethical, inclusive, and sustainable future. As proud participants in the **United Nations Global Compact**, supporters of the **Science Based Targets initiative (SBTi)**, and recipients of a strong **EcoVadis scorecard**, we are taking clear, measurable steps to embed sustainability across our operations. This report is publicly available and shared with external stakeholders, including customers, partners, and regulators

This report marks another important milestone in our journey. It is both a reflection of our progress to date and a transparent account of the work still ahead. As we continue to grow, we remain focused on creating long-term value - for our partners, our people, and the planet. Thank you for joining us on this journey.





*Working toward a more
ethical, inclusive, and
sustainable future in drug
development.*

About Our Report

This Sustainability Report outlines Altasciences' environmental, social, and governance (ESG) progress and performance across calendar years 2023 and 2024. It reflects the actions we've taken, the milestones we've achieved, and our continued journey toward responsible, transparent, and ethical business practices.

Prepared with the expectations of our clients, employees, stakeholders, and regulatory partners in mind, this report is aligned to globally recognized sustainability frameworks and standards, including:

- United Nations Sustainable Development Goals (UN SDGs)
- Sustainability Accounting Standards Board (SASB): Biotechnology & Pharmaceuticals
- Science Based Targets initiative (SBTi)
- United Nations Global Compact (UNGC)
- EcoVadis themes:
 - Environment
 - Labour & Human Rights
 - Ethics
 - Sustainable Procurement

This report complements the information already available on our ESG webpage:

[Altasciences' Commitment to a Sustainable Future](#) and offers additional transparency on how we are integrating sustainability into every level of our operations.

2024 Highlights



ENVIRONMENTAL

4,952

CO2e
Scope 1 emissions

10,879

CO2e
Scope 2 emissions

22,122,999

kWh of Electricity
purchased

11,236,415

Renewable kWh energy
purchased



SOCIAL

2,237

Number of employees
at entire company

56.5

% Women in
management

100

% Employees with access
to health benefits

83

% Employees with
performance reviews



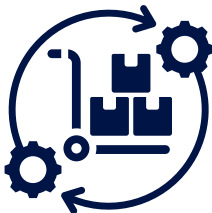
ETHICAL RESPONSIBILITY

0

Number of reported
incidents of corruption

0

Number of serious IT
data incidents



SUSTAINABLE PROCUREMENT

86

% top 15 suppliers with
environmental strategy

93

% top 15 suppliers with
social impact strategy

Environmental Actions & Reporting

At Altasciences, we understand that environmental responsibility is integral to our mission of advancing human health. In 2023 and 2024, we made meaningful strides in reducing our environmental impact across energy use, emissions, waste, and water. We also launched an environmental sub-committee that meets quarterly, and are proud of our animal welfare actions.

GHG Emissions and Energy Efficiency

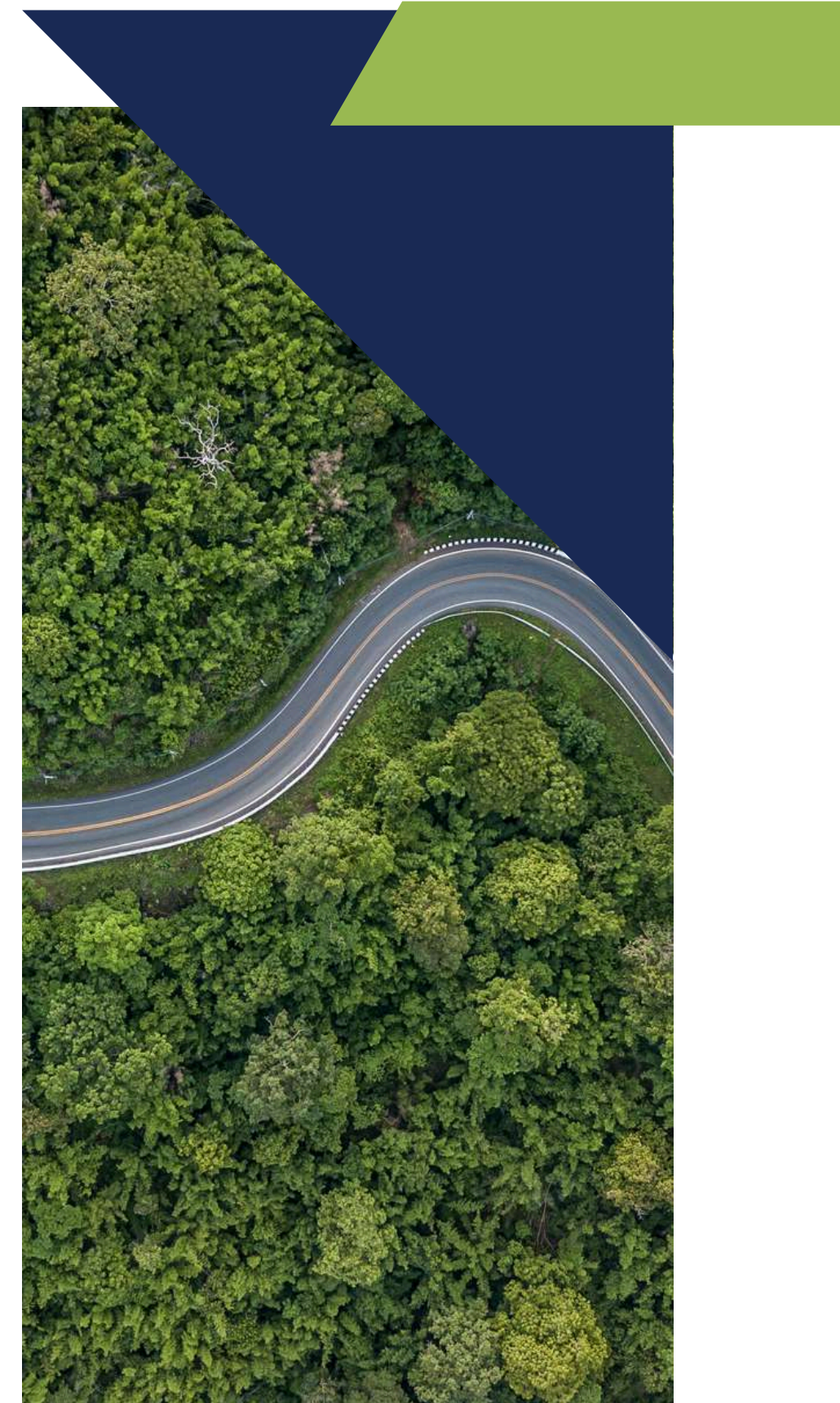
- GHG emissions audits: Conducted Scope 1 and 2 GHG calculations annually (2022–2024) using the GHG Protocol; data used to establish baselines and track annual performance.
- SBTi commitment: Committed to the Science Based Targets initiative (SBTi) and established a clear emissions reduction path aligned with climate science; baseline data collection completed.
- Energy efficiency in buildings: Implemented HVAC upgrades, LED retrofits, and optimized server room cooling across multiple sites; efficiency projects are prioritized based on site age and energy profile.
- Reduction of lighting energy use: Completed or ongoing LED lighting projects to lower electricity consumption and improve maintenance efficiency.
- HVAC optimization: Upgraded heating and air handling units in key locations including Scranton and Seattle to improve energy performance and comfort.
- IT infrastructure optimization: Migrated to cloud systems, automated server shutdowns, implemented low-energy equipment, and centralized e-waste recycling protocols.
- Employee training on energy and climate: Delivered energy conservation and climate action training to staff in 2025 through mandatory e-learning and site sessions.
- Renewable energy purchasing: Launched a centralized tracker and began site-level renewable energy planning, with several facilities evaluating transition opportunities.

Environmental Governance

To ensure accountability and continuous progress, Altasciences formalized environmental commitments in internal policy and goal-setting documents. We launched an ESG Subcommittee focused on environmental stewardship, which meets quarterly to monitor initiatives, report on outcomes, and recommend next steps. These efforts are aligned with our broader ESG structure and are reviewed alongside other priority areas like animal welfare, where we also maintain high ethical standards and tracking systems.

Biodiversity and Ecosystem Protection

- Biodiversity risk assessment: Conducted a cross-site assessment to identify ecosystem dependencies and operational risks, using results to inform planning decisions.
- Employee training on biodiversity: Rolled out biodiversity awareness training company-wide in early 2025 to promote ecosystem literacy and on-site vigilance.
- Habitat integration at sites: Incorporated wetland buffers and native vegetation zones at locations such as Seattle to reduce ecological disruption.
- Animal welfare protocols: Followed internationally recognized 3Rs standards (Replacement, Reduction, Refinement) with oversight by qualified veterinary and ethics teams; tracked performance and maintained certifications where required.



Environmental Actions & Reporting

Waste Management and Reduction

- Waste sorting and disposal guide: Published March 2025 with stream-specific instructions for all Altasciences sites, including hazardous, confidential, and pharma waste.
- Employee training: Provided during annual EHS sessions; reinforced with clear signage at disposal stations and monitored through internal audits.
- Reuse and recovery: Reused lab supplies, packaging, and IT hardware internally; donated refurbished IT to community partners; future digital inventory system in planning.
- Certified disposal vendors: Partnered with Stericycle, Veolia, and Shred-it; tracked waste metrics by volume and weight for compliance and performance monitoring.
- Site-specific infrastructure: Tailored waste systems (e.g., Kansas City 20 cu. yd/month, Laval kg tracking, Columbia digital tonnage logs) to match operational needs.
- Continuous improvement: Reviewed monthly waste data to guide reduction efforts and integrate metrics into ESG reporting framework starting in 2025.

KPI / Indicator	Target	Target Year	2022	2023	2024
Scope 1 Emissions (tCO ₂ e)	Reduce by 10% from 2022 baseline	2030	5,218.00	5,924.00	4,951.49
Scope 2 Emissions (tCO ₂ e) (Location-Based)	Reduce by 10% from 2022 baseline	2030	8,501.00	8,890.00	10,878.57
Scope 3 Emissions (tCO ₂ e)	Begin tracking post-baseline	Post-2025	-	-	-
Total Energy Consumption (kWh)	Site-specific reduction targets	N/A	22,420,200	22,582,000	22,122,999.91
Renewable Energy Consumption (kWh)	Increase share annually	N/A	12,429,800	12,220,000	11,236,415.00
% Renewable of Total Energy	-	N/A	55.4%	54.1%	43%
Natural Gas Consumption (MMBtu)	Set reduction targets post-2025	N/A	88,919.52	102,267.73	93,745.54
Propane (gallons)	-	N/A	85,917.50	76,967	81,079
Distilled Fuel Oil No. 2 (gallons)	-	N/A	376.2	255.3	5,758.90
Hazardous Waste (tons)	5% reduction	2026	-	-	136.362
Non-Hazardous Waste (tons)	5% reduction	2026	-	-	23,093.639
% Waste Diverted to Landfills	25%	2028	-	-	16.30%
Total Water Consumption (gallons)	Set baseline and site targets post-2025	Post-2025	-	-	34,186,643.81
Biodiversity Risk Assessments (Sites)	Conduct at ≥ 1 site with ecological impact	2027	0	0	1
Sites with Environmental Risk Assessments	100%	2026	0	0	100%
% Employees Training on Climate and enviro issues	100%	2026	0	0	91%

*Distilled Fuel Oil No. 2 - New location impacted 2022 and 2023 numbers. 2024 and beyond is correct. We will update in future years.

Commitment to Labour and Human Rights

Altasciences is committed to creating a safe, fair, inclusive, and respectful workplace for all employees. Grounded in our core values and global responsibilities, we uphold internationally recognized human rights standards and continually work to strengthen our labor practices. Our approach is rooted in respect, dignity, and wellbeing for every employee, with a focus on five key areas: Employee Health & Safety, Working Conditions, Social Dialogue, Career Management & Training, and Diversity, Equity & Inclusion (DEI). We also maintain strong policies and systems to track compliance, mitigate risks, and drive continuous improvement, in alignment with standards like the UN Global Compact (UNGC) and the International Labour Organization (ILO).

Employee Health & Safety

- Emergency Preparedness: All Altasciences sites are equipped with AEDs, fire extinguishers, first-aid kits, and eye wash stations. Employees are trained on site-specific emergency action plans, including fire evacuations and injury response.
- Occupational Health Screening: Employees working with laboratory animals receive periodic medical screenings via third-party provider Concensuris. Assessments include lifting tests, vision checks, allergen questionnaires, and vaccinations.
- Repetitive Strain Prevention: Ergonomics programs are in place to reduce musculoskeletal injuries for employees engaged in repetitive tasks. Workstation assessments and equipment adjustments support long-term health.
- Psychological Wellbeing: Altasciences provides 24/7 access to SupportLinc, our Employee Assistance Program (EAP), offering mental health counselling, coaching, and wellness resources for employees and their families.
- Hazardous Exposure Controls: Our lab environments are equipped with engineering controls, such as downdraft tables and fume extractors, to minimize exposure to chemicals like formalin. PPE is mandatory and supported by comprehensive safety SOPs.
- Safety Metrics and Compliance Systems: Across our global sites, safety data is tracked and reviewed regularly by dedicated teams. These systems ensure consistency and compliance with both internal protocols and external expectations, such as EcoVadis.

Working Conditions

- Fair Pay and Equity: Wage reviews are conducted regularly to maintain fair and competitive compensation. In Quebec, the 2016–2021 Pay Equity Maintenance review confirmed that male and female job classes of equal value receive equal pay, with no adjustments required.
- Comprehensive Benefits: All full-time employees are offered medical, dental, vision, life insurance, and long-term disability coverage. Travel emergency coverage and mental health supports are also provided.
- Working Hours and Compensation: We follow all applicable labor laws, with clear guidelines on work hours, paid time off, and overtime compensation outlined in our employee handbook.
- Workplace Flexibility: Flexible work arrangements, family leave, paid sick time, and remote work options support work-life balance across our teams.
- Grievance Mechanism: Employees have access to a confidential grievance process for addressing workplace concerns, protected by a strong non-retaliation policy.
- Employee Voice and Engagement: We encourage feedback through Town Halls, surveys, and weekly leadership communications. In a recent survey, 96% of employees were satisfied with the frequency and relevance of internal updates.

Career Management & Training

- Skills Development Programs: Employees receive targeted training based on role, including technical, compliance, and soft skill development. Access to internal and external learning platforms supports ongoing growth.
- Performance Assessments: A formal performance review is conducted annually using Dayforce. It includes self-evaluation, manager feedback, and coaching aligned to personal development goals.
- Internal Mobility Support: We promote from within whenever possible and provide visibility into open roles. Lateral and upward movement is encouraged to support career advancement.

Labour & Human Rights Actions & Reporting

Diversity, Equity & Inclusion

- Bias-Free Recruitment and Promotions: Structured hiring practices and compensation reviews reduce bias and ensure fairness at all levels.
- Pay Equity: Our 2021 Pay Equity review in Quebec confirmed equitable pay across genders for equivalent roles, with no wage adjustments required.
- DEI and Anti-Harassment Training: Employees are trained on diversity, psychological safety, and how to identify and report harassment. Training is mandatory and part of onboarding and ongoing development.
- Inclusion of Women in Science: We support and spotlight women in scientific roles through mentorship, leadership stories, and development opportunities shared through our internal platforms.
- Support for Employees with Disabilities: Inclusive job design and individualized accommodations ensure all qualified individuals can thrive at Altasciences.
- Grievance and Remediation Mechanisms: Our formal grievance procedure allows employees to report discrimination or harassment confidentially, and our Canadian policy outlines next steps and remediation support.
- Wage Equality and Gender Inclusion: Job class evaluations, internal data reviews, and leadership accountability help ensure gender equity in hiring, promotions, and compensation decisions.

Employee Communication & Dialogue

- Multi-Channel Updates: Employees receive regular business updates via executive emails, internal blogs, and The Capsule newsletter.
- Employee Feedback: Town Halls, surveys, and regional meetings allow staff to voice opinions and shape improvements.
- Strong Engagement Outcomes: 96% of employees reported satisfaction with internal communications, noting their relevance and transparency.

Modern Slavery & Labor Rights

- Policy Alignment: We reject forced labor, child labor, and all forms of modern slavery. Our policies align with the UNGC and ILO conventions.
- Due Diligence: Risk assessments and supplier screenings include evaluations for labor rights and human rights violations.
- Training and Awareness: Training on ethical labor practices is part of employee onboarding and supplier engagement processes.

Systems for Compliance

- Tracking and Monitoring: Systems are in place to monitor policy adoption, safety metrics, and training completion across sites.
- Documentation and Audits: All key documents are regularly reviewed and updated to support internal controls and external assessments.
- Global Consistency: Processes ensure that human rights and labor protections are consistently applied across Altasciences' global operations.

Focus Area	Metric	Baseline (Year)	Target (Year)
Health & Safety	Work-related accidents (# per year)	102 (2023)	<92 (2026)
Working Conditions	% of full-time employees with health benefits	100% (2024)	100% (2026)
Social Dialogue	Formal engagement surveys conducted	0 (2024)	1 (2026)
Career Development	Avg. hours of training per employee per year	0.4 hrs (2023)	1 hr (2026)
H&S Risk Assessment	Sites in 2024 had H&S risk assessments done.	70% (2024)	100% (2026)
Employees Receiving Performance Review	% of employees	83% (2024)	100% (2026)
Skills Training	% of employees	66.71% (2024)	100% (2026)
Training on Harassment and Discrimination	% of employees	42.40% (2024)	100% (2026)

Business Ethics: Reporting

Altasciences upholds high standards of integrity and data security through clear policies, robust employee training, third-party screening, and strong oversight, promoting transparency, accountability, and ethical conduct across the organization.

Anti-Corruption

- **Employee Training:** All employees complete annual anti-bribery and ethics training through our internal learning platform. The course features real-world case studies, identifies key red flags, and outlines clear reporting procedures to reinforce ethical decision-making.
- **Third-Party Due Diligence:** As part of the supplier onboarding process, all vendors are screened through the Amber Road compliance platform. This helps identify risks related to sanctions, restricted party listings, and corruption, ensuring we partner only with responsible organizations.
- **Whistleblower Mechanism:** A formal whistleblower system is available to both internal and external stakeholders. Reports can be submitted anonymously, and our non-retaliation policy ensures all individuals are protected when raising concerns.
- **Sensitive Transactions Oversight:** Approval processes for travel, gifts, and research-related financial transactions are governed by internal policies and reviewed by Finance and Compliance teams to ensure transparency and avoid conflicts of interest.
- **Research Integrity:** Research ethics are protected under SOP MAP-1009-01, which sets out procedures for reporting, investigating, and resolving allegations of research misconduct - reinforcing Altasciences' commitment to scientific integrity and regulatory compliance.

Responsible Information Management

- **Employee Training:** All employees complete annual training courses on privacy, cybersecurity, and proper data handling. These trainings are designed to build awareness, reduce human error, and empower employees to recognize and respond to potential threats.
- **Whistleblower Access:** A secure and anonymous reporting mechanism is available for employees and stakeholders to raise data privacy or security concerns. This system is regularly reviewed and supported by a non-retaliation policy to encourage transparency.
- **Risk Assessments:** Our IT team conducts regular assessments to identify system vulnerabilities and prioritize improvements. These evaluations are part of a broader enterprise risk management framework aimed at maintaining strong information security.
- **Data Retention:** Standard operating procedures (SOPs) guide how data is backed up, stored, and retained. Project documentation is stored for a minimum of 15 years, with encrypted backups archived off-site to ensure long-term traceability and compliance.
- **Data Protection:** Altasciences uses layered security measures - including encryption, access controls, and secure storage systems—to protect third-party and proprietary information from unauthorized access or breaches.
- **Privacy & Consent:** Our external Privacy Policy outlines how we collect, use, store, and share personal data, supporting both legal compliance and informed consent for all data subjects.
- **Incident Response:** The Information Technology Incident Response Policy (POL-002-06) outlines defined procedures for detecting, escalating, and responding to security incidents, ensuring swift and effective resolution of any data breaches.

Theme	Description	2022	2023	2024	Target
Corruption Incidents	Incidents reported.	0	0	0	0
IT Security breaches	Incidents reported.	0	0	0	0
Whistleblower Incidents	Incidents reported.	0	0	0	0
% Employees Trained on Ethics	% trained	0%	100%	100%	100%
% Sites Reviewed on Ethical Issues	% assessed	0%	100%	100%	100%

Sustainable Procurement: Reporting

Altasciences recognizes the critical role our supply chain plays in achieving our environmental and social objectives. We are committed to responsible procurement practices that consider supplier performance on sustainability, ethics, and human rights. Our approach integrates formal ESG expectations into supplier selection, contracting, training, and engagement.

- **Supplier sustainability code of conduct:** In 2025, Altasciences published a comprehensive Supplier Sustainability Code of Conduct. The Code outlines expectations across environmental stewardship, labor practices, anti-corruption, and ethical behavior. All new suppliers must agree to these principles, and existing vendors are in the process of reviewing and confirming alignment.
- **Social and environmental contract clauses:** Our supplier contracts now include clauses requiring adherence to applicable environmental and labor laws, expectations for emissions reduction, fair labor practices, and transparent operations. These clauses reinforce our ESG values and provide a basis for monitoring compliance throughout the contract term.
- **Supply chain sustainability risk assessment:** In early 2025, Altasciences conducted an ESG risk assessment of our top 15 suppliers by total spend. The assessment examined exposure to environmental and social risks based on supplier geography, industry, ESG performance, and reliance on high-risk materials. Results were used to prioritize future engagement and audit planning.
- **Supplier ESG assessments and audits:** Altasciences began conducting direct ESG assessments, including both document reviews and on-site visits. In 2024, we piloted our Sustainable Procurement Audit Template at Allentown, and performed a site visit to Medline to evaluate sustainability performance, gather insights, and discuss collaborative improvement opportunities. These assessments are being scaled to additional suppliers in 2025.
- **Buyer training on ESG topics:** In 2024, Altasciences provided targeted training on Modern Slavery, Ethical Sourcing, and ESG procurement to all buyers in our Canadian division. Training focused on recognizing supply chain risks, applying ESG criteria in vendor selection, and following due diligence procedures when onboarding or renewing suppliers.
- **Social procurement considerations:** As part of our commitment to diversity, equity, and inclusion, Altasciences has made deliberate efforts to consider social value in procurement. When evaluating bids from equally qualified vendors, we have in several cases awarded contracts to women-owned or minority-owned businesses. This practice, while not yet formalized in policy, demonstrates our evolving commitment to inclusive economic development and community impact.
- **Supplier engagement and innovation:** Altasciences seeks to collaborate with suppliers on continuous improvement in ESG. During the 2024 visit with Medline, we explored sustainable packaging options, reuse strategies, and supply chain GHG reduction opportunities. Ongoing dialogues aim to build mutual capacity and align long-term sustainability goals.

Theme	Number or %	Notes	Details
Suppliers with Signed Code of Conduct (%)	0%	Begin implementation & achieve 100% sign-off	Code of Conduct is ready.
Contracts with ESG Clauses (#)	61	Expand ESG language to all 250 contracts	24.4% of our suppliers with contracts have sustainability clauses (61 of 250) in 2024.
Suppliers Assessed for Sustainability (#)	15	Assess all Top 15 suppliers and top 15% by ESG score	15 suppliers (top spend) in 2024 went through sustainability assessment. Approx 2% reviewed.
Top 15 Suppliers - Environmental ESG Compliance	87%	93% with acceptable environmental performance	2026 Target is to increase this %.
All Suppliers - Social ESG Compliance	93%	Maintain ≥ 93% compliance with social criteria	2026 Target is to increase this %.
% Suppliers Who Had On-Site Audits	1%	We completed 2 onsite audits. Allentown and Medline.	This is 1% of our suppliers.
% Buyers Who Have Received Training on Sustainable Procurement	64%	We will expand to all in 2025.	7 employees in Canada all have been trained. 4 in USA have not yet been trained.

Looking to the Future

Altasciences is committed to continuous improvement across our sustainability priorities.

For 2025–2026, we are focusing on four strategic themes to guide our actions and progress:

MATERIAL ISSUES	UNGC AND ECOVADIS	SCOPE 3, SUPPLIER ENGAGEMENT	SBTI 2026
• High-level Material Issues Review: In 2025, we are conducting a materiality refresh to validate our most important ESG topics, reflecting stakeholder input, peer benchmarks, and evolving expectations. • Biodiversity: As a contract research organization with limited direct ecological impact, biodiversity risk is considered low. However, we are evaluating opportunities to strengthen awareness and conservation principles across clinical and procurement activities.	• EcoVadis Score Improvement: We are working to raise our score across all four EcoVadis categories through stronger policy alignment, evidence-based measures, and broader documentation coverage. • UN Global Compact Alignment: Our policies and practices continue to align with the Ten Principles of the UN Global Compact, particularly on human rights, labor, environment, and anti-corruption. We aim to more clearly communicate this alignment across reporting and partner communications. • Training & Transparency: We plan to expand ESG training beyond employees to include select suppliers and report on coverage and performance metrics annually.	• Top Supplier Risk Assessment: In 2025, we completed a sustainability risk assessment of our top 15 suppliers by spend, focusing on environmental and social practices. • On-Site Supplier Reviews: We introduced a sustainable procurement audit checklist, piloted with Medline, and plan to expand this approach in 2026. • Social Procurement: When evaluating vendors, Altasciences gives consideration to diversity and ownership. In several cases, we have selected women-owned businesses where qualifications are equal. • Scope 3 Emissions: In 2026, we will begin quantifying upstream Scope 3 emissions from purchased goods and services, as part of our broader climate strategy.	• SBTi Commitment: Altasciences will submit near-term and net-zero targets to the Science Based Targets initiative by 2026. • GHG Emissions Reduction Target: We aim to reduce Scope 1 and 2 emissions by 10% by 2030, from a 2022 baseline. Progress on energy efficiency, building upgrades, and renewable integration will support this goal. • Path to Net-Zero: Our SBTi roadmap will include emissions tracking improvements, Scope 3 screening, and actions to decarbonize our operations and supply chain.



Thank You

As we close out this report, we remain clear on one thing: sustainability is not a destination - it's an evolving commitment here at Altasciences.

The progress we've made in 2023 and 2024 reflects the dedication of our people, the strength of our partnerships, and the integration of sustainability into how we operate, innovate, and grow. From emissions tracking and responsible sourcing to advancing DEI and upholding the highest ethical standards, we are proud of the foundation we've built - and we know there's more to do.

In the months ahead, we will continue to align with global frameworks like the UN Global Compact, SBTi, SASB, and EcoVadis, while listening closely to the needs of our clients, communities, and colleagues. Together, we are shaping a more ethical, inclusive, and sustainable future for drug development - and we thank you for being part of the journey.

Thank you for your support.



ALTASCIENCES

Appendix A: United Nations Sustainable Development Goals (UN SDGS)



United Nations Sustainable Development Goals (UN SDGS)

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interrelated goals to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030.

Please see Altascience’s alignment and progress towards 5 of the 17 UN SDGs on the next page.

Appendix A: United Nations Sustainable Development Goals (UN SDGs)

United Nations Sustainable Development Goal (UN SDG)	ICON	Why Does Altasciences Align To This SDG?	Key Actions Towards SDG by Altasciences
SDG 3: Good Health and Well-being		Altasciences conducts clinical trials and pharmacological studies that directly contribute to improved patient outcomes, supporting global health innovation and participant care.	Clinical Research and Global Health - Current: Clinical research and early-phase drug development; Ethical participant care in trials (our participants are healthy, so not considered patients) - Future: Expand global health partnerships to address underserved diseases; Support affordable medicine through collaboration
SDG 5: Gender Equality		As a science-based organization, equitable representation and leadership opportunities for women strengthen team innovation and meet DEI expectations in research and trials.	Diversity, Equity, and Inclusion - Current: Women in leadership roles (HR, Legal, Ops); Inclusive hiring and culture; Gender representation in clinical trials - Future: Conduct gender pay gap analysis; Set targets for female leadership; Launch mentorship programs in STEM
SDG 9: Industry, Innovation and Infrastructure		Altasciences drives innovation in the drug development process through integration, efficiency, and adoption of cutting-edge technologies, fostering infrastructure for health science progress.	Innovation and Technology - Current: Integrated drug development services; Use of advanced technology and platforms - Future: Digital transformation via AI and machine learning; R&D partnerships with biotech and academia
SDG 12: Responsible Consumption and Production		Environmental stewardship is key to Altasciences' operations ensuring reduced resource use, proper chemical handling, and waste diversion across labs and clinics.	Waste and Resource Management - Current: Resource conservation and waste reduction programs; Minimizing paper and single-use plastics in offices; ESG planning in CapEx projects - Future: Full waste tracking will be implemented by the end of 2025, with annual audits guiding continuous improvement.
SDG 13: Climate Action		Altasciences is actively tracking and reducing its carbon footprint, committing to SBTi, and transitioning to renewable energy to limit warming in line with global climate goals.	GHG Emissions and Climate Strategy - Current: Tracking Scope 1 and 2 emissions; Annual GHG reporting and facility-level energy data; Use of renewable energy in multiple sites - Altasciences will reduce Scope 1 and Scope 2 greenhouse gas emissions by 10% by 2030, using calendar year 2022 as the baseline year.

Appendix B: Sustainable Accounting Standards Board (SASB): Pharma Industry

Topic	Metric	Category	Unit of Measure	Code	
Safety of Clinical Trial Participants	Discussion of management processes by region for quality and safety during trials	Discussion and Analysis	n/a	HC-BP-210a.1	Altasciences complies with Good Clinical Practice (GCP) based on the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH) ethical, scientific and quality standards. FDA, Health Canada and other international regulations are also followed, as applicable. This ensures the rights, safety and well-being of clinical trial participants are protected as well clinical trial results reliability through data integrity principles.
	Number of inspections leading to (1) voluntary remediation or (2) regulatory actions	Quantitative	Number	HC-BP-210a.2	(1) 1 inspection (FDA) resulted in voluntary remediation; (2) 0 inspections resulted in regulatory actions.
	Monetary losses due to legal proceedings in developing countries	Quantitative	Presentation currency	HC-BP-210a.3	\$0 — Altasciences has not reported any monetary losses due to legal proceedings in developing countries.
Access to Medicines	Actions and initiatives to improve access for priority diseases/regions (per Access to Medicine Index)	Discussion and Analysis	n/a	HC-BP-240a.1	Altasciences does not develop or sell medicinal products and is therefore not evaluated by the Access to Medicine Index. However, as a preclinical CRO, Altasciences supports pharmaceutical and biotech clients developing drugs for a wide range of therapeutic areas, including global health priorities.
	List of WHO Prequalified Medicinal Products	Discussion and Analysis	n/a	HC-BP-240a.2	Altasciences does not manufacture or register medicinal products. As a result, there are no WHO Prequalified Medicinal Products under Altasciences' name.
Affordability & Pricing	% change in (1) weighted average list price and (2) weighted average net price	Quantitative	Percentage (%)	HC-BP-240b.2	Not applicable — Altasciences does not sell pharmaceutical products or set pricing.
	% change in (1) list price and (2) net price of product with largest price increase	Quantitative	Percentage (%)	HC-BP-240b.3	Not applicable — Altasciences does not sell pharmaceutical products or set pricing.
Drug Safety	Products listed in public medical product safety or adverse event databases	Discussion and Analysis	n/a	HC-BP-250a.1	Not applicable — Altasciences does not manufacture or market human or veterinary pharmaceutical products.
	Number of fatalities associated with products	Quantitative	Number	HC-BP-250a.2	Not applicable — Altasciences does not manufacture or distribute products and therefore has no product-related fatality data to report.
	Number of recalls issued and total units recalled	Quantitative	Number	HC-BP-250a.3	Not applicable — Altasciences is not a product manufacturer and does not issue recalls.

Appendix B: SASB continued

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	
Drug Safety continued	Total product accepted for take-back, reuse, or disposal	Quantitative	Metric tonnes (t)	HC-BP-250a.4	Not applicable — Altasciences does not manufacture, sell, or distribute any pharmaceutical products and does not operate take-back or product disposal programs.
	Number of enforcement actions for GMP violations, by type	Quantitative	Number	HC-BP-250a.5	Not applicable — Altasciences is a preclinical CRO and not a GMP-regulated manufacturing facility. There have been no GMP-related enforcement actions.
Counterfeit Drugs	Traceability & anti-counterfeiting methods and technologies	Discussion and Analysis	n/a	HC-BP-260a.1	Not applicable — Altasciences does not manufacture, package, or distribute pharmaceuticals. Therefore, traceability and anti-counterfeiting technologies are not within scope.
	Process for alerting stakeholders about counterfeit risks	Discussion and Analysis	n/a	HC-BP-260a.2	Not applicable — Altasciences does not commercialize products and is not in a position to alert stakeholders about counterfeit pharmaceutical risks.
	Actions resulting in raids, seizures, arrests, or criminal charges	Quantitative	Number	HC-BP-260a.3	Not applicable — No such actions or legal incidents are relevant to Altasciences’ operations.
Ethical Marketing	Monetary losses from false marketing legal proceedings	Quantitative	Presentation currency	HC-BP-270a.1	\$0 — Altasciences has not incurred any monetary losses related to false marketing legal proceedings.
	Code of ethics on off-label product promotion	Discussion and Analysis	n/a	HC-BP-270a.2	Not applicable — Altasciences does not market pharmaceutical products and is not involved in promotional activities, including off-label promotion.
Employee Recruitment, Development & Retention	Recruitment and retention efforts for scientists and R&D staff	Discussion and Analysis	n/a	HC-BP-330a.1	Altasciences has formal recruitment, onboarding, and retention programs in place. The recruitment process is governed by a standardized HR system (ESS) for both internal and external candidates. The company actively hires scientific and R&D staff via structured interviews, pre-employment checks, and onboarding protocols. Internal mobility is encouraged through a formal internal application process for employees who have completed 12+ months in their current role.
	(1) Voluntary and (2) involuntary turnover by role: executives, mid-level, professionals, others	Quantitative	Percentage (%)	HC-BP-330a.2	(1) Voluntary turnover: 15.84% (2) Involuntary turnover: 5.75% for calendar year 2024. Role-specific breakdown is not available.

Appendix B: SASB continued

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	
Supply Chain Management	% of entity and Tier I supplier facilities in Rx-360 or similar audit programs	Quantitative	Percentage (%)	HC-BP-430a.1	Altasciences does not currently participate in the Rx-360 audit program. However, the company maintains a rigorous supplier ESG evaluation program, governed by the Enterprise Procurement Policy and the Sustainable Procurement Commitments & Targets. As of 2024, 87% of Tier I suppliers (by spend) had a documented environmental strategy, and 93% had a documented social responsibility strategy. Targets are set to increase environmental alignment to 93% by 2026 and maintain social performance at 93%.
Business Ethics	Monetary losses from corruption/bribery legal proceedings	Quantitative	Presentation currency	HC-BP-510a.1	\$0 — Altasciences has not incurred any monetary losses due to corruption or bribery legal proceedings.
	Code of ethics for healthcare professional interactions	Discussion and Analysis	n/a	HC-BP-510a.2	Altasciences provides contract research services and does not market or sell pharmaceuticals. Therefore, direct interactions with healthcare professionals (HCPs) for promotional purposes are not applicable. The company is committed to ethical business conduct and has a company-wide Code of Ethics that includes anti-bribery, fair treatment, and integrity standards.
TABLE 2. ACTIVITY METRICS					
	METRIC	CATEGORY	UNIT OF MEASURE	CODE	
	Number of patients treated	Quantitative	Number	HC-BP-000.A	Not applicable — Altasciences primarily conducts clinical pharmacology studies in healthy participants and does not directly treat patients.
	Number of drugs (1) in portfolio, (2) in R&D (Phases 1-3)	Quantitative	Number	HC-BP-000.B	Not applicable — Altasciences does not develop, own, or market pharmaceutical products. It provides contract research services on behalf of drug sponsors.

*Note: SASB provides 77 industry categories. The Pharmaceuticals & Biotechnology standard is the closest fit to Altasciences’ operations. While Altasciences is a preclinical and clinical CRO, this standard was selected as the most applicable framework.