



ALTASCIENCES

# ANNUAL REPORT 2025



# 2025



This Annual Report has been produced by Altasciences Company Inc. (“**Altasciences**” or the “**Company**”) pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). It sets out the steps that Altasciences has taken during its previous financial year ending December 31, 2025 (the “**Reporting Period**”) to prevent and reduce the risk that forced or child labour is used at any step of the production of goods by the Company or of goods imported into Canada by the Company. The report also provides supplementary information as is required under the Act.

## TABLE OF CONTENT

Structure, Activities, and Supply Chains _____	<b>3</b>
Steps Taken to Prevent and Reduce Risks of Forced Labour and Child Labour in our Supply Chain _____	<b>4</b>
Forced Labour and Child Labour Risks in our Supply Chain _____	<b>7</b>
Policies and Due Diligence Processes _____	<b>8</b>
Remediation Measures _____	<b>11</b>
Remediation of Loss of Income _____	<b>11</b>
Training _____	<b>11</b>
Assessing Effectiveness _____	<b>12</b>
Approval and Attestation _____	<b>12</b>

# STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Altasciences is incorporated under the laws of Quebec and is headquartered at 575, Boulevard Armand-Frappier, Laval. Altasciences establishes the policies governing its clinical research and testing facilities in Quebec (Montréal and Laval) and the United States (West Sacramento and Cypress, CA; Everett, WA; Overland Park, KS; Auxvasse, MO; Harleysville and Scranton, PA). Altasciences is majority owned by Novo Holdings A/S, a world-leading life sciences investor headquartered in Denmark.

Altasciences is a forward-thinking, mid-sized contract research organization offering pharmaceutical and biotechnology companies a proven, flexible approach to nonclinical and clinical pharmacology studies, including bioanalysis, formulation, manufacturing, and analytical services. We help pharmaceutical companies research and develop potentially life-saving therapeutics. Our commitment to quality, excellence, integrity, and respect helps us to deliver big impact with a personal touch.

In connection with its research activities, Altasciences Company Inc. sources various substances and materials which are essential for laboratory analysis, particularly *in vitro* research activities, including chemicals, blood, urine, plasma, and pharmaceutical

products. While a small percentage of supplies are sourced and imported from the United States, Europe, and Asia, our overarching procurement strategy revolves around maximizing reliance on Canadian suppliers, each of which is responsible for its own sourcing. This strategic emphasis aligns with Altasciences' commitment to fostering domestic partnerships and supporting local industries whenever feasible. Through strategic partnerships and a relentless pursuit of operational excellence, Altasciences remains poised to meet the evolving needs of its clients while reinforcing its position as a trusted leader in scientific research and development.

Altasciences' purchasing activities are overseen by its dedicated procurement team. The primary objective of the procurement team is to ensure the ethical acquisition of goods and services, including maintenance contracts, support services, and consultant engagements, adhering to transparent, professional, and standardized practices. This approach enables Altasciences to secure quality products at competitive prices while ensuring compliance with internal governance and relevant laws and regulations, thereby maintaining the alignment and integrity of the supply chain at the enterprise level.

# STEPS TAKEN TO PREVENT AND REDUCE RISKS OF FORCED LABOUR AND CHILD LABOUR IN OUR SUPPLY CHAIN

During the Reporting Period, Altasciences initiated and continued several measures to combat forced and child labour within its supply chain.

## Regulatory Updates/Progress

To ensure alignment with our plan to prevent and reduce risks of forced labour and child labour in Altasciences' supply chain, we updated our procurement policy to reflect our commitment to "Fighting Against Forced Labour in the Supply Chain". An anti-forced labour statement was included in our purchase orders, affirming compliance with labour laws, including the prohibition of forced and child labour, and ensuring fair treatment of employees—stating that non-compliance by a vendor may result in contract termination. This statement is also included in all purchase orders within our new standardized ERP system, which went live in January 2025.

## Training

In 2025, forced labour training was updated to provide current information and current action plans in place at Altasciences. It was provided to all Altasciences' procurement team members as a refresher and annual review, including the latest hire. All Altasciences employees received ESG training by a third-party, with separate sessions for Sustainability, Governance and Environment, Health and Safety in Q3 and Q4 2025. The purpose of this training was to emphasize ESG to employees and demonstrate how their everyday decisions and actions can make a big difference, to ensure alignment with Altasciences' goals regarding ESG. It also guided managers on how to inspire their teams to be ESG advocates and live the Company's values.

## Supply Chain Mapping

Altasciences' third-party services provider, FRDM, who conducts a comprehensive mapping, review, and predictive risk analysis of our supply chain, updated and improved their mapping tool in 2025. In conjunction with FRDM, Altasciences continues to conduct a review of all its suppliers, analyzing its operations and practices.

Our supplier business reviews include ESG performance analysis for major suppliers. In 2025, Altasciences' procurement activities focused on sending out a Supplier Sustainability Audit form to top suppliers for each business segment, as well as key strategic suppliers. This initiative provided us with a deeper understanding of our suppliers' supply chains. Additionally, the Procurement Department continues to take good use of the system, which is provided by FRDM to track responses to alerts on the website regarding potential forced labour risks in regions where suppliers might be operating. The Procurement Department works with suppliers to resolve the issue.

Altasciences achieved an EcoVadis Gold rating, ranking in the 96<sup>th</sup> percentile. Sustainable procurement contributes a much higher score in the EcoVadis review. The main items contributing to the stronger ranking from a sustainable procurement standpoint are new commitments and targets, an updated enterprise procurement policy with ESG and S211 content, sustainability risk assessments of top suppliers, an on-site ESG audit of a key supplier, participation in external ESG frameworks and buyer training, and animal welfare in the supply chain.



## Action Plan

Altasciences continues to develop a forced and child labour action plan which reaffirms our commitment to upholding human rights and promoting ethical business practices. Through proactive engagement, collaboration, and continuous improvement, we aim to address any adverse human rights impacts within our operations and supply chain, contributing to positive social change and sustainable development. The action plan consists of five phases that are under development:

- 1. Assessment and Identification of Impacts:** Using the third-party risk assessment tool FRDM, Altasciences regularly conducts a comprehensive assessment to identify potential human rights impacts within our operations and supply chain, focusing on forced labour and child labour.
- 2. Remediation Strategy Development:** The assessment findings will provide the basis for a remediation strategy to “resolve” the issue that outlines specific actions and measures to address identified areas of risk. This strategy will prioritize the equitable pay and support of affected individuals and communities, aiming to provide meaningful remedies that address the root causes and prevent recurrence.
- 3. Collaboration and Engagement:** Altasciences will actively engage with stakeholders throughout the remediation process, fostering open dialogue, collaboration, and transparency. We will work closely with our suppliers to ensure that remediation efforts are responsive to the needs and aspirations of those impacted.
- 4. Implementation and Monitoring:** We will implement remediation measures in a timely and effective manner, leveraging both internal resources and external expertise as needed. Regular monitoring and evaluation mechanisms will be established to track the progress of remediation efforts, assess their effectiveness, and identify areas for improvement.
- 5. Continuous Improvement and Learning:** Altasciences is committed to continuous improvement and learning in our approach to remediation and remedy. We will regularly review and update our remediation strategy based on feedback, emerging best practices, external consultation, and evolving human rights standards. Through ongoing reflection and adaptation, we will strive to enhance the impact and effectiveness of our remediation efforts.

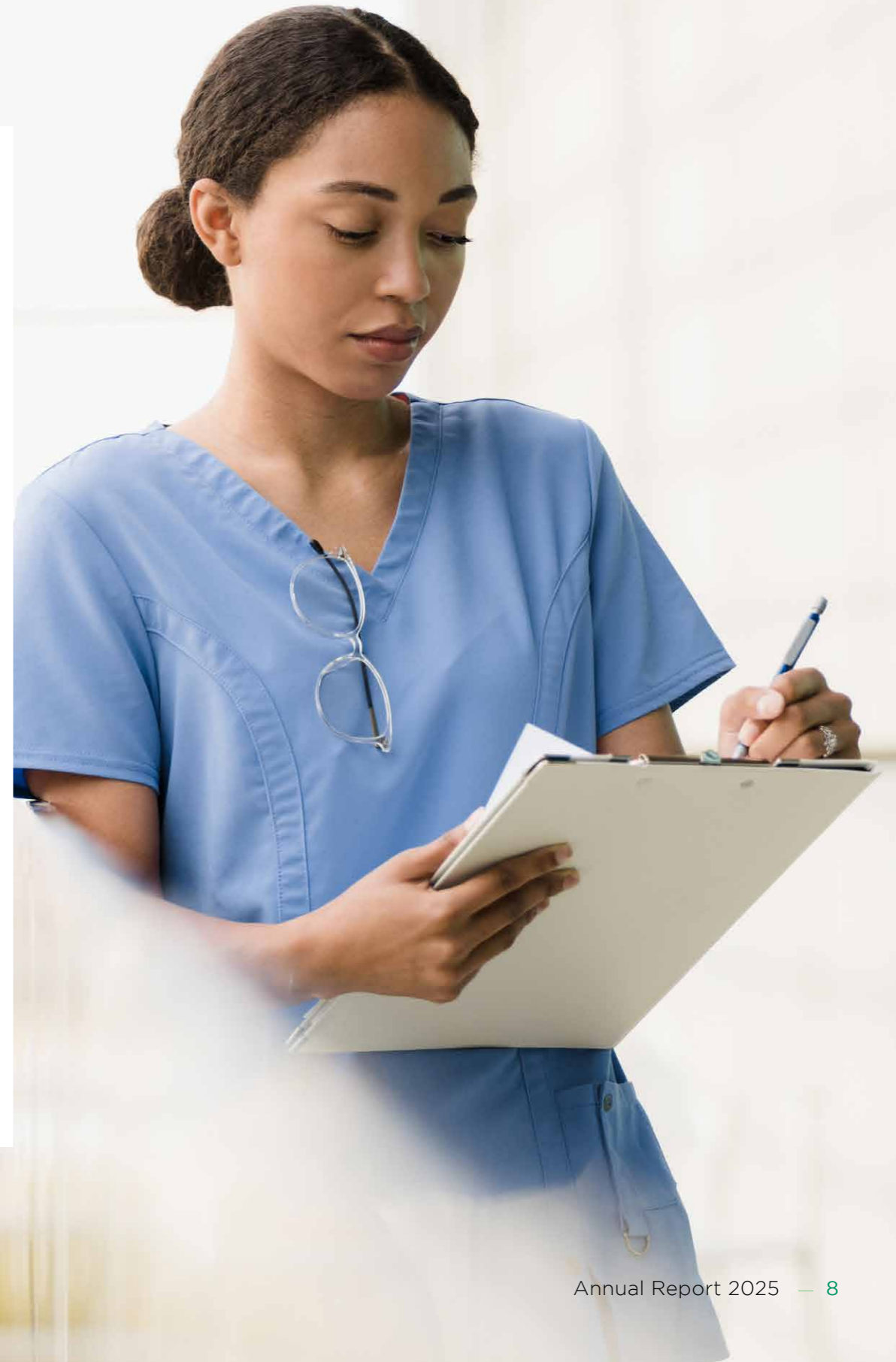
# FORCED LABOUR AND CHILD LABOUR RISKS IN OUR SUPPLY CHAIN

Altasciences is committed to ethical business practices and a supply chain that is free of forced labour and child labour. Altasciences sources primarily from Canadian suppliers and imports a small percentage of materials needed for its operations from the United States, Europe, and Asia. Given the number of suppliers in our chain and that each supplier has its own, multi-tiered supply chain, there remains the small potential risk of the use or forced or child labour in their own supply chain. To manage this risk, Altasciences relies on the policies and due diligence processes in relation to forced and child labour discussed on the following pages.



# POLICIES AND DUE DILIGENCE PROCESSES

Altasciences maintains rigorous policies and implements robust due diligence processes to combat forced labour and child labour within its supply chain. Our commitment to avoiding forced and child labour in our supply chain extends beyond the mere collection of information, as is discussed below. We understand the importance of actively following up on the data gathered and taking concrete steps to address any issues identified that may indicate a risk of human rights violations, including forced and child labour. Through ongoing monitoring, engagement with stakeholders, and implementation of remediation measures, we strive to uphold our ethical standards and ensure the well-being of all individuals impacted by our activities. Altasciences remains steadfast in its pursuit of continuous improvement and accountability, aiming to foster positive change and promote sustainable practices across our operations, and beyond.



## Supply Chain/Procurement Policy

Altasciences' Procurement Policy includes a dedicated section on ESG initiatives, affirming our commitment to ethical sourcing. Anti-forced labour clauses are incorporated into all purchase orders and supplier contracts. ESG responsibilities, including the monitoring of child labour and forced labour within the supply chain, is formally embedded in procurement specialist responsibilities. This ensures thorough oversight of ESG topics and initiatives. At the corporate level, an ESG committee—supported by four sub-committees (Environment, Human Rights and Labour, Ethics/Governance, and Sustainable Procurement)—partners with an external consulting firm to bolster Altasciences' ESG efforts. Their collaboration includes reviewing and updating policies, proposing new initiatives, and generating reports.

## Risk Assessment

A cornerstone of our approach to reduce the risk of forced and child labour in our supply chains is the utilization of the FRDM platform, an advanced monitoring and predictive risk assessment tool. This empowers Altasciences to systematically identify, evaluate, and address potential forced labour and child labour risks throughout its supply chain network. By leveraging the FRDM tool, Altasciences can not only anticipate and mitigate risks, but also proactively safeguard against the exploitation of vulnerable populations. Moreover, the tool facilitates continuous tracking of the organization's actions in addressing forced and child labour issues, fostering accountability and transparency in its operations.

Altasciences views this tracking mechanism not only as a means to monitor progress but also as a platform for fostering cooperation and dialogue with its suppliers. Through constructive engagement with suppliers, promoting open communication and collaborative problem-solving, Altasciences strengthens its commitment to ethical business practices and social responsibility, addressing and resolving any potential instances of forced or child labour with its suppliers.

## Supplier Screening

Altasciences employs the “e2open”, previously known as “Amber Road”, restricted party screening management system, which screens all of Altasciences’ suppliers and provides a daily live update with alerting for potential risks. Suppliers are assessed against data maintained in e2open’s Global Knowledge® application, which contains the most comprehensive and current database of global trade content and international business rules available today. The information covers over 900+ restricted party lists using unstructured data and local names, including those concerning forced and child labour, for more than 230 countries, territories and islands, making e2open’s trade content and update process the best in the industry.

The key benefits of this tool are that it allows us to screen customers and trading partners against over 700 government-issued lists that are constantly updated with restricted parties and entities, embargoed countries, and debarred individuals. Altasciences can promptly react to any potential changes in the status of any of our supplier or customer status by continuously screening.

## Tracking

Altasciences recognizes the critical importance of tracking and screening the risks of forced labour and child labour throughout its supply chain. To effectively monitor these risks, Altasciences has implemented a robust strategy centered on centralized data gathering and analysis. Altasciences ensures that all relevant data regarding potential risks or instances of forced labour and child labour are systematically collected. By centralizing the collection of results, our procurement teams can closely monitor trends and patterns related to forced labour and child labour risks. This centralized approach allows rapid responses to address any concerns, whether through renegotiating contracts, implementing corrective measures, or sourcing from alternative suppliers. By prioritizing data-driven decision-making and proactive risk management, Altasciences demonstrates its ongoing commitment to upholding ethical standards and safeguarding human rights across its supply chain.



# REMEDIATION MEASURES

Altasciences is not aware of any incidents of forced or child labour in its supply chain and therefore the issue of remediation has not arisen. Nevertheless, Altasciences recognizes the importance of addressing human rights impacts within our operations and supply chain, particularly concerning forced labour and child labour.

## REMEDIATION OF LOSS OF INCOME

Altasciences is not aware of any families that have experienced the loss of income as a result of steps that it has taken to eliminate forced labour or child labour risks in its supply chain, and therefore the issue of remediation has not arisen.

## TRAINING

Altasciences' employees involved in the supply chain are required to undergo formal training on forced and child labour. The training covers the Act as well as other related initiatives, such as the U.S. Customs and Border Protection 19 U.S.C. 1307 and the UN Forced Labour Convention. While no formal assessment method has been employed, the forum served as an opportunity to outline and discuss the steps that Altasciences is currently taking and will be enhancing in the future. As mentioned in "Steps Taken - Training", in 2025, forced labour training was updated to provide current information and current action plans in place at Altasciences. It was provided to all Altasciences' procurement team members as a refresher and annual review, including the latest hire. All Altasciences employees received ESG training by a third-party, with separate sessions for Sustainability, Governance and Environment, Health and Safety in Q3 and Q4 2025. The purpose of this training was to emphasize ESG to employees and demonstrate how their everyday decisions and actions can make a big difference, to ensure alignment with Altasciences' goals regarding ESG. It also guided managers on how to inspire their teams to be ESG advocates and live the Company's values.





## ASSESSING EFFECTIVENESS

Altasciences evaluates its effectiveness in preventing forced labour and child labour within its activities and supply chains through comprehensive third-party audits and monthly review discussions regarding potential policies and activities. By partnering with reputable external auditors and consultants, we gain valuable perspectives and recommendations for enhancing our practices and further strengthening our commitment to ethical sourcing. This ongoing review process serves as a cornerstone of our approach to corporate responsibility, driving continuous improvement and accountability in our efforts to safeguard human rights and uphold the dignity of workers throughout our supply chain.

## APPROVAL AND ATTESTATION

This report was approved pursuant to paragraph 11(4)(a) of the Act by the Board of Directors of Altasciences Company Inc.