

2026

Sustainability Report

About the Report

The 2026 Sustainability Report outlines EVERSANA's approach to environmental, social, and governance (ESG) responsibility and provides transparency into the company's governance structures, policies, and management practices. It's intended to consolidate ESG related information into a single, accessible resource for stakeholders, including clients, partners, and employees, and to support a consistent and credible approach to sustainability disclosure across the organization.

Purpose

EVERSANA publishes the Sustainability Report to communicate how ESG considerations are integrated into its business operations and decision making processes. It serves as a centralized source of information that supports stakeholder understanding, responds to client and partner information requests, and reinforces EVERSANA's commitment to responsible and ethical business practices within the life sciences ecosystem.

Scope and Coverage

The report covers EVERSANA's global operations and applies to corporate offices and operational locations where ESG related data and policies have

been established. Due to the diversity of services, geographies, and business models across the organization, certain data points may reflect partial coverage. Where applicable, limitations in scope or availability are disclosed to provide appropriate context and transparency.

Reporting Period

This report reflects information available during the defined reporting period for EVERSANA's most recent sustainability assessment cycle. Disclosures are based on policies, practices, and data that were in effect during this period, unless otherwise noted. As EVERSANA's sustainability program continues to evolve, future reports may expand coverage and incorporate additional data and metrics.

Reporting Framework and Structure

The Sustainability Report is structured around four core ESG focus areas that reflect the nature of EVERSANA's operations and stakeholder expectations: environmental impact, labor and human rights, ethics, and sustainable procurement. Within each section, disclosures emphasize governance structures, policies, management actions, and available performance indicators to provide a balanced view of how ESG topics are addressed across the organization.



A Message from Our CEO

At EVERSANA, our mission is to advance life sciences and create a healthier world. We work at the intersection of innovation, patient access, and healthcare delivery. That responsibility extends beyond business performance. It includes how we operate, how we support our people and communities, and how we contribute to long-term environmental and societal progress.

Our first Sustainability Report reflects our commitment to embedding environmental, social, and governance (ESG) principles across our organization. As we continue to grow globally, we are building a more structured and transparent approach to sustainability that aligns with evolving stakeholder expectations while supporting the needs of clients, partners, and patients.

Our work is grounded in four core areas: environmental responsibility, labor and human rights, ethics, and sustainable procurement. These priorities reflect both the nature of our operations and the expectations of those we serve. From strengthening data privacy and cybersecurity programs to reinforcing ethical business practices and investing in employee development, we are focused on building a resilient organization that operates with integrity and accountability.

We are also taking important steps to better understand and reduce our environmental impact. EVERSANA has established science-based emissions reduction targets and is actively working to better understand and manage energy use, greenhouse gas emissions, and resource consumption across our operations.

Equally important is our commitment to our people and communities. Our employees bring diverse perspectives, expertise, and experiences that enable us to deliver meaningful outcomes for our clients and the patients they serve. Through ongoing investments in learning, inclusion, well-being, and community engagement, we strive to create an environment where every employee can thrive and contribute to our shared purpose.

I am proud of the momentum we have built and our team's dedication and commitment to delivering value every day. Together, we are helping shape a healthcare industry that is not only innovative and effective, but also responsible and sustainable for the future.

Regards,

Mark Thierer



PATIENT MINDED

I act with the patient's best interest in mind.



CLIENT DELIGHT

I own every client experience and its impact on results.



WIN TOGETHER

I passionately connect with anyone, anywhere to achieve results.



EMBRACE DIVERSITY

I create an environment of awareness and respect.

GROUNDING IN OUR BELIEFS... SHAPING HOW WE WORK.



TAKE ACTION

I am empowered and hold myself accountable.



GROW TALENT

I own my development and invest in the development of others.



COMMUNICATION MATTERS

I speak up to create transparent, thoughtful, and timely dialogue.



ALWAYS INNOVATE

I am bold and creative in everything I do.



Company Overview

EVERSANA is a global life sciences services company that supports pharmaceutical, biotechnology, and medical device organizations across the product lifecycle. The company partners with clients to bring therapies to market, improve patient access, and enhance the effectiveness of healthcare solutions through a combination of commercialization, consulting, patient services, data analytics, and technology enabled offerings. EVERSANA operates across multiple geographies and serves a diverse client base spanning the healthcare ecosystem, including emerging biotechs and established multinational organizations.

EVERSANA's business model is designed to integrate strategic advisory services with operational execution, enabling clients to address complex commercial, regulatory, and patient engagement challenges. This integrated approach positions EVERSANA as a long term partner to life sciences companies seeking scalable, data driven, and compliant solutions across global markets. The company's operations include both office based and operational environments, reflecting the breadth of services required to support healthcare products from development through commercialization.

EVERSANA employs a diverse workforce comprised of professional, technical, and operational roles that support client delivery and internal functions. Employees work across a range of disciplines, including consulting, analytics, technology, patient services, procurement, and corporate operations. This workforce diversity supports EVERSANA's ability to deliver specialized expertise while maintaining flexibility across different markets and client needs. High level workforce information is disclosed in this report to provide context for ESG risks, opportunities, and management approaches.

As part of its commitment to responsible business practices, EVERSANA integrates environmental, social, and governance (ESG) considerations into its operations, policies, and decision making processes. The company's sustainability approach focuses on environmental impact, labor and human rights, ethics, and responsible procurement. These focus areas reflect both the nature of EVERSANA's operations and the expectations of key stakeholders, including clients, partners, and employees.

EVERSANA LOCATIONS



Governance & Strategy

Governance Structure

EVERSANA's ESG governance structure is designed to ensure clear ownership, effective coordination, and appropriate escalation of sustainability related topics across the organization. Oversight of ESG matters is supported by senior leadership and informed by cross functional representation from key functions, including operations, procurement, human resources, legal, and compliance. This model promotes alignment between strategic priorities and operational implementation.

Key elements of EVERSANA's ESG governance structure include:

- Defined roles and responsibilities for ESG oversight and day to day program management
- Cross functional collaboration to support policy development, implementation, and internal reporting
- Periodic internal review of ESG priorities, risks, and progress to inform decision making and continuous improvement

This governance approach supports consistency in ESG practices and disclosures while enabling EVERSANA to respond to evolving stakeholder expectations, regulatory developments, and client requirements. As the ESG program continues to mature, governance processes may evolve to further strengthen accountability, transparency, and performance management.

Materiality Assessment

Approach to Materiality

EVERSANA is committed to focusing its sustainability strategy on the environmental, social, and governance (ESG) topics that are most critical to both our business performance and our broader societal impact. In line with leading practices, EVERSANA initiated the development of a materiality assessment process to identify and prioritize ESG issues that are most relevant to our stakeholders and operations.

Historically, EVERSANA had not conducted a formal materiality assessment, creating an opportunity to enhance strategic focus, data collection, and ESG reporting alignment.

Our materiality assessment approach is designed to:

- Identify ESG risks and opportunities relevant to our business
- Prioritize topics with the greatest stakeholder importance and business impact
- Establish a foundation for ESG goal setting, reporting, and governance
- Align disclosures with expectations from clients, investors, and rating agencies (e.g., EcoVadis, CDP)

Methodology

EVERSANA's materiality assessment follows a structured, multi-step process aligned with industry best practices:

1. Stakeholder Engagement

Input is collected across internal and external stakeholder groups, including:

- Executive leadership and ESG governance bodies
- Employees across business functions
- Client requests

Engagement methods include surveys, interviews, and workshops to ensure diverse perspectives are incorporated.

2. Topic Identification

A broad list of ESG topics was developed based on:

- Industry standards and peer benchmarking
- Regulatory expectations and emerging ESG trends
- EVERSANA's operational footprint and service offerings
- Insights from the ESG roadmap and gap assessment



3. Prioritization and Scoring

Each ESG topic was evaluated using two key dimensions:

- **Impact Materiality:** The significance of EVERSANA's impact on the environment and society
- **Financial (Business) Materiality:** The potential impact of the issue on EVERSANA's financial performance, operations, and long-term value creation

These dimensions form the basis of the materiality matrix, which highlights the most significant ESG topics.

4. Validation and Integration

Results were reviewed with internal stakeholders and aligned to:

- ESG strategy and roadmap priorities
- Risk management processes
- Sustainability reporting frameworks

The material topics are integrated into EVERSANA's:

- ESG governance structure
- KPI development and tracking
- Sustainability reporting and disclosures

Material ESG Topics

Based on EVERSANA's ESG Roadmap and program priorities, key material topics are grouped into four core pillars:

Governance

- ESG Governance and Oversight
- Enterprise Risk Management
- Ethics, Compliance, and Anti-Corruption
- Data Privacy and Cybersecurity
- Responsible Supply Chain Management

Environmental

- Greenhouse Gas Emissions and Energy Management
- Environmental Strategy and Policy
- Waste Management and Resource Efficiency
- Climate Risk and Opportunity Management

Workforce & Social

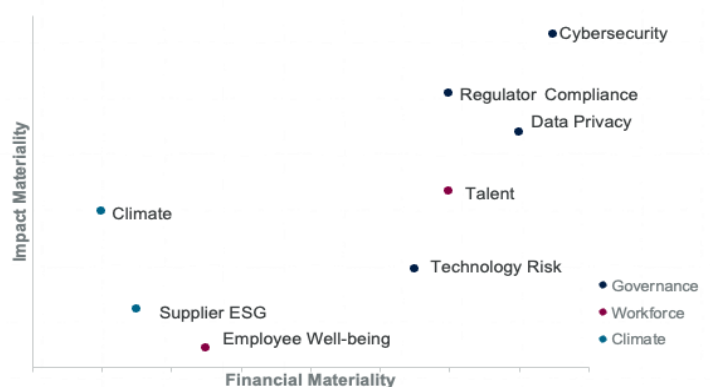
- Employee Engagement and Development
- Diversity, Equity & Inclusion (DEI)
- Health, Safety, and Well-being
- Learning and Training Programs

Customers & Community

- Patient Access and Affordability
- Community Engagement and Philanthropy
- Responsible Marketing and Communications

These topics reflect both EVERSANA's operational priorities and stakeholder expectations, as identified through the ESG gap assessment and roadmap development process.

Results of Our 2023 Materiality Assessment



Use of Materiality Results

The outcomes of the materiality assessment directly inform EVERSANA's sustainability strategy and reporting priorities:

- **Strategy Alignment:** Material topics guide ESG initiatives and investment focus areas



- **Goal Setting:** ESG targets and KPIs are developed around high-priority topics
- **Risk Management:** Material risks are incorporated into enterprise risk management processes
- **Reporting & Disclosure**
Ensures alignment with:
 - o EcoVadis
 - o CDP
 - o GRI / industry expectations
- **Continuous Improvement:** Materiality will be reassessed periodically to reflect evolving stakeholder expectations and business priorities

Cybersecurity & Information Security

Cybersecurity is a critical component of everything we do at EVERSANA. We are committed to preventing and responding to threats across our global footprint through risk reduction activities that support our business objectives while adhering to applicable laws, regulations, and contractual requirements. These efforts help safeguard our clients, patients, and company.

Our Information Security Program consists of two core teams:

Security Operations and Engineering

The IT Security Operations & Engineering team, part of our shared services functions, supports the organization in the design, implementation, and management of security controls to protect information assets and infrastructure from threats and vulnerabilities.

Key Responsibilities:

- Threat Detection & Response
- Vulnerability Management
- Security Incident Management
- Security Business Partnership Program

IT Risk & Compliance

The IT Risk & Compliance team provides EVERSANA stakeholders with insights into security risks and guidance on essential IT security controls necessary to support business objectives.

Key Responsibilities:

- Third-Party Risk Management
- Security Controls Governance
- Security & Privacy Awareness
- Information Technology Risk Management

Together, these teams provide continuous monitoring of cybersecurity threats. They collaborate internally and externally to assess evolving risks, evaluate the impact of global cyber events, and benchmark our practices against industry-standard IT controls.

Risk Management & Monitoring

Cybersecurity risks are actively managed through EVERSANA's IT Risk Management Program, which provides a structured approach to identifying and addressing technology-related threats.

Core activities include:

- Continuous identification and evaluation of cybersecurity risks
- Risk monitoring and reporting to leadership
- Maintenance of risk registers and assessment processes
- Integration of cybersecurity risks into broader enterprise risk management

These processes support proactive risk mitigation and enable informed decision-making related to information security.

Data Protection & Security Controls

EVERSANA implements controls and processes to safeguard sensitive information, including patient, client, and employee data. These measures are aligned with applicable privacy regulations and internal governance standards.

Cybersecurity efforts are closely coordinated with EVERSANA's data privacy program, ensuring:

- Protection of personal and confidential information
- Alignment with global privacy regulations (e.g., GDPR, HIPAA)
- Integration of privacy and security practices across operations



Training & Awareness

Cybersecurity awareness is reinforced through employee training and education initiatives. Training programs are designed to ensure that employees understand their role in protecting company systems and data. This ensures employees are equipped to respond appropriately to potential security risks.

This includes:

- Mandatory compliance and security training
- Ongoing awareness initiatives
- Reinforcement of policies and best practices

Governance & Oversight

Cybersecurity oversight is supported by EVERSANA's information security and risk management leadership, which is responsible for establishing program direction, monitoring risks, and ensuring alignment with organizational objectives.

Cybersecurity governance is integrated with broader compliance, risk, and audit processes to maintain a consistent and coordinated approach to managing risk across the organization.

EVERSANA continues to enhance its cybersecurity capabilities by strengthening controls, improving risk visibility, and adapting to evolving threats. Ongoing efforts focus on maintaining a resilient security posture, supporting regulatory compliance, and protecting critical business operations.

Data Privacy

EVERSANA continues to strengthen its governance framework through the development and implementation of policies that support data privacy, compliance, and responsible communication practices.

During the reporting period, EVERSANA released key standards to enhance governance and protect sensitive information:

- **ENT-STD-0152 Privacy Impact Assessment (PIA) Standard:** Establishes a structured approach for assessing and managing privacy risks associated with business activities, systems, and data processing.

- **ENT-STD-0150 Health Care Professional (HCP) Email Communication Guidelines:** Provides guidance to ensure that communications with healthcare professionals are conducted in a compliant, secure, and responsible manner.

These standards reinforce EVERSANA's commitment to strong governance, regulatory compliance, and the protection of personal and sensitive data.

Data Privacy & Training

EVERSANA continues to strengthen its data privacy capabilities through awareness, training, and employee engagement initiatives.

In recognition of Data Privacy Day (January 28, 2026), EVERSANA launched its Data Privacy Hub, a centralized, internal platform designed to provide employees with easy access to privacy resources, policies, and guidance.

Data Privacy Hub

The Data Privacy Hub serves as a key component of EVERSANA's data protection strategy, supporting employee awareness and reinforcing a culture of accountability across the organization. The platform provides:

- Centralized access to data privacy policies, standards, and procedures
- Educational resources to help employees understand how to handle personal and sensitive information
- Guidance on EVERSANA's broader Data Privacy Program and governance framework

EVERSANA's Deputy Privacy Officer emphasizes that data privacy is a shared responsibility across the organization, helping employees understand their role in protecting patient, client, and employee data.

Supporting a Culture of Privacy

Beyond serving as an information resource, the Data Privacy Hub supports EVERSANA's broader efforts to build a privacy-centric culture by:



- Promoting awareness of data protection requirements and best practices
- Supporting employees with practical tools to manage data responsibly
- Reinforcing accountability through clear expectations and guidance

The Hub also highlights key components of EVERSANA's privacy program, including:

- Privacy policies and governance structures
- Incident response and risk management practices
- Data subject rights processes and compliance requirements

Integration with Training & Awareness

The launch of the Data Privacy initiative complements EVERSANA's ongoing efforts to refine and strengthen its data privacy training programs. By aligning training resources with employee roles and responsibilities, EVERSANA ensures that individuals with higher exposure to sensitive data receive targeted, relevant education.

These efforts are designed to:

- Improve employee understanding of data protection obligations
- Support compliance with global privacy regulations
- Strengthen trust with clients, patients, and partners

EVERSANA continues to enhance its data privacy program through ongoing improvements to awareness, training, and governance. Data Privacy plays a central role in these efforts by:

- Continuously updating resources to reflect evolving regulations and business needs
- Supporting enterprise-wide engagement with data privacy initiatives
- Reinforcing privacy as a core component of responsible business practices

AI Governance

We recognize that responsible use of artificial intelligence is an evolving area across our industry. We are establishing governance structures and practical safeguards to guide how AI is used, with a focus on protecting data, supporting transparency, and aligning with regulatory expectations as they continue to develop.

ESG Risk Assessment & Oversight

EVERSANA integrates risk management into its ESG governance framework to identify, assess, and manage environmental, social, and governance (ESG) risks across its operations. The company is developing and strengthening its enterprise risk management (ERM) capabilities to enhance visibility into key risks and support informed decision-making.

EVERSANA's approach to risk management is focused on creating structured processes and tools to identify, document, and evaluate risks across business functions, helping leadership balance operational risk with strategic growth objectives.

Risk Identification & Assessment

EVERSANA utilizes a structured approach to risk identification and evaluation, including:

- Identification of risks across operational, regulatory, and strategic areas
- Evaluation of risk likelihood and potential impact using defined scoring methodologies
- Development of risk registers to document and track identified risks

These processes support a more comprehensive understanding of enterprise risk exposure and strengthen cross-functional alignment in risk management activities.

Key ESG Risk Categories

EVERSANA's ESG risk assessment considers a range of risks aligned with environmental, social, and governance priorities:



Environmental Risks

- Exposure to evolving environmental regulations and reporting requirements
- Energy consumption and greenhouse gas emissions management
- Climate-related risks impacting operations and facilities

Social Risks

- Workforce health, safety, and well-being
- Data privacy and protection of sensitive information
- Employee engagement, training, and retention

Governance Risks

- Compliance with applicable laws and regulations
- Ethical business conduct and anti-corruption practices
- Data governance, cybersecurity, and information security risks

These categories reflect EVERSANA's focus on managing risks that could impact both operational performance and stakeholder trust.

Risk Monitoring & Oversight

Risk management activities are supported by collaboration across legal, compliance, and risk management functions, helping ensure that risks are regularly reviewed and addressed.

EVERSANA is working toward enhancing transparency across its risk landscape by:

- Expanding visibility of risks across service lines and functions
- Supporting leadership decision-making through improved risk reporting
- Aligning ESG risks with broader enterprise risk management processes

This approach enables more cohesive and integrated risk oversight across the organization.

Integration with Governance & Compliance

EVERSANA's ESG risk assessment is closely aligned with its broader governance, compliance, and data privacy frameworks. Risk management processes are supported by:

- Established compliance policies, including anti-corruption and ethical conduct standards
- Internal audit and review processes to monitor adherence to policies and controls
- Ongoing development of enterprise-wide risk management tools and governance structures

This integrated approach helps ensure that ESG risks are effectively managed alongside broader business and regulatory risks.

EVERSANA continues to evolve its ESG risk assessment capabilities by developing more formalized risk management processes and improving data collection and reporting. Ongoing efforts are focused on:

- Strengthening enterprise risk management frameworks
- Enhancing risk transparency and documentation
- Integrating ESG considerations into strategic decision-making

These efforts position EVERSANA to proactively manage emerging risks and respond to evolving regulatory and stakeholder expectations.

Ethics & Compliance

EVERSANA is committed to conducting business with integrity, transparency, and accountability. The company's Ethics & Compliance framework establishes clear standards of behavior, supports regulatory compliance, and reinforces a culture of trust across all operations.

This framework is supported through corporate policies, employee training, and governance structures designed to mitigate risk and promote responsible business practices.

Promoting Ethical Culture

EVERSANA reinforces its commitment to ethical conduct by embedding the Code of Conduct into



employee training and daily operations. Employees are expected to uphold these standards and act with integrity in all business interactions.

To support this, EVERSANA:

- Provides regular ethics and compliance training
- Promotes awareness of company policies and expectations
- Encourages employees to seek guidance when faced with ethical questions

Code of Conduct

EVERSANA's Code of Conduct provides the foundation for ethical decision-making and applies to all employees across the organization. The Code outlines expectations related to:

- Ethical business practices and professional conduct
- Compliance with applicable laws and regulations
- Anti-corruption and anti-bribery principles
- Data privacy and protection of sensitive information
- Respectful workplace behavior and non-discrimination

The Code of Conduct is embedded into employee training and daily operations, ensuring that ethical expectations are clearly communicated and consistently applied.

Compliance & Risk Management

EVERSANA maintains a structured approach to compliance and risk management to support regulatory adherence, protect stakeholders, and ensure business continuity. The company's framework integrates governance, quality systems, and risk oversight processes to identify, assess, and manage risks across operations.

Compliance Framework

EVERSANA's compliance function is designed to ensure adherence to applicable laws, regulations, and industry standards across its global operations. Compliance activities are supported by governance structures and specialized teams responsible for:

- Regulatory compliance and government affairs
- Enterprise risk management
- Controlled substances compliance
- Policy development and implementation

These efforts are supported by centralized systems and processes that help ensure consistency, accountability, and transparency across the organization.

Audit & Oversight

EVERSANA conducts internal audits and compliance reviews to assess adherence to policies, regulations, and operational standards. These processes help:

- Identify potential risks and areas for improvement
- Strengthen internal controls and governance practices
- Maintain financial and operational integrity

Risk oversight is supported by legal and compliance teams, which regularly review governance-related risks and provide guidance to leadership.

Reporting & Accountability

EVERSANA supports a culture of accountability and transparency by encouraging employees to report concerns related to potential violations of the Code of Conduct or company policies.

Employees have access to reporting channels that allow them to:

- Raise concerns about unethical or non-compliant behavior
- Report issues confidentially, where permitted by law
- Seek guidance on appropriate actions in complex situations

All reported concerns are reviewed and addressed in accordance with company policies, reinforcing EVERSANA's commitment to ethical business practices and responsible governance.



EVERSANA regularly reviews and updates its Code of Conduct and related policies to reflect evolving regulatory requirements and industry best practices. These efforts ensure that the company maintains a strong ethical foundation and continues to build trust with clients, partners, and stakeholders.

Environmental Responsibility

Environmental Policy & Commitments

EVERSANA is committed to minimizing the environmental impact of its operations and promoting responsible environmental practices across the organization. This commitment is guided by EVERSANA's Environmental Policy, which reflects the company's broader mission to create a healthier world and its values of Winning Together, Taking Action, and Always Innovating. Through this policy, EVERSANA seeks to embed environmental awareness and responsibility into business activities and decision making at all levels of the organization.

Environmental Policy

The EVERSANA Environmental Policy establishes a framework for managing environmental impacts associated with the company's operations. Key elements of the policy include:

- Compliance with applicable environmental laws, regulations, and sustainability commitments
- Measurement and analysis of the environmental footprint of business activities, including greenhouse gas emissions
- Consideration of environmental impacts in project planning and operational decision making
- Pollution prevention and responsible resource management through waste minimization, reuse, recovery, and recycling practices
- Promotion of energy efficiency and efficient energy use across facilities and business activities
- Investment in technologies and practices that reduce environmental impacts, including alternatives to business travel
- Integration of environmental considerations into procurement practices to support the purchase of more sustainable products and services

- Employee awareness and engagement to encourage environmentally responsible behaviors
- Commitment to biodiversity protection and ecosystem awareness through internal programs and stakeholder engagement
- Continuous improvement through periodic review of the Environmental Policy, objectives, and practices

Environmental Commitments

EVERSANA's environmental commitments focus on reducing the environmental footprint of its operations and improving environmental performance over time. These commitments include monitoring and managing energy use and emissions, increasing resource efficiency, and supporting responsible waste management practices. Where applicable, EVERSANA develops initiatives to reduce emissions, improve operational efficiency, and evaluate environmental risks and opportunities associated with its services and supply chain.

Environmental performance and priorities are reviewed periodically as part of EVERSANA's broader ESG governance and management processes. As data availability, systems, and capabilities continue to mature, EVERSANA may expand environmental targets, metrics, and disclosures to enhance transparency and support continuous improvement.

Water Use

EVERSANA recognizes the importance of responsible water use as part of its broader environmental management approach. Given the nature of its operations, which are primarily office based and service oriented, water use across EVERSANA's facilities is considered minimal relative to more water intensive industries.

Water consumption is primarily associated with general facility operations, including restrooms, break areas, and building services. As a result, EVERSANA's overall water usage profile presents a lower environmental risk compared to manufacturing or production based industries.

Despite this lower intensity, EVERSANA remains committed to responsible resource management and encourages efficient water use across its facilities where applicable.



Waste Management & Circular Practices

EVERSANA is committed to responsible waste management practices that minimize environmental impact and support sustainable operations. The company continues to develop its approach to waste reduction, recycling, and responsible disposal across its facilities and operations.

Waste Management Approach

EVERSANA manages waste through a combination of internal practices and third-party vendor partnerships. Waste streams are handled in accordance with applicable regulatory requirements and operational needs.

Current waste management efforts include:

- Use of certified third-party vendors for hazardous and pharmaceutical waste disposal
- Localized recycling initiatives, primarily focused on paper waste streams
- Compliance with site-specific waste handling and disposal requirements

These practices support safe and compliant handling of waste materials across operations.

Key Waste Streams

EVERSANA's waste profile includes a range of materials associated with its operational and support activities, including:

- **Hazardous waste** associated with certain operational activities
- **Electronic waste (e-waste)** from technology equipment
- **General office waste**, including paper and packaging materials
- **Recyclable materials**, where programs are in place

Waste is primarily managed through third-party service providers to ensure proper handling and disposal.

Opportunities for Improvement

As part of its ongoing ESG risk assessment, EVERSANA has identified opportunities to strengthen its waste management practices, including:

- Expanding recycling programs beyond paper to include additional material streams
- Increasing awareness and training related to hazardous waste handling
- Improving visibility and tracking of waste volumes across locations
- Integrating waste management considerations into broader ESG strategy

These opportunities support the company's goal of enhancing environmental performance and operational efficiency.

Future Focus

EVERSANA continues to explore opportunities to advance its waste management approach, including:

- Developing more comprehensive waste tracking and reporting capabilities
- Expanding recycling and waste diversion initiatives
- Aligning waste management practices with broader sustainability goals
- Evaluating opportunities to reduce waste generation at the source

These efforts are part of EVERSANA's ongoing commitment to continuous improvement in environmental stewardship.

Energy & Emissions

EVERSANA recognizes the importance of managing energy use and greenhouse gas (GHG) emissions as part of its broader environmental responsibility. The company is working to enhance its understanding of energy consumption and emissions across its operations while identifying opportunities to improve efficiency and reduce its environmental footprint over time.



Energy Management

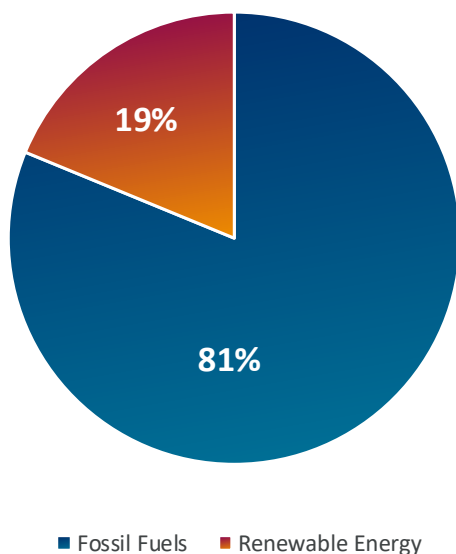
Energy consumption across EVERSANA's operations is primarily associated with office based activities and operational facilities. The company promotes responsible energy use by encouraging efficiency measures within its facilities and integrating energy considerations into operational decision-making where appropriate. Based on currently available data, EVERSANA's energy consumption profile reflects a majority of reliance on conventional energy sources, with emerging adoption of renewable energy. Approximately 81% of energy consumption is derived from fossil fuels, while 19% is sourced from renewable energy. This distribution highlights both the current operational baseline and an opportunity to expand renewable energy use over time.

Initiatives such as optimizing facility energy performance and increasing awareness of energy conservation contribute to managing overall energy use.

Greenhouse Gas Emissions

EVERSANA is committed to understanding and managing its greenhouse gas (GHG) emissions as part of its broader environmental strategy. The company measures emissions across its operations to establish a baseline, identify key drivers, and support long-term reduction efforts aligned with its science-based targets.

Renewable Energy vs Fossil Fuels



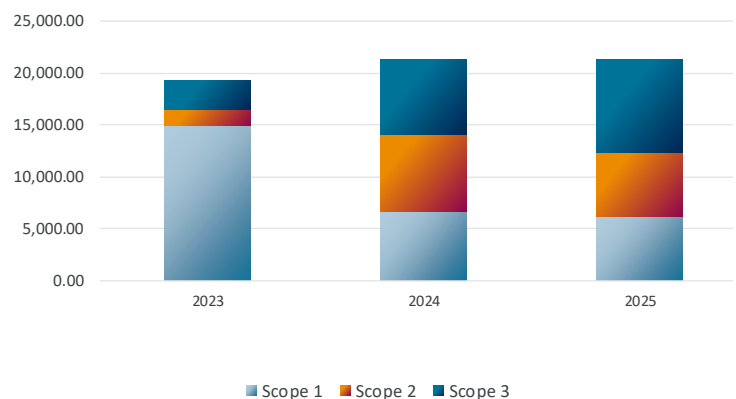
Emissions Profile and Trends

EVERSANA tracks emissions across Scope 1, Scope 2, and Scope 3 categories to capture both direct and indirect impacts from its operations and value chain.

Based on available data, overall emissions have remained consistent over the reporting period, with a shift in emissions distribution across scopes:

- **Scope 1 emissions (direct emissions)** decreased from 2023 to 2024 and remained stable into 2025
- **Scope 2 emissions (purchased energy)** increased in 2024 and showed a slight decrease in 2025
- **Scope 3 emissions (value chain emissions)** increased over time and represent a growing portion of total emissions

GHG Emissions Over Time (tCO₂e)



Key Observations

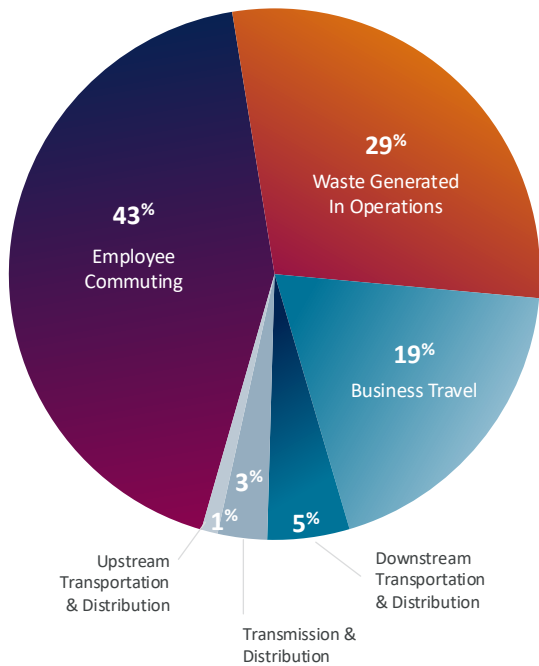
Total emissions are ~19,000 tCO₂e in 2023, increasing to ~21,000 tCO₂e in 2024 and 2025 due to increase coverage of facilities. The reduction in Scope 1 emissions suggests improved efficiency or reduced direct fuel use. The increase in Scope 3 emissions reflects the expanded understanding of value chain impacts and the importance of supplier and operational engagement. Scope 2 emissions remain a significant contributor, highlighting the importance of energy sourcing decisions. The increase in Scope 2 between 2023 and 2024 is due increase facility boundary.

Emissions Reduction Strategy

EVERSANA is focused on identifying practical, scalable opportunities to reduce greenhouse gas



2025 Scope 3 Emissions by Category



(GHG) emissions and transition toward lower carbon operations. This approach includes improving energy efficiency, evaluating renewable energy opportunities, and integrating environmental considerations into operational and procurement decisions.

To support long-term emissions reduction, EVERSANA has established science-based greenhouse gas emissions reduction targets aligned with climate science and validated by the Science Based Targets initiative (SBTi). These targets include:

- A 63% reduction in Scope 1 and Scope 2 emissions
- A 37.5% reduction in Scope 3 emissions

These targets provide a structured framework for managing emissions across EVERSANA's operations and value chain, supporting efforts to reduce environmental impact and align with global climate objectives.

EVERSANA's emissions reduction approach focuses on:

- Improving energy efficiency within facilities and operations
- Increasing the use of lower carbon and renewable energy sources
- Reducing emissions associated with business travel and operational activities

- Engaging suppliers and incorporating environmental considerations into procurement decisions to address value chain emissions

The company continues to enhance data collection, monitoring, and reporting capabilities to support progress tracking against its emissions reduction targets. As EVERSANA's ESG program matures, additional initiatives, metrics, and disclosures may be developed to further strengthen emissions of management and demonstrate progress over time.

Labor & Human Rights

Human Rights Commitment

EVERSANA is committed to respecting and supporting human rights across its operations and business relationships. This commitment is embedded in the company's Code of Conduct and related policies, which set expectations for ethical behavior, fair treatment, and compliance with applicable laws and regulations.

EVERSANA's approach to human rights is guided by core principles of dignity, equity, and respect for all individuals. The company seeks to ensure that its operations promote a safe, inclusive, and respectful work environment and that its business practices align with internationally recognized standards where applicable.

Key Areas of Focus

EVERSANA's human rights commitment includes the following areas:

- Promoting fair and respectful treatment of employees
- Supporting diversity, equity, and inclusion across the workforce
- Providing a safe and healthy working environment
- Prohibiting discrimination, harassment, and retaliation
- Upholding ethical labor practices, including compliance with applicable labor laws
- Encouraging responsible business conduct across the value chain



Implementation and Oversight

Human rights considerations are implemented through EVERSANA's governance and compliance framework, including:

- A formal Code of Conduct applicable to all employees
- Policies addressing ethics, anticorruption, and workplace behavior
- Training programs to support awareness and compliance
- Reporting mechanisms, including confidential channels for raising concerns or reporting potential violations

Cross functional teams, including human resources, legal, and compliance functions, support the monitoring and enforcement of these policies. These processes help ensure accountability and consistency across the organization.

EVERSANA recognizes that human rights management is an evolving area and is committed to continuous improvement. The company periodically reviews its policies, practices, and training programs to strengthen its approach and respond to emerging expectations from stakeholders, clients, and regulatory environments.

EVERSANA is committed to respecting human rights across its workforce and operations. Human rights principles are embedded within the Code of Conduct and apply globally to employees.

Training and Awareness

As part of its commitment to human rights and ethical business conduct, EVERSANA delivers regular training to employees across the organization.

- Average training hours per employee: 9 hours annually

Training covers key topics such as:

- Code of Conduct
- Anticorruption and ethical business practices
- Diversity, equity, and inclusion
- Prevention of discrimination and harassment

This training supports employee awareness, reinforces company expectations, and helps ensure alignment with EVERSANA's human rights commitment.

Learning & Development

EVERSANA is committed to fostering a culture of continuous learning and professional development to support employee growth, strengthen organizational capabilities, and drive long-term business sustainability. Through structured Learning & Development (L&D) programs, the company provides employees with the tools and resources needed to build critical skills, adapt to evolving industry demands, and advance their careers.

EVERSANA delivers a range of training and workshop opportunities designed to support employees at all stages of their professional journey. These programs are aligned with business priorities and reinforce the company's commitment to operational excellence, ethical conduct, and responsible business practices.

Key Learning & Development Initiatives include:

- **Onboarding and New Hire Training:** Comprehensive programs that equip employees with the knowledge, systems, and expectations necessary for success from day one
- **Role-Specific and Technical Training:** Targeted workshops to enhance functional expertise and industry knowledge across core service areas
- **Leadership Development Programs:** Training designed to build management capabilities, support decision-making, and prepare future leaders within the organization
- **Compliance and Ethics Training:** Mandatory training reinforcing EVERSANA's commitment to regulatory compliance, data privacy, and ethical business practices
- **Continuous Learning Platforms:** Access to digital learning tools and professional development resources that enable ongoing skills development



Employee Health, Safety & Wellbeing

EVERSANA is committed to providing a safe and healthy work environment for all employees. Health, safety, and wellbeing are foundational to the company's operations and are supported through policies, training, and workplace practices designed to minimize risk and promote employee welfare.

The company's approach integrates safety awareness, incident prevention, and employee wellbeing into daily operations across all locations.

Health & Safety Performance

EVERSANA monitors workplace safety to help ensure a safe environment across its operations and continually evaluates performance to identify opportunities for improvement.

- Total work-related injuries: 23
- Fatalities: 0
- Work-related illness: 0

Most reported injuries were minor in nature, reflecting the company's low-risk operational profile and primarily office-based work environment. EVERSANA maintains processes for tracking and reviewing incidents to support ongoing safety improvements.

Safety Approach

Given the primarily office-based and service-oriented nature of EVERSANA's operations, workplace safety risks are lower than in industrial or manufacturing environments. Despite this, EVERSANA remains committed to maintaining a safe workplace by:

- Promoting a culture of safety awareness across all employees
- Encouraging timely reporting and proactive management of incidents and near misses
- Implementing workplace practices that support employee wellbeing and risk mitigation
- Maintaining health and safety policies aligned with applicable regulations and best practices
- Providing guidance and resources to support safe working conditions in both office and remote environments

Employee Wellbeing

EVERSANA recognizes that employee wellbeing is closely linked to overall health and safety performance. The company supports employee wellbeing by fostering a workplace culture that prioritizes:

- Physical health and workplace ergonomics
- Mental health awareness and support
- Work-life balance and flexible work arrangements

These efforts contribute to a work environment where employees feel supported, safe, and able to perform at their best.

EVERSANA is committed to continuous improvement in health and safety performance. The company regularly reviews safety data and workplace practices to identify opportunities to enhance employee protection and wellbeing.

EVERSANA encourages employees to report incidents, hazards, and near misses, supporting a proactive approach to risk management and helping to strengthen the overall safety culture across the organization.

Diversity, Equity & Inclusion

EVERSANA is committed to fostering an inclusive workplace that values diversity, promotes equity, and supports a culture of respect and belonging. The company strives to create an environment where employees feel empowered to contribute, grow, and succeed regardless of background or perspective.

DEI efforts are focused on:

- Promoting equitable access to opportunities across the organization
- Supporting employee engagement and inclusion initiatives
- Fostering a culture that values diverse perspectives and experiences

These efforts are embedded within EVERSANA's broader human capital strategy and aligned with the company's commitment to responsible business practices.



Community Engagement & Employee Volunteering

EVERSANA Volunteer Initiatives in Action

EVERSANA employees across many business units support communities through hands-on volunteer initiatives across global locations. The following examples highlight specific projects identified and featured both on company internal (SharePoint) and external (website) pages.

Supporting Patients Through “Light the Night”

Agency team members at EVERSANA INTOUCH participated in the Light the Night event, a community initiative supporting patients and families affected by blood cancer.

The event brought together patients, healthcare professionals, and community partners to raise awareness and demonstrate support through a collective walk symbolizing hope, remembrance, and progress.



Supporting Animal Welfare with Wayside Waifs (Kansas City)

Agency team members in Kansas City volunteered at Wayside Waifs, a no-kill animal shelter dedicated to protecting and caring for animals.

Employees supported the shelter by organizing and sorting donations for the pet food pantry, improving access to resources for pets and families in need while providing meaningful operational support to the organization.



Advancing Gender Equity and Inclusion (Italy)

Members of the Italy-based Agency team contributed to advancing gender equity through participation in a national leadership conference focused on inclusive workplace practices.

As part of this initiative, the organization received the Italian Gender Equality Certification, recognizing measurable progress in areas including governance, leadership representation, pay equity, and work-life balance.

Expanding Healthcare Access Through Adopt a Lab (U.S.)

The Agency team at EVERSANA INTOUCH has been active support of the Adopt a Lab initiative in partnership with Heart to Heart International.

This program equips community health clinics with diagnostic equipment, training, and resources, enabling faster and more effective diagnosis and treatment for underserved patient populations.

Supporting Refugee Relief Efforts

Agency employees participated in humanitarian initiatives supporting Ukrainian refugees by assembling hygiene kits to provide essential supplies.

This effort reflects the company's commitment to supporting global communities in times of crisis through coordinated volunteer action.



Raising Awareness Through Student Engagement Initiatives

Kansas City-based employees supported the “Students Stopping Traffic” program, engaging high school students in developing campaigns to address human trafficking within their communities.

This initiative demonstrates EVERSANA’s role in advancing social awareness and empowering future leaders to address critical societal issues.



Supporting Community Health Clinics (U.S.)

Multiple teams across both Kansas City and Chicago participated in supporting community health clinics through structured CSR initiatives, contributing to improved access to healthcare services in underserved communities.

Community Giving Through Client Collaboration (Chicago)

During a client engagement, team members in the Chicago office assembled over 200 hygiene kits and snack bags for The Night Ministry in Chicago, directly supporting individuals experiencing homelessness.

Supporting Children Through Donate Aid Society (India)

EVERSANA employees in India partnered with Donate Aid Society to support tribal children through mentorship, education, and enrichment activities.

Volunteers contributed to after-school programs and participated in activities such as arts, sports, and environmental efforts, including tree planting.

Supporting Children Through Caring Hands (India)

Employees in India also volunteered with Caring Hands, an organization supporting underprivileged and abandoned children.

The initiative focused on direct engagement and creative development, including activities designed to build confidence, encourage self-expression, and support long-term development.



Holiday Giving and Community Support (Global)

Across multiple locations including St. Louis, Cincinnati, Chicago, New York and San Diego, teams have supported communities through a range of initiatives, including:

- Toy drives for children in need
- Food drives supporting hunger relief
- Volunteer programs supporting elderly populations
- Donations and supply support for local shelters

These efforts reflect consistent, employee-driven engagement aligned with community needs across regions.



Supporting Animal Welfare Through Hands-On Volunteering

As part of EVERSANA's ongoing commitment to community engagement, colleagues participated in a Charity Give Back initiative focused on supporting animal welfare organizations across key U.S. markets. On May 13, 2026, teams from our New York, Chicago, and Kansas City offices came together for a cross-office volunteer event dedicated to creating handmade tie blankets for shelter animals.

Animal shelters play a critical role in providing care and protection for vulnerable pets; however, these environments can often be stressful for animals awaiting adoption. A simple item such as a soft blanket can provide comfort, warmth, and a sense of security—helping to improve animal well-being during their transition to permanent homes.

More than 50 employees participated in the initiative, collaborating to measure, cut, and assemble dozens of fleece blankets. These blankets were donated to three local partner organizations:

Center): A leading Midwest adoption center recognized for its cage-free, no-kill model.

- **Animal Haven (New York City):** A premier adoption and rescue organization focused on rehabilitation and behavioral care for vulnerable animals.
- **KC Pet Project (Kansas City):** A regional organization supporting more than 16,000 animals annually across 14 locations.

In addition to delivering tangible benefits to community partners, the event fostered employee engagement and cross-functional collaboration. Colleagues had the opportunity to connect outside of their day-to-day responsibilities while working toward a shared purpose.

Metrics

EVERSANA discloses ESG metrics at a consolidated, high level to support transparency while noting data coverage limitations.

Tracked areas include:

- **PAWS Chicago (Pippen Fasseas Adoption**

METRIC	2023	2024	2025
Total Emissions (tCO ₂ e)	16,549.93	21,117.62	21,403.80
Scope 1(tCO ₂ e)	14,969.27	6,677.58	6,149.79
Scope 2 (tCO ₂ e)	1,580.66	7,374.49	7,065.55
Scope 3 (tCO ₂ e)	Not Reported	6,154.70	9,099.31
Emissions per Employee (tCO ₂ e)	3.03	3.73	4.51
Emissions per \$1M Revenue (tCO ₂ e)	17.43	21.64	21.40
Energy Consumption (kWh)	3,316,341.28	14,914,934.51	12,320,529.23
% Renewable Energy	17%	11%	19%
Total Waste (kg)	Not Reported	1,355,361.20	1,209,966.71
Total Landfill (kg)	Not Reported	926,652.92	825,347.60
Total Recycle (kg)	Not Reported	428,708.28	384,619.11
Waste Diversion Rate	Not Reported	32%	32%



EVERSANA is the leading provider of global commercialization services to the life sciences industry. The company's integrated solutions are rooted in the patient experience and span all stages of the product life cycle to deliver long-term, sustainable value for patients, providers, channel partners and payers. The company serves more than 650 organizations, including innovative start-ups and established pharmaceutical companies, to advance life sciences services for a healthier world. To learn more about EVERSANA, visit EVERSANA.COM or connect through [LinkedIn](#) and [X](#).