

PRODUCTLIFE GROUP

Sustainability Report **2025**

Consulting and outsourcing services for the life sciences industry

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ABOUT THIS REPORT

This is ProductLife Group's annual Sustainability Report, covering the 2025 calendar year.

Our 2024 report set out commitments still in progress: science-based target commitments awaiting validation, and an EcoVadis score we intended to improve. This report picks up that thread. In 2025 both moved from intention to independent confirmation.

We report in alignment with the Ten Principles of the UN Global Compact and calculate greenhouse gas emissions in alignment with the Greenhouse Gas Protocol. Three global CSR KPIs are audited annually by an accredited external auditor.

AT A GLANCE

About ProductLife Group

ProductLife Group supports the life sciences industry in regulatory affairs, pharmacovigilance, quality and compliance, market access and digital transformation. A growing part of what we do involves helping clients use data and artificial intelligence responsibly within regulated environments.

Guided by our mission to help life sciences innovators bring new therapies to patients, through deep human expertise, intelligent automation and senior expert accountability, we operate as a one-stop shop across the full product lifecycle. Headquartered in Paris, France, we work with clients in more than 150 countries, including 80% of the world's top 50 pharmaceutical companies.

150+countries
covered**1,750+**experts
worldwide**~2,000**clients
supported**60**

nationalities

67%women in the
group

OUR 2025 SUSTAINABILITY HEADLINES

Science-based targets validated

The SBTi validated our near-term emission reduction targets, aligned with a 1.5°C pathway.

EcoVadis Gold

79/100 and the 96th percentile of companies assessed in our industry; our first Gold rating.

First reduction in our footprint

8,673 tCO₂e, down 6.6% from 2024, with business travel emissions down by almost a third.

Assessed across the group

EcoVadis Gold and Silver medals held by PLG entities in their own right.

AT A GLANCE

Our global presence

A dedicated, pure-play life sciences partner, combining local-market knowledge with specialist expertise across every stage of the product lifecycle, as a single accountable one-stop shop.

OUR TEAMS BY REGION

EUROPE

1,150+ team

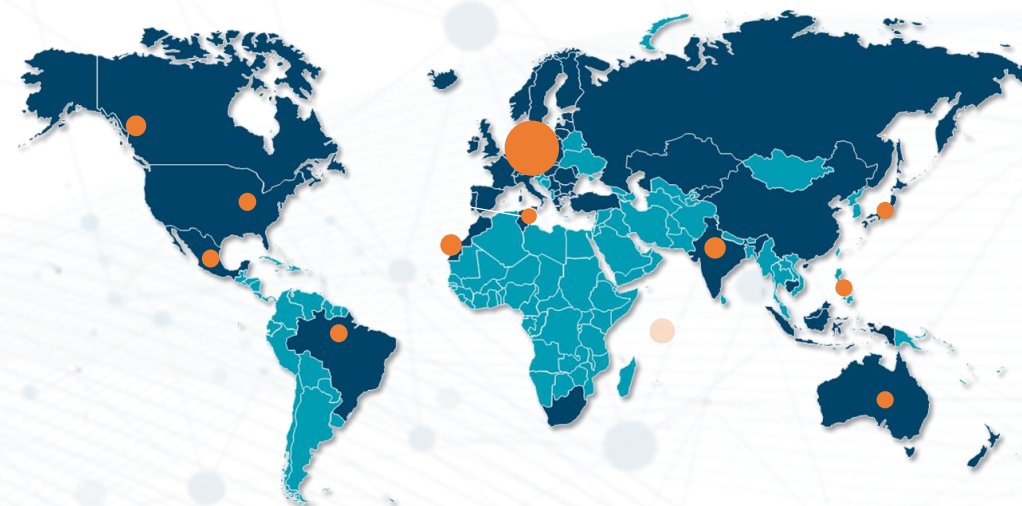
JAPAC

300+ team

AMERICAS

150+ team

AFRICA

150+ team

Delivered through PLG's own resources in more than 50 countries, and an extended partner network reaching over 150 countries. Team figures as of September 2026.

A ONE-STOP SHOP: FROM MOLECULE OR PROTOTYPE, TO MARKET, TO PATIENT

PD&E

Product Development & Engineering

Get it developed and registered: pre-clinical, clinical, CMC, regulatory and engineering.

PC

Product Compliance

Keep it compliant and supplied: regulatory lifecycle, safety and vigilance, and quality.

MPA

Market & Patient Access

Get it to the patient: HTA, pricing and reimbursement, health economics and evidence.

D&I

Digital & Innovation

Transform how you operate: GxP digital, AI and operational excellence.

Four healthcare sectors served: Biopharmaceutical · Medical · Nutraceutical · Cosmetic



James Burt

Chief Executive Officer

A MESSAGE FROM OUR CEO

Sustainability is an integral part of how we thrive

Sustainability has become part of how ProductLife Group creates value, and 2025 was a year of genuine progress. I took up my role in 2026, and I am proud to present a report built on the dedication of colleagues across the group throughout the year.

Two milestones, both independently assessed, stand out. The Science Based Targets initiative validated our near-term science-based targets, confirming they meet the SBTi's Corporate Near-Term Criteria. And we moved from Silver to Gold with EcoVadis, placing PLG in the top 5% of companies assessed in our industry.

Our group carbon footprint decreased for the first time. This represents a positive development, and we will need to confirm a sustained trend. This report provides context on the factors behind the reduction.

Sustainability is both a responsibility and a business priority. Leading life sciences companies increasingly expect validated targets, credible data and robust governance from their partners. These considerations are now central to partnership decisions.

The validation of our targets is an important milestone and the starting point for delivery. We have set a clear direction and must now turn our commitments into measurable progress.

My thanks go to all the teams who made this achievement possible.

OUR APPROACH

Our sustainability approach

We promote long-term value creation while considering the Environmental, Social and Governance (ESG) impact of our operations, within the areas of human rights, labour rights, environment, and business ethics in accordance with the United Nations Global Compact (UNGC) principles.

THE UN GLOBAL COMPACT: OUR GUIDING FRAMEWORK

HUMAN RIGHTS

Support and respect internationally proclaimed human rights and ensure no part of the group is complicit in abuses.

LABOUR

Uphold freedom of association, eliminate forced and child labour, and eliminate discrimination in employment.

ENVIRONMENT

Take a precautionary approach, promote greater environmental responsibility, and encourage clean technologies.

ANTI-CORRUPTION

Work against corruption in all its forms, including extortion and bribery.



2025 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.

THE SUSTAINABLE DEVELOPMENT GOALS WE CONTRIBUTE TO



Our work supports patient access to safe and effective healthcare, and we protect the health and wellbeing of our own people.



We promote gender equality across the group and report annually on women in our workforce and in management.



We use renewable energy in many of our facilities and intend to expand this as a core lever in our decarbonisation plan.



We apply sustainability criteria to procurement and extend our standards through our supply chain.

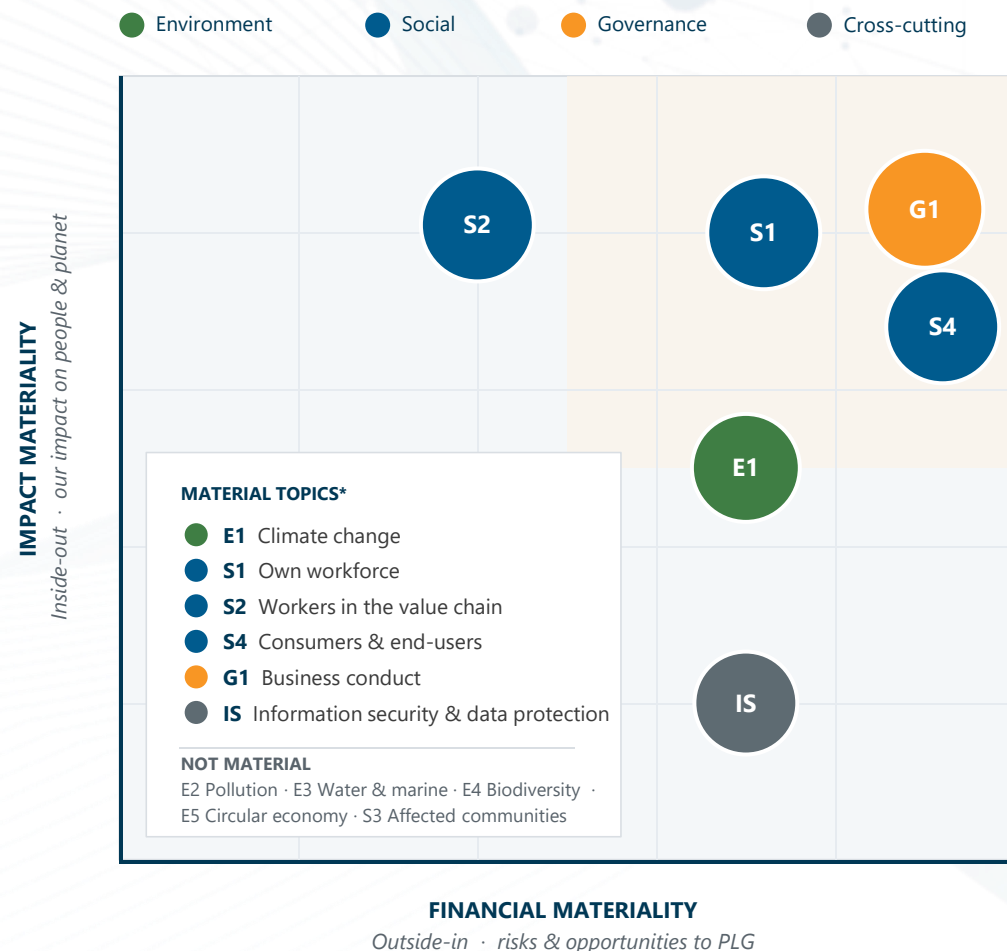


We are reducing emissions in line with climate science, with near-term targets validated by the Science Based Targets initiative.

OUR APPROACH

Understanding what matters most

In 2025 we completed a double materiality assessment. We were not required to disclose it under the CSRD Omnibus provisions, but we carried it out voluntarily, to understand our value chain and operations, identify our most significant impacts, risks and opportunities, and focus our sustainability work where it matters most.



A VOLUNTARY STEP, TO INFORM ACTION

We completed this double materiality assessment voluntarily because it strengthens how we work. It gives us a clear, evidence-based view of where our operations and value chain matter most, and a firm basis for prioritizing action.

HOW WE ACT ON OUR MATERIAL TOPICS

G1	High standards of business conduct through our policies, Code of Conduct and processes.
E1	Climate change mitigation through our validated near-term science-based targets.
S4	Full compliance with client and consumer requirements across our services.
S1	The health, wellbeing and development of our own workforce.
S2	Workers in our value chain: contractors and sub-contractors must comply with our Supplier Code of Conduct.
IS	Information security and data protection across our operations.

* Material topics identified through PLG's Double Materiality Assessment (2025)

POLICIES & GOVERNANCE

The framework we operate within

Our CSR policies set clear governance structures, accountability processes and measurable KPIs across environmental, social and governance issues. Together with our Code of Conduct, they define the guardrails within which the group operates.

CSR Governance Policy

Describes the governance structure, KPIs, risk monitoring and accountability processes for CSR issues.

Environmental Policy

Sets roles and responsibilities for limiting our environmental impact across five strategies: resource conservation, waste management, climate change mitigation, Green IT and continuous improvement.

Labour & Human Rights Policy

Describes our commitments to labour and human rights, employee wellbeing, and diversity, equity and inclusion.

Ethics & Anti-Corruption Policy

Sets our standards for ethics, including a zero-tolerance position on corruption and bribery.

Whistleblowing Policy

Provides a mechanism for confidential and anonymous reporting, and protections for whistleblowers.

Sustainable Procurement Policy

Describes how we ensure suppliers and sub-contractors meet our ESG standards: CSR due diligence, ratings, audits, Supplier Code of Conduct and ESG contractual clauses.

HOW SUSTAINABILITY IS GOVERNED

Executive Committee & Senior Leadership Team

Provide oversight of the sustainability agenda, approve material commitments, and ensure priorities stay aligned with the direction of the business.

Chief People Officer

Holds executive responsibility for sustainability, provides direct oversight of the CSR function and represents the agenda at Executive Committee level.

Global CSR Manager

Develops the group's sustainability strategy and roadmap, and leads its operational delivery across all environmental, social and governance activities.

LABOUR & HUMAN RIGHTS

Our people

In alignment with Principles 1 to 6 of the UN Global Compact and SDG 5.



A MESSAGE FROM OUR

Chief People
Officer

Valérie Vezinhet

Sustainability is about how we operate as a business and the choices we make every day. It includes how we support and develop our people, protect human rights, act with integrity, reduce our environmental impact and work responsibly with clients and partners.

Our role is to turn these commitments into consistent practices across ProductLife Group, supported by clear policies, meaningful data and a culture in which everyone understands how they can contribute. Lasting progress depends on collective ownership, transparency and our willingness to keep learning and improving.

We are committed to ensuring that no entity within the group is complicit in human rights abuses, to eliminating forced and child labour, to removing discrimination from our workplace, to advancing gender equality, and to upholding freedom of association.

Health, safety & working conditions

We provide a safe working environment and carry out regular health and safety risk assessments together with our employees. We commit to adequate wages, reasonable working hours and appropriate benefits, and maintain a zero-tolerance position on human trafficking and modern slavery.

Diversity, equity & inclusion

We are committed to equal treatment, fairness and respect, and to a workplace free from harassment and discrimination. Progress is measured against defined DEI targets, and our French organisation reports its Gender Equality Index each year.

Learning & career development

PL Academy, our digital learning platform, provides training across technical, business and soft skills, including sustainability. Structured onboarding introduces new joiners to the resources available to them.

Speaking up

Colleagues can raise concerns confidentially or anonymously through our whistleblowing platform, without fear of retaliation. Reports may cover harassment, discrimination, human rights concerns and any other breach of our standards.

BRINGING COLLEAGUES TOGETHER IN 2025



Innovation Week

May 2025

A group-wide week to share ideas and new thinking, connecting teams around how we innovate and serve our clients.

FROM EMPLOYEE WELLBEING WEEK TO DAYS FOR THE PLANET



Employee Wellbeing Week

June 2025

A week of practical sessions across physical, emotional and social wellbeing.



Days for the Planet

Launched December 2025

Our year-round engagement initiative, combining awareness and action-based activities around sustainability.

LABOUR & HUMAN RIGHTS

Social performance data

In 2025, we continued to strengthen our social performance, with women representing 51% of management, remaining above our 45% target, while new joiner attrition improved significantly from 21% to 15%. We remain focused on fostering a safe, inclusive and transparent workplace, with zero reported human rights violations. The scope covers all legal entities within the PLG perimeter at year end.

Indicator	2023	2024	2025	Target (if applicable)
Work-related accidents	0	2	1	Zero
Work-related accidents resulting in death	0	0	0	Zero
Women in the workforce	71%	70%	67%	
Women in management ¹	48%	58%	51%	At least 45% by 2029
Unadjusted gender wage gap	32.35%	25%	24.05%	Reported annually
Employees under 30	25.33%	24%	17.14%	
Employees aged 30–50	62.24%	64%	68.3%	
Employees over 50	12.43%	12%	14.54%	
Attrition rate	15.66%	15.88%	15.87%	18% or less
New joiner attrition rate ¹	21%	21%	15%	15% or less by 2029
Average training hours per employee ²	5.25	5.05	4.86	Reported annually
Human rights violations reported	0	0	0	Zero

1. Broader scope: includes all legal entities part of PLG at year end. This KPI is externally audited each year.

2. Reflects training completed within PL Academy by employees of fully integrated entities. Training taken externally, or within PLG's quality management system, is not included.

ENVIRONMENT

Our climate targets are validated

In December 2025, the Science Based Targets initiative (SBTi) validated our near-term science-based targets, confirming they meet the SBTi Corporate Near-Term Criteria, which are aligned with a 1.5°C level of ambition.



SCOPE 1 & 2

-50.4%

We commit to reduce absolute Scope 1 and 2 greenhouse gas emissions by 50.4% by 2032, from a 2024 base year.

SCOPE 3: ECONOMIC INTENSITY

-58.14%

We also commit to reduce Scope 3 emissions by 58.14% per euro of value added by 2032, covering fuel and energy activities, waste, business travel, commuting and upstream leased assets.

SCOPE 3: SUPPLIER ENGAGEMENT

67%

We further commit that suppliers covering 67% of our spend on purchased goods & services and capital goods will have their own science-based targets by 2030.

WHY THIS MATTERS

As a life sciences services company, our responsibility is to reduce emissions where our impact is greatest. Validated by independent climate science, our targets set a measurable, time-bound trajectory to do exactly that.

Grounded in climate science

Our near-term targets follow a 1.5°C-aligned pathway, set against a 2024 base year, giving a clear scientific trajectory to 2032.

We act where it's material

Our emissions sit mainly in the value chain and business travel rather than heavy operations, so our targets direct effort precisely there.

Independent & accountable

Validated by the SBTi, published on its Target Dashboard, with progress reported every year.

Increasingly expected

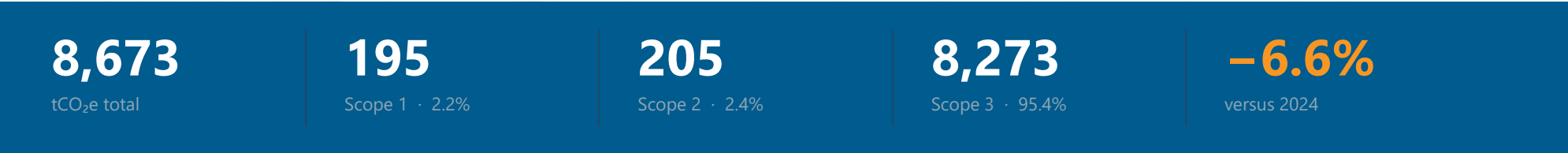
Leading life sciences companies look for validated science-based targets from the partners they choose.

Our 2025 footprint of 8,673 tCO₂e is the first reported against these validated targets. 2024 remains our base year.

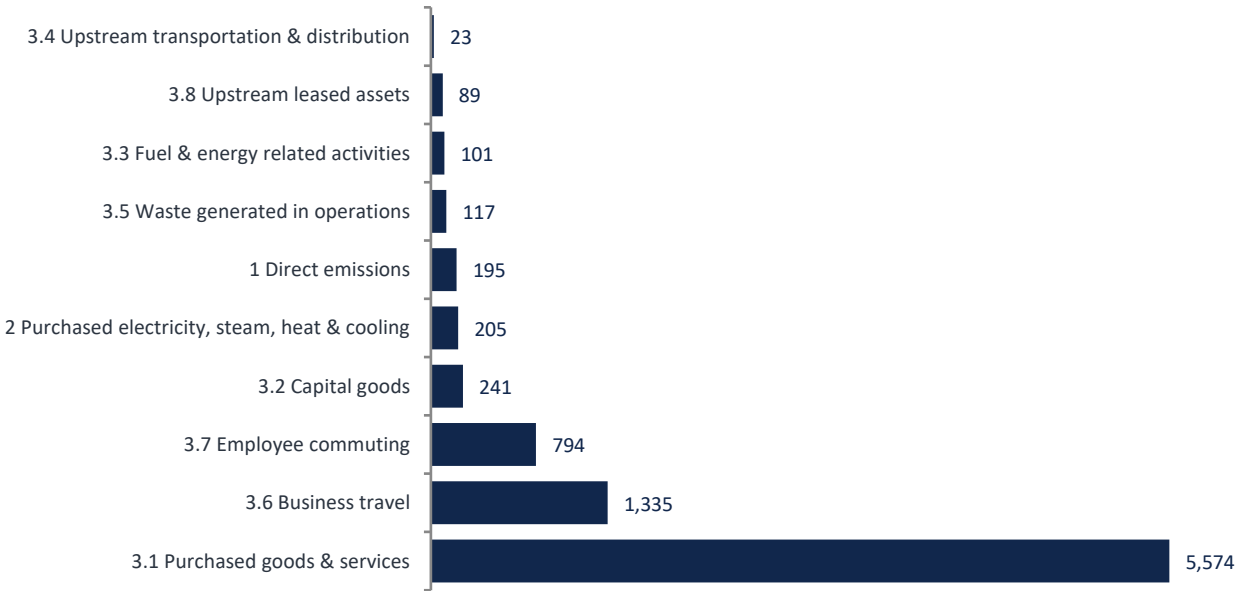
ENVIRONMENT

Our 2025 carbon footprint

Calculated in alignment with the Greenhouse Gas Protocol on a calendar-year basis. In 2025, our total GHG emissions decreased by 6.6% compared with 2024.



2025 FOOTPRINT BY CATEGORY (tCO₂e)



THREE-YEAR TREND

Indicator	2023	2024	2025
Total GHG (tCO ₂ e)	5,784	9,289	8,673
Scope 1	46	248	195
Scope 2	88	283	205
Scope 3	5,650	8,758	8,273
Business travel	612	1,885	1,335
GHG Intensity per employee ¹	4.89	5.74	4.99
Facility electricity (kWh)	529,266	734,069	670,421

UNDERSTANDING OUR REDUCTION

Our footprint fell 6.6%. Two factors contributed, and we report them separately: a genuine reduction in business travel emissions, and improved calculation accuracy from a more complete inventory. The 2025 perimeter includes two new entities acquired in Q1 2025.

1. Broader scope: includes all PLG legal entities at year end, externally audited annually. GHG Intensity (tCO₂e/employee)

ENVIRONMENT

Our decarbonization roadmap

Our science-based targets were validated in 2025. We are now advancing our decarbonization roadmap around the key priorities below, translating these commitments into actions across our operations and value chain, while tracking and reporting our progress against the targets.

01

Renewable energy

We already use renewable energy in a number of our facilities. We are assessing how to extend this across the group, including through energy attribute certificates where available. This is the most direct lever on our Scope 2 emissions.

Scope 2

02

Responsible business travel

Business travel is our second largest emissions category, and we target a 20% reduction against a 2023 baseline by 2026. We are embedding sustainability criteria more firmly into travel decisions: rail for shorter journeys and a preference for lower-carbon carriers.

Scope 3.6

03

Energy efficiency & Green IT

We use green energy, efficient lighting and HVAC, and recycle waste. In 2025 we completed our move to the cloud, and we prioritise Climate Neutral data centres, green-certified IT suppliers, and reusing and recycling equipment.

Scopes 1 to 3

04

Supplier engagement

Our supplier engagement target runs to 2030. We plan to map spend to suppliers, identify priority Tier-1 partners, and begin collecting baseline climate data to understand supplier maturity before setting expectations.

Scope 3.1 & 3.2

OUR PATHWAY

2024

Base year
9,289 tCO₂e

2025

Targets validated
8,673 tCO₂e

2028

Halfway point
Scope 1 & 2 –25%
Scope 3 (EI) –29%

2030

Supplier target
67% suppliers with targets

2032

Near-term targets met
Scope 1 & 2 –50.4%
Scope 3 (EI) –58.14%

SUSTAINABLE PROCUREMENT

Standards across our value chain

Our Sustainable Procurement Policy and Supplier Code of Conduct set our standards.



A MESSAGE FROM OUR

Chief Financial Officer

Massimo Cunico

Responsible growth extends beyond our own operations. The partners we choose, the standards we share and the expectations we set across our value chain all contribute to the resilience and long-term performance of ProductLife Group.

Our ambition is to build strong, transparent relationships with suppliers who share our commitment to environmental responsibility, ethical business practices and respect for people. By integrating these principles into our business decisions, we strengthen our ability to create sustainable value for PLG, our clients and the wider communities we serve.

OUR SUPPLIER DUE DILIGENCE PROCESS: APPLIED BEFORE ENGAGEMENT

01

CSR screening

Every strategic supplier completes a due diligence questionnaire containing a dedicated CSR section, covering environmental, labour and human rights, and ethics criteria.

02

Review & rating

The Global CSR Manager reviews the CSR section and assigns a rating. Suppliers falling below our CSR threshold are not onboarded; those rated lowest but acceptable receive an improvement plan.

03

Code of Conduct

Adherence to PLG's Supplier Code of Conduct is a condition of engagement. Suppliers must also ensure their own sub-contractors comply.

04

Ongoing assurance

Suppliers agree to be audited on request, on site or virtually, by our quality team and the CSR function. ESG clauses are embedded in contractual terms.

Indicator	2023	2024	2025	Target
New supplier due diligence including CSR provisions	n/a	100%	100%	100% by end of 2025
New Tier-1 supplier due diligence including CSR provisions	n/a	100%	100%	100% by end of 2025
Procurement team trained on CSR issues	0%	16%	16.7%	90% by end of 2025
Suppliers with the Code of Conduct as a contract clause	n/a	n/a	80%	100% by end of 2026

ETHICAL BUSINESS PRACTICE

Ethics, integrity & quality

In alignment with Principle 10 of the UN Global Compact. We are committed to upholding high ethical standards and to combating corruption in all its forms.

Group Code of Conduct

Our Code of Conduct sets out the standards we expect of every employee. Colleagues sign the document to confirm their commitment to keeping integrity, transparency and respect at the forefront of our work.

Whistleblowing system

Our platform is a dedicated channel through which concerns can be raised without fear of retaliation, confidentially or anonymously. It covers corruption, fraud, harassment, information security concerns and breaches of environmental law.

Anti-corruption

We commit to preventing bribery, avoiding conflicts of interest and acting with full transparency. We take no part in money laundering and we respect the rules of fair competition.

Information security

We comply with applicable privacy and data protection law and align with recognised industry standards. Controls include awareness training, external audits, annual penetration testing and a GDPR-aligned incident response procedure.

ISO 9001:2015

Quality management

PLG holds ISO 9001:2015 certification for services to healthcare companies in regulatory services and safety and vigilance activities. The standard underpins consistent processes, clear accountability and reliable service delivery across the group, and supports the quality expectations our clients hold us to.

Indicator	2023	2024	2025	Target
Employees who have signed the Code of Conduct ¹	100%	100%	100%	100% by 2030
Ethics violations reported via the whistleblower scheme	0	0	0	Zero annually
Human rights violations reported	0	0	0	Zero annually
Employees trained via the Global IT Security Awareness Programme ²	n/a	75%	80%	80% for 2025
Incidents of fraud or corruption in the last five years	0	0	0	Zero annually
Successful cyberattacks in the reporting period	0	0	0	Zero annually

1. Signing the Code of Conduct is integrated into onboarding across our legacy organisation. 2. Programme launched in 2024.

RECOGNITION

External assessment & certification

In 2025, PLG France improved its EcoVadis score by six points, achieving a Gold medal and placing us in the 96th percentile of companies in our industry. Several other PLG entities also achieved Gold ratings, reflecting our shared commitment to responsible and sustainable business practices.

ECOVADIS RATING · PLG France

Gold

Top 5% of companies
in our industry

79 /100
Overall score



96th
Percentile

83

Environment

78

Labour & Human
Rights

75

Ethics

83

Sustainable
Procurement

OTHER PLG ENTITIES WITH GOLD RATING

intexo
Società Benefit
A ProductLifeGroup Company

Pharma IT
A ProductLifeGroup Company

CommercialEyes
A ProductLifeGroup Company

LifeBee
DIGITALIZING LIFE SCIENCES
A ProductLifeGroup Company



OTHER PLG ENTITIES ASSESSED BY ECOVADIS

nextep
Consulting & Health Economics
A ProductLifeGroup Company

Participates in
EcoVadis
assessments

IntiQuan
A ProductLifeGroup Company

Participates in
EcoVadis
assessments

IMPROVING YEAR ON YEAR

EcoVadis assessments operate at two levels across ProductLife Group: our own group rating, and separate assessments held by individual PLG entities. Through 2026 we will continue to improve our group score while supporting more subsidiaries in their own assessments, giving clients entity-specific assurance where their contracts require it.

LOOKING FORWARD

Our priorities for 2026



CLOSING NOTE

Sustainability at ProductLife Group is not the work of a single individual, or a single year. What matters most to me is that it is becoming part of how the whole organization thinks and works.

That is possible because it rests on firm ground. Our policies act as guardrails across the business, keeping sustainability as a core pillar of how we operate rather than a task set to one side. They guide us to focus on what is material, to weigh the risks and the opportunities honestly, and to act on them, and our progress this year is a measure of that effort.

2025 gave the work momentum. Our near-term climate targets were validated by the Science Based Targets initiative, and our EcoVadis rating advanced from Silver to Gold. As a committed signatory to the UN Global Compact, we reported against its principles through our annual Communication on Progress. Within procurement, we continued to strengthen the CSR criteria that guide due diligence across our supply chain. And through Days for the Planet, alongside other internal initiatives, colleagues everywhere helped bring sustainability into their everyday work.

Much of this has roots in the years before. I am grateful to my predecessor, Naomi Jade Kellogg, for the CSR work she led earlier, which continues to support where we stand today, and to colleagues across the group who carry it forward.

There is a great deal still to do, and I look forward to reporting our progress, openly, in the years ahead.

Aravind Poongod

Global CSR Manager, ProductLife Group

SCOPE & ASSURANCE

Reporting period 1 January to 31 December 2025, covering all legal entities within the ProductLife Group perimeter at year end. Greenhouse gas emissions are calculated in alignment with the GHG Protocol. Three global CSR KPIs are audited annually by an accredited external auditor.

WHAT WE WILL FOCUS ON

- 01 Develop our decarbonization roadmap**
- 02 Extend renewable energy sourcing**
- 03 Strengthen GHG data quality**
- 04 Deepen supplier engagement on climate**
- 05 Improve our EcoVadis score**

ENTITIES WITHIN THE SCOPE OF THIS REPORT

All legal entities within the ProductLife Group perimeter as of 31 December 2025, including our legacy organisations and acquired businesses.

Groupe ProductLife	ProductLife Morocco	ProductLife Denmark	ProductLife Spain
OakLife21 Holding	ProductLife Poland	ProductLife Group ApS	Cilatus Manufacturing
PLG Capital	ProductLife Portugal	Elara Pharma Services Europe	Cilatus Biopharma
ELC Group	ProductLife Romania	Integrity Project Solutions	Halloran Consulting
Momaja	ProductLife South Africa	Zwiers Regulatory Consultancy	ProductLife Group US
Nextep	IntiQuan	Callisto Regulatory Consulting	ProductLife LLC
ProductLife France SASU	ProductLife Switzerland	ProductLife Ltd	ProductLife US
Stragen Services	ProductLife Tunisie	RNI Consulting	Commercial Eyes
Strategiqueal	ProductLife Turkey	Intexo	Maxx Pharma
ProductLife Germany	ProductLife BVBA	Lifebee	ProductLife Australia
Momaja India	Herax	Pharma Education Center	PL Italia
ProductLife Mauritius	Pharma IT	ProductLife Italy	Maxx Pharma NZ
PLG Mexico	ProductLife ApS	Outcomes'10	ProductLife Japan
			Affaires Pharma. & Rég. PL

For more information about ProductLife Group, scan the QR code below or visit
www.productlifegroup.com



ProductLife Group

Sustainability Report 2025

Credits

Written by: Aravind Poongod
Reviewed by: Valérie Vezinhet

Questions or feedback on this report?

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