



SUSTAINABILITY REPORT 2025

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MESSAGE FROM THE CEO

As we settle into the year, I am proud to reflect on Alimentiv's continued commitment to sustainability, and to share meaningful progress.

Our responsibility toward Environmental, Social, and Governance principles is not a compliance exercise; it is woven into our long-term strategy and the values that guide the decisions we make.

This past year marked a significant milestone: we formally submitted our Science Based Targets (SBTi), a commitment that holds us accountable to credible, measurable emissions reductions aligned with global climate goals. Alongside this, we have continued to invest in our people, are focused on reducing our environmental footprint, and are always strengthening our data security and clinical safety practices.

In the pages ahead, you will find a transparent account of where we stand across all principles. The journey toward full sustainability is ongoing, and we remain committed to improving, year after year.

– Pierre Gaudreault, Chief Executive Officer

ABOUT ALIMENTIV

In-Depth GI Science for Better Patient Outcomes

Alimentiv is a global GI-focused CRO built to advance the science of gastrointestinal diseases. For more than 30 years, our work has been guided by a simple belief: When we understand GI patients and diseases more deeply, we design and execute better, more efficient trials and generate quality data that bring pivotal GI products closer to the patients who need them.



We are headquartered in London, Ontario (Canada) with offerings in Toronto, San Diego, California (United States), Amsterdam (the Netherlands), Bella Vista NSW (Australia), South America & India, providing global coverage for our services.

OUR PURPOSE

Alimentiv's purpose is to transform the lives of people living with gastrointestinal disorders.

ESG AT ALIMENTIV

ESG WORKING GROUP

Alimentiv's executive leadership team oversees the ESG working group and progress related to sustainability initiatives.

After conducting an official materiality assessment in 2024, the team now carries out annual reporting via EcoVadis, CDP and will soon have validated the Science-Based Targets initiative (SBTi) targets.



ESG VISION

Alimentiv aims to align with our clients' expectations by embedding sustainable, ethical, and socially responsible practices into everything we do.

We are committed to reducing our environmental footprint, advancing diversity and inclusion, and ensuring the highest standards of quality and compliance in clinical research. These efforts not only support our clients' goals but also foster a workplace where employees thrive, feel valued, and are empowered to make a meaningful difference for patients, communities, and the planet.

Our ESG vision is to partner with clients in advancing global healthcare by prioritizing sustainability, ethical practices, and innovation within our operations. Guided by our commitment to reducing greenhouse gas emissions, safeguarding data security, prioritizing employee recruitment, development, & retention, and ensuring the safety of clinical trial participants, we aim to deliver excellence while driving positive impact.

As an enterprise, we re-invest a portion of our profit into research and development, reflecting our dedication to fostering innovation and improving outcomes for patients and communities worldwide.

IDENTIFYING KEY ESG FACTORS

Our 2024 materiality assessment indicated that reducing greenhouse gas (GHG) emissions was 1 of 4 top priorities.

To address this in 2025, we have submitted SBTi targets and expect to have them validated this year.

The remaining key priorities included:

- Ensuring Data Security
- Employee Recruitment, Development, and Retention
- Safety of Clinical Trial Participants

SPOTLIGHT: ENSURING DATA SECURITY

- Alimentiv continues to hold ISO 27001 certification for Information Security Management, demonstrating a systematic, risk-based approach to protecting sponsor IP, patient data, and regulated trial data
- **NEW!** Artificial Intelligence Governance: Alimentiv is committed to the responsible use of AI. An enterprise-wide governance framework is actively being developed, encompassing a formal AI Policy, a Data Protection Impact Assessment (DPIA) for AI tools in use, an organization-wide AI literacy campaign, and staff training.

ESG AT ALIMENTIV

Our CORE priorities represent the issues where we can have the greatest influence and deliver the most value to our clients and stakeholders.

Other topics, such as waste management, community engagement, and supply chain sustainability remain on our radar.

We will continue to strive for improvement by completing our EcoVadis assessment annually, creating a positive, long-lasting impact on society and the environment.



NEW! SustainAbility Employee Resource Group (ERG)

Launched in 2025, SustainAbility is our employee resource group dedicated to building a culture of environmental awareness and action from within.

Through a growing calendar of engaging initiatives, SustainAbility brings sustainability to life for employees across the organization, fostering connection, curiosity, and collective responsibility. Activities include:

- **Monthly e-mails** that keep employees informed on sustainability trends, company progress, and opportunities to get involved
- **Documentary screenings** of thought-provoking film events that spark conversation and deepen understanding of environmental issues
- **Trivia** interactive sessions that make learning about sustainability engaging
- **Guest speakers** who offer inspiring talks and fresh perspectives

SOCIAL RESPONSIBILITY

At the heart of our organization is a commitment to fostering a positive impact on our people, our clients, and the communities we serve. As part of our dedication to social responsibility, we focus on initiatives that empower our employees, promote inclusivity, and enhance the value we deliver through innovation.

Diversity, Equity & Inclusion (DEI): Through our DEI committee and Employee Resource Groups (ERGs), we strive to build a workplace that celebrates diversity, promotes equity, and ensures all employees feel valued and included.

Social Committee: Throughout the year, the committee organizes a range of initiatives designed to bring people together across geographies, including team challenges, holiday events, and informal coffee chats. These touchpoints create space for employees to connect beyond their day-to-day.

NEW! LGBTQIA+ ERG: A platform for connection, advocacy, education, and celebration—amplifying voices, raising awareness, and helping drive positive change both within Alimentiv and in the broader community.

Employee Voice Initiatives: We actively seek and act on employee feedback through engagement surveys, roundtable discussions, and other forums to ensure our culture is vibrant, responsive, and aligned with our employees' needs and aspirations.

ENVIRONMENTAL IMPACT

ENVIRONMENTAL FOOTPRINT

Alimentiv is committed to reducing our environmental footprint. To do this, we pledged our commitment in to the SBTi in 2024, and have now submitted near-term goals. The resultant targets will be validated in the coming months, and a roadmap for attaining them is currently being developed.

We will continue to improve by creating new sustainability-focused policies, in addition to the recently implemented Environmental Policy.



ENVIRONMENTAL DATA

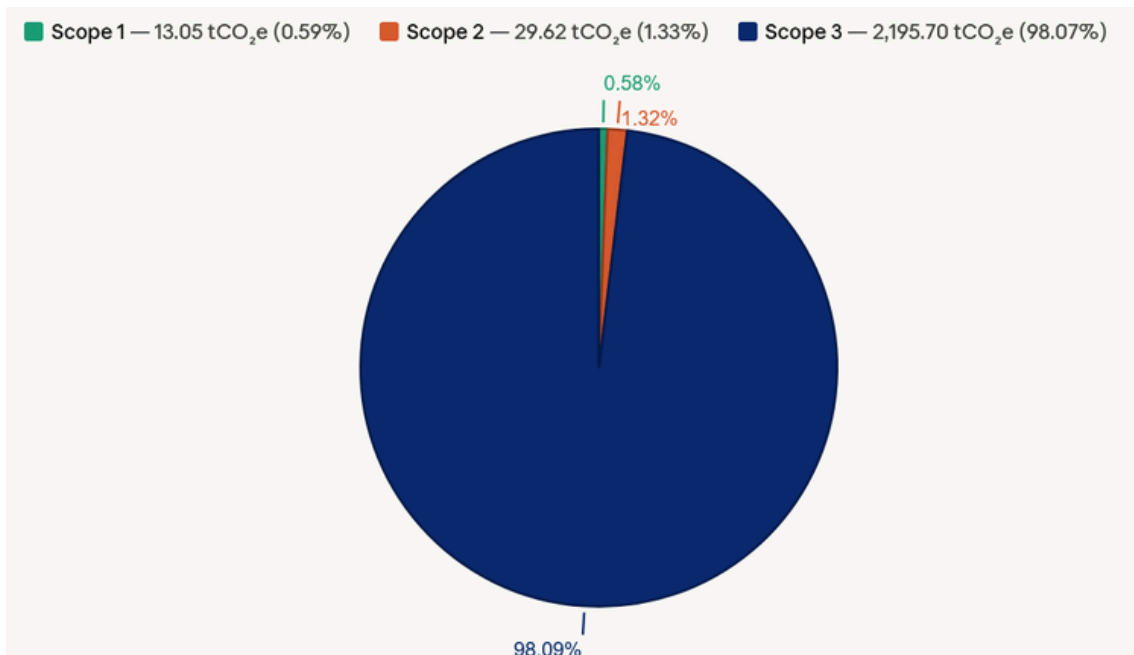
We have again successfully completed our Carbon Disclosure Project (CDP) submission in 2025.

ALIMENTIV INC questionnaire

- Submitted on 11/18/2025
- 100% complete

The information submitted in 2025 used data from 2024.

The figure below outlines our Scope 1, 2 and 3 emissions.



GOVERNANCE & ETHICS

OUR PEOPLE

20% of board of directors identify as women

43% of executive leaders identify as women

54% of senior leadership identify as women

ESG OVERSIGHT

The ESG Working Group is chaired by the Vice President of People & Culture. It is composed of the CEO as well as members from the finance, legal, IT, procurement, vendor management & business development departments.

The Board of Directors reviews ESG commitments and progress annually.

ETHICS & COMPLIANCE

Our Policies & Codes

- Anti-corruption & anti-bribery
- Anti-human trafficking & slavery
- Discrimination & harassment
- Employee health & safety
- Conflict resolution
- Accessibility
- Workplace violence
- Supplier code of conduct
- **NEW!** Environmental policy

**Employee training:
93% overall compliance**

Data Privacy & Security

- Annual independent third-party reviews, including SOC 2 Type II audit
- Incident response testing performed regularly
- Phishing simulations conducted monthly for all staff
- 900/1000 CyberVadis score: Rated Mature/Gold, placing Alimentiv in the top tier of globally assessed vendors; CyberVadis is used by enterprise sponsors in formal CRO vendor selection to benchmark third-party cyber risk.



BEYOND 2025

ESG ROADMAP

Our ESG roadmap outlines the steps we are taking to advance our sustainability, ethical, and social goals while staying aligned with client expectations and industry best practices. Focusing on our CORE priorities, the roadmap provides a clear path forward:

2024–2025: Foundation & Alignment ✓

- Set measurable reduction targets and identify opportunities.
- Enhance data security protocols to meet evolving requirements.
- Develop targeted programs for employee recruitment, development, and retention.
- Standardize clinical trial safety frameworks across all regions.

2026–2027: Acceleration & Integration

- Strengthen systems for measuring & reporting emissions.
- Incorporate advanced technology to further enhance data security and privacy.
- Expand leadership development programs.
- Foster innovation in clinical trial safety monitoring.

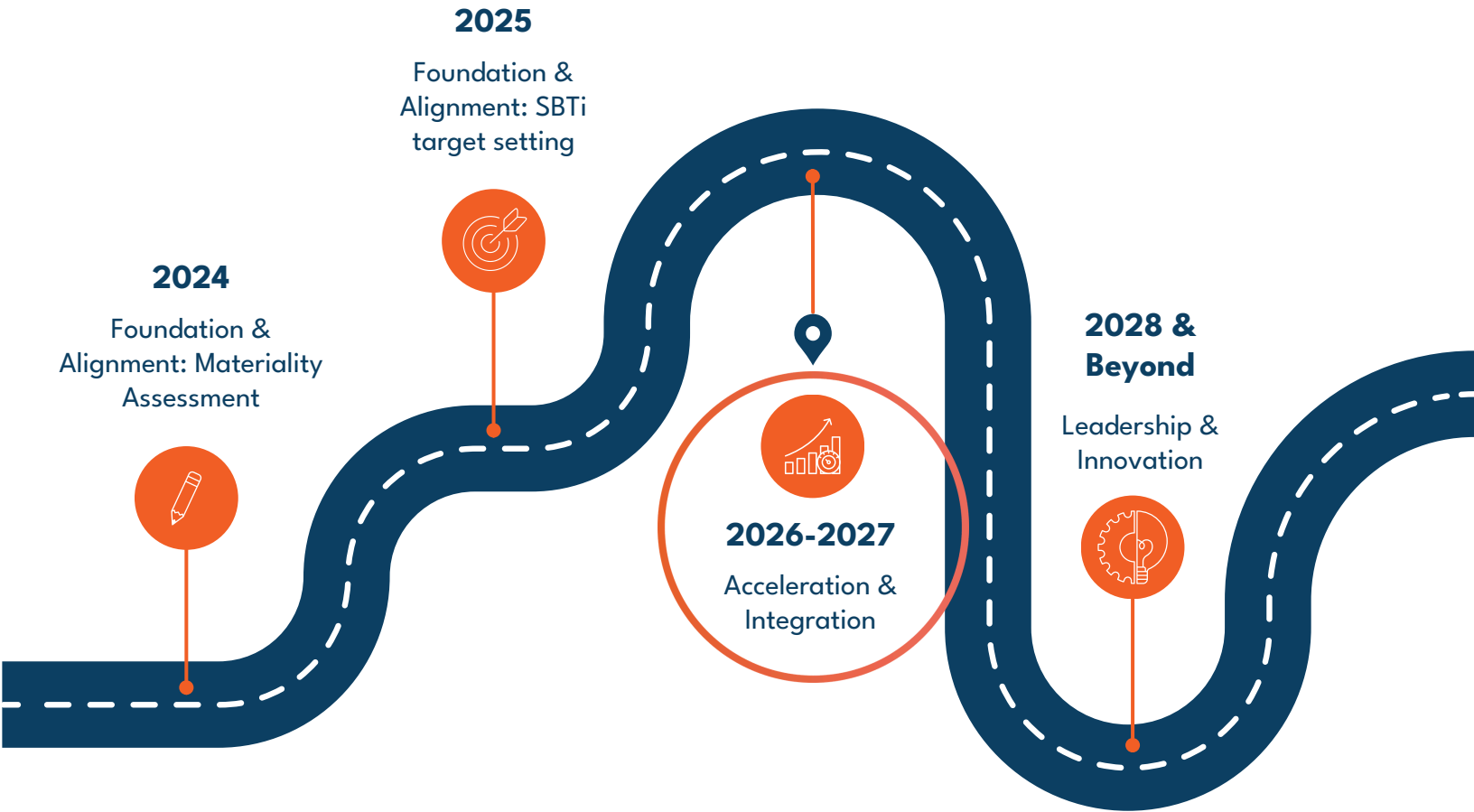
BEYOND 2025

2028 and Beyond: Leadership & Innovation

- Achieve significant reductions in GHG emissions aligned with science-based targets.
- Lead the industry in cybersecurity innovation and resilience.
- Position as a top employer through a fully integrated talent development framework.
- Pioneer new safety methodologies in clinical research, influencing industry standards.

This roadmap continues to reflect our commitment to delivering meaningful progress in the areas that matter most while supporting our long-term vision as a socially responsible enterprise.

ESG ROADMAP TIMELINE



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