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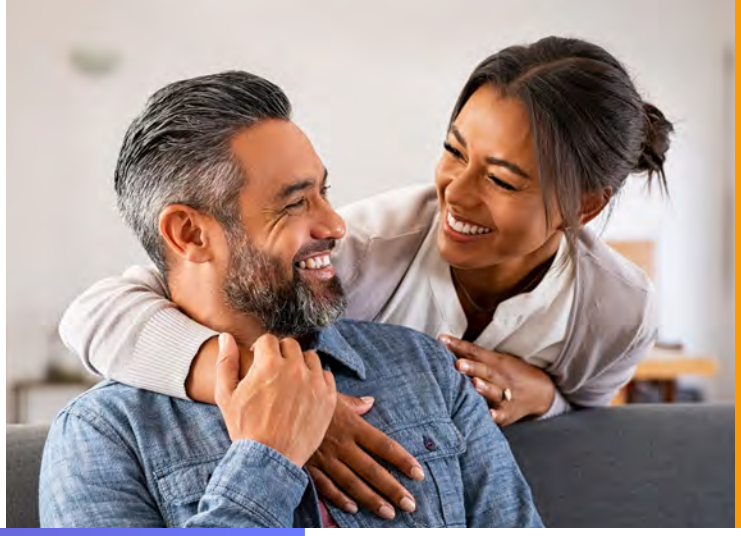

2025 Corporate Responsibility Report

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About This Report

Veranova's inaugural Corporate Responsibility (CR) Report outlines how we grow with integrity and serve customers and patients through investments in innovation, our people, and environmental sustainability. The report presents baseline data that informs the development of our CR strategy and helps define meaningful goals for future progress. This disclosure reflects our commitment to transparency and accountability as we advance our mission to enable current and next-generation therapeutics to improve and save the lives of patients.

Scope

Unless otherwise indicated, this report covers calendar 2025 (January 1 to December 31) and Veranova's operating entities, Veranova, L.P. and Macfarlan Smith Limited. The publication date of the original version of this report is April 22, 2026.

The disclosures in the report are informed by a materiality assessment conducted at the start of our CR journey, as well as the International Sustainability Standards Board (ISSB) standards for the Biotechnology and Pharmaceuticals and Chemicals Industries.

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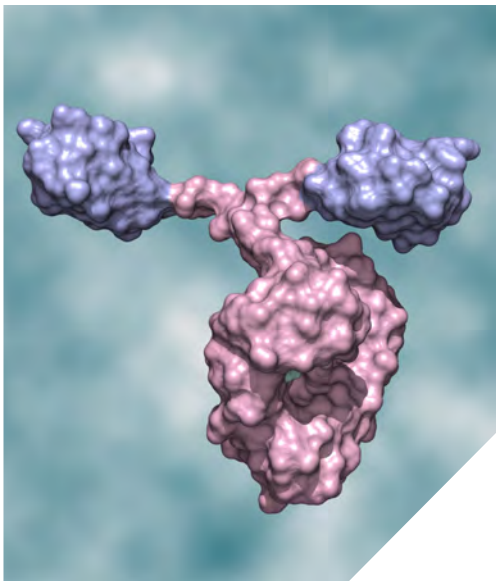


Message from the CEO

I am pleased to share Veranova's first Corporate Responsibility Report, which marks an important milestone in our company's growth and maturity. The commitments and priorities outlined here reflect our long-term approach to life-saving innovation, value creation, and sustainability. In 2025, our global API manufacturing volume enabled the production of up to 6.7 billion doses[1] of critical therapies — helping patients around the world access the medicines they need.

As we invest to grow the business, expand manufacturing capacity, and support an increasing number of therapies, our CR strategy is designed to amplify Veranova's positive contributions to society while meeting patient demand, reducing risk, and minimizing potential negative impacts. This inaugural report identifies our most material CR priorities and establishes baseline data that will guide our performance in the years ahead.

The most meaningful achievements in 2025 include:

- **Receiving a Society of Chemical Manufacturers and Affiliates (SOCMA) Safety Award for the Devens and West Deptford sites, recognizing strong safety management and performance;**
- **Earning an Ecovadis Bronze Medal, demonstrating a well-established sustainability management framework;**
- **Acceptance into the American Chemical Society Green Chemistry Institute Pharmaceutical Roundtable;**
- **Applying to become a Supplier Partner with the Pharmaceutical Supply Chain Initiative (PSCI), aligning with our sector to advance environmental, social, and ethical performance across the biopharma supply chain; and**
- **Celebrating our first Month of Service, with teams at all sites organizing green and volunteer activities in local communities.**

Our mission to enable current and next-generation therapeutics to save and improve lives is the compass of our CR commitment. The Veranova Values — People, Patients, and Innovation — inform our behaviors and decision-making. Veranova's SOCMA recognition is a meaningful affirmation of our commitment to safety, which is my top priority for both our people and the patients who rely on us. Multiple successful regulatory and customer inspections in 2025 underscore the strength of our fundamental commitment to quality. While these achievements reflect meaningful progress, we know there is more work ahead as we continuously improve how we operate and grow.

[1] Estimate based on 2025 internal API production data and IQVIA industry average dose standards. Approximately 34% of the total dose count is calculated using an assumed average dose of 16 mg/std unit for miscellaneous products.

Mike Riley
Chief Executive Officer

"Our CR strategy is designed to amplify Veranova's positive contributions to society while meeting patient demand, reducing risk, and minimizing potential negative impacts."

In 2025, we invested in the people and leadership capabilities required to build a high-performance, values-centric culture. This included appointing a global Learning and Development leader to launch Veranova Behaviors, a codified set of leadership standards that help ensure all employees understand expectations and responsibilities. We also made key leadership appointments across our Operations, R&D, and Supply Chain teams to support disciplined growth and operational excellence. Veranova established a CR Committee in 2024 to drive our strategy across our science and operations. The Committee is led by our Chief Human Resources Officer, reporting to me and, ultimately, our Board of Directors.

Veranova has a meaningful opportunity to apply our scientific expertise to help make medicines not only more effective for patients, but also more environmentally responsible to produce. In 2025, our Green Chemistry Team advanced this work by introducing an assessment tool that integrates green chemistry principles into the earliest stages of process development.

The tool also enables us to reassess existing processes, identifying opportunities to reduce waste and improve energy, water, and material efficiency. By embedding these principles early in process development, we can design cleaner, more efficient chemistry from the outset. In 2025, we applied the tool to eight processes and plan to expand its use with customers and partners in the years ahead.

To further minimize our environmental footprint, we also instituted a scorecard approach to monitor how each site in the Veranova network contributes to meeting our goals. In 2025, we collected environmental data from all of our facilities to establish a baseline of our environmental footprint. We will use that data to set goals to minimize that footprint in the coming years.

Our progress to date has established a solid foundation for CR at Veranova, and I am confident in the future we are shaping as we advance our commitments and elevate our impact — achieving our mission, fueling our growth, and ensuring patients receive the medicines they need.

Mike Riley

Who We Are and Our Approach to Corporate Responsibility

Veranova is a global leader in the development and manufacturing of active pharmaceutical ingredients (APIs), with a focus on specialty and complex synthetic modalities including small molecules, antibody-drug conjugates[2] (ADCs), and peptide and oligonucleotide therapeutics (TIDES).

As a world-class Contract Development & Manufacturing Organization (CDMO), we support our customers across the drug product lifecycle, from early-phase development to commercial manufacturing, and specialize in:

- ADCs
- Highly potent compounds
- Controlled substances
- Small molecules
- Other complex synthetic modalities

By combining our distinct scientific expertise with strict quality control and manufacturing standards, we enable our customers to develop the next generation of life-changing pharmaceuticals and deliver safe and effective treatments to customers and patients around the world.

OUR MISSION

To enable current and next-generation therapeutics to improve and save the lives of patients.

OUR VALUES

People

Our people are our most important asset, and we are dedicated to building the most talented and diverse workforce in our industry. We are committed to the growth and well-being of our team, and expect them to work collaboratively and act with the highest level of integrity.

Patients

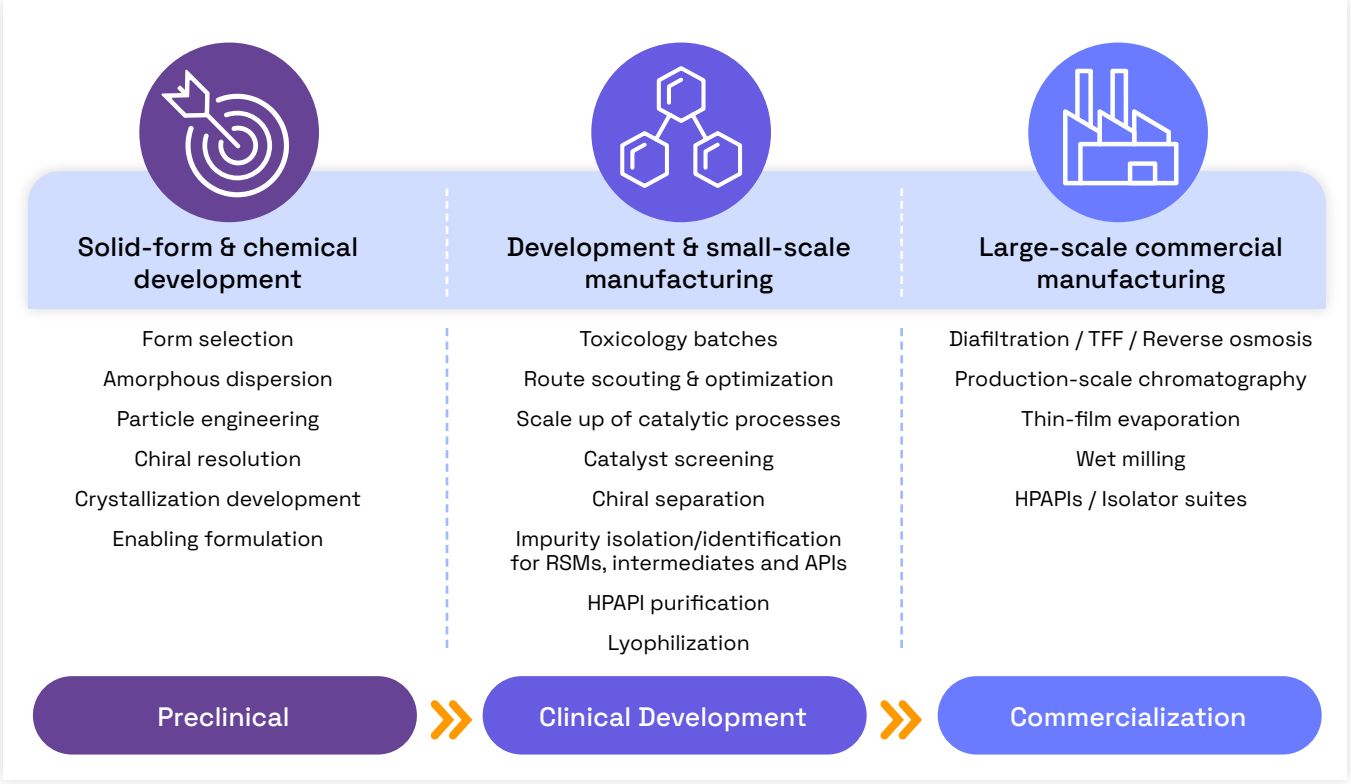
Recognizing that each product we touch directly impacts a patient's life, we maintain an uncompromising focus on quality, compliance, and excellence in delivery.

Innovation

We strive to be better every 30 days. We challenge our people to continually find ways to improve how we deliver the best service to our customers, and to leverage our scientific and technical expertise to advance industry-leading technology.

[2] Antibody–drug conjugates are a class of bioconjugates (a structure where two molecules are linked together) that are composed of an antibody linked to a "payload" or drug.

WHAT WE OFFER AS A CDMO



Our Capabilities

Our CDMO capabilities span the entire product lifecycle, from preclinical to commercialization, focusing on highly regulated, technically complex chemistries, including diverse small molecules, ADCs, and TIDES.

At the preclinical phase, we offer excellence in chemical process design and solid form research and development (R&D). Our Pharmorphix® Solid Form and Particle Engineering Service applies advanced solid-state chemistry to identify and optimize the most stable, effective, and scalable forms of drug substances, including high-potency and controlled substances.

For small-scale manufacturing, our scientists perform chemical route scouting along with phase-appropriate process and analytical method development and optimization plans.

Lastly, our large-scale manufacturing facilities support the synthesis of complex molecules and separation and purification through advanced chromatography capabilities. To handle highly potent molecules, the facilities feature appropriate containment technologies and processes, including isolators, ensuring precision, safety and quality at every step.

To learn more, see Our CDMO Approach.

In addition to our CDMO services, Veranova offers a broad small-molecule generic API portfolio (including oncology, central nervous system and psychiatry, anti-addiction, and ophthalmics therapies), providing commercial supply and life-cycle management solutions.

To learn more, see APIs and Controlled Substances.

Our organization includes more than 170 development chemists, engineers, and scientists in the U.S. and the U.K. Our R&D teams partner with our customers to co-develop processes and technologies and optimize formulations.

Our global network of development and manufacturing sites in the U.S. (Devens, MA, North Andover, MA, and West Deptford, NJ) and the U.K. (Cambridge, England and Edinburgh, Scotland) has specialized capabilities, with facilities equipped to handle high-potency compounds and controlled substances under rigorous safety and environmental controls. Our current Good Manufacturing Practices-compliant (cGMP) facilities are regularly inspected by authorities including the U.S. Food and Drug Administration (FDA) and the U.K. Medicines and Healthcare products Regulatory Agency (MHRA).

We prioritize patient safety and product quality at each stage and in all that we do, and are an experienced partner in meeting global standards and regulatory requirements.

WHO WE ARE

20
Years of experience with multiple ADC linker-payload systems

200+
Active Drug Master Files (DMFs) with controlled substances and specialty APIs

785
Global employees with 170+ scientists

6.7
Billion doses of critical therapies enabled by our 2025 API output

2500+
Completed solid-form projects across structurally diverse & complex APIs

5
World-class facilities in the U.S. and the U.K.

Performance and Growth

The biotechnology and pharmaceutical (biopharma) sectors are evolving rapidly, driven by scientific innovation and demand for more targeted, effective therapies. These dynamics are contributing to continued growth in outsourced R&D and manufacturing, and increasing reliance on CDMO partners. As a CDMO and API supplier, Veranova partners with customers to deliver high-quality materials and specialized scientific expertise across development and manufacturing, enabling them to focus on their core priorities.

Growth is strongest in areas such as biologics, ADCs, peptides, and oligonucleotides, which are transforming how diseases are treated and managed. These advanced modalities require specialized chemistry, advanced analytics, high-containment manufacturing, and deep technical expertise, creating growth opportunities for partners like Veranova.

We are making strategic investments in enhancing our infrastructure to develop the most complex molecules and manufacture critical drug substances. In 2025, we broke ground on the expansion of our Devens, MA facility. The 9,000 square foot expansion will add new state-of-the-art labs and cGMP suites, which will expand the site's development and production capabilities for potent compounds, ADC linker-payloads, and other complex molecules critical to next-generation therapeutics.

For more information about our innovation and portfolio growth, see Innovation.

Ethics and Integrity

Veranova's operation and growth is grounded in integrity, ensuring that ethical conduct and accountability remain central to our success and responsibility as a world-class organization. Our Senior Vice President and General Counsel oversees the implementation of our Ethics and Compliance program and reports to the Board of Directors quarterly.

Our Global Code of Ethics and Business Conduct articulates the expectations for ethical behavior and reflects our values. Our policy covers topics including:

- Personal behavior and respect in the workplace
- Conflicts of interest
- Gifts and entertainment
- Anti-bribery
- Fair dealings with competitors, customers, and vendors
- Financial records

To promote compliance with the Global Code of Ethics and Business Conduct, all new hires complete mandatory ethics training as part of their onboarding. We update our training curriculum regularly to reflect policy changes and provide refresher training for all employees.

Our expectations for ethical conduct extend beyond our organization. In 2025, we adopted a Supplier Code of Conduct that defines our expectations for suppliers. The code ensures that we work with partners who uphold principles that align with our values.

The Veranova Speak Up Policy defines the process and expectations for employees who report misconduct, unethical behavior, and wrongdoing within the company. Our employees, contractors, suppliers, partners, and the general public can access our Speak Up Helpline to report concerns anonymously and confidentially. It is against our policy to retaliate against anyone who submits a good faith report of a suspected violation of the Veranova Code. We also require our suppliers to provide their employees with avenues to raise legal or ethical issues or concerns without fear of retaliation. We foster a speak-up culture among our employees by raising awareness of the helpline and related policies through our internal portal, facility signage, and in our corporate newsletter.

Our Approach to Corporate Responsibility

Built on a foundation of strong ethics and governance, Veranova's approach to corporate responsibility focuses on investing in our people, driving innovation for patients, and minimizing our environmental footprint to help protect the planet. We integrate these priorities into how we operate and make decisions, ensuring that sustainability and accountability are embedded in the way we grow and deliver for our investors, customers, and other stakeholders.

VERANOVA'S CORPORATE RESPONSIBILITY PILLARS

Investing in People

We invest in our people and communities, prioritize safety, and foster an inclusive culture that ensures personal and business growth.

Innovating for Patients

We innovate for patients, maintaining an uncompromising focus on quality, compliance, efficiency, and excellence in delivery.

Protecting the Planet

We seek to minimize impact on the environment, securing a healthier, more sustainable future.

THE MOST MATERIAL TOPICS

Materiality Assessment

Understanding what matters most to the business and our stakeholders is fundamental to shaping Veranova's sustainability priorities. In the second half of 2024, we conducted a materiality assessment, examining both how sustainability issues affect our business and how our operations impact the world around us. Internally, we engaged executives and employees across our network to understand priorities from within the organization. Externally, we consulted our investors, customers, and suppliers and also reviewed guidance from industry associations and sustainability frameworks. This process ensures that our CR strategy reflects the issues that matter most to Veranova, our partners, and the communities where we operate.

Accountability

Our Board of Directors has ultimate oversight of our CR strategy, and adopted the first CR strategy in 2024.

The Veranova Leadership Team (VLT), led by the CEO and composed of senior executives, is accountable for implementing the strategy. The Chief Human Resources Officer (CHRO) leads the coordination of the CR strategy and ensures alignment and accountability across sites and functions. The CEO and CHRO provide updates and progress reports on the CR strategy to the Board at least twice a year.

In 2025, we established the Corporate Responsibility Committee, bringing together leaders from across Veranova's sites and functions who are passionate about advancing our mission and living our values. The CR Committee is responsible for guiding Veranova's CR strategy and integrating the elements of the People, Patients, and Planet pillars into Veranova's business operations, risk management, and long-term planning. The committee meets approximately monthly, and main responsibilities include:

- Overseeing community engagement, including volunteering and charitable donations
- Promoting the company's commitment to fostering inclusion
- Supporting initiatives related to employee health and safety, labor practices, and human rights
- Guiding the implementation of an environmental sustainability strategy
- Reviewing reports compiled by Veranova sites related to their CR performance to ensure accountability and progress
- Recommending policies and practices that strengthen CR across the company.

To ensure accountability at the site level, we measure and track the progress of our CR strategy using a site scorecard system.

KEY MILESTONES IN OUR CORPORATE RESPONSIBILITY JOURNEY

Q4 2024

- Corporate Responsibility (CR) strategy approved by the Board

Q1 2025

- CR Committee established
- Green Chemistry Team formed
- Supplier Code of Conduct published
- Hosted first global Inclusion Council event

Q2 2025

- Ecovadis Bronze Medal achieved
- Veranova's first Earth Month celebration
- Deployed a new EHS internal audit module

Q3 2025

- CR tracker implemented to monitor site progress
- Finalized first environmental baseline exercise

Q4 2025

- Green chemistry tools adopted to assess Veranova's development and manufacturing processes
- Joined the American Chemical Society Green Chemistry Institute Pharmaceutical Roundtable

We invest in our people and communities, prioritize safety, and foster an inclusive culture that ensures personal and business growth.

Driven by Our People. United by Our Mission.

Our people are the intellect driving our science and the hands that assure that every treatment is manufactured with precision and effectiveness. We honor our employees' contributions by prioritizing their safety and growth, and by building a workplace where they are inspired to contribute with purpose.

- Health and Safety: Our First Responsibility to Our People
- Building a High-Performance Team
- Workforce Statistics

Health and Safety: Our First Responsibility to Our People

Given the high-potency APIs (HPAPIs) and other hazardous materials handled across Veranova's operations, a vigilant focus on employee, contractor, patient, and community safety is non-negotiable. Protecting the health and wellbeing of our people is essential to maintaining our reputation and license to operate.

In 2025, Veranova's Lost Time Incident Rate (LTIR[3]) and Total Recordable Incident Rate (TRIR[4]) improved significantly, supported by targeted actions such as increased investment in training, even more proactive safety observations, and stronger workforce engagement in health and safety. We implemented an upgraded environmental, health, and safety (EHS) software solution to improve data management, audit readiness, and timely follow-up on corrective actions. We strengthened health and safety leadership and structure at both corporate and site levels and deployed occupational nurses to prevent injuries and support early intervention.

Prioritizing employee health and safety is embedded in Veranova's culture and day-to-day processes, and every employee plays an active role in preventing injury and promoting wellbeing. We aspire to zero harm, supported by a health and safety management system designed to:

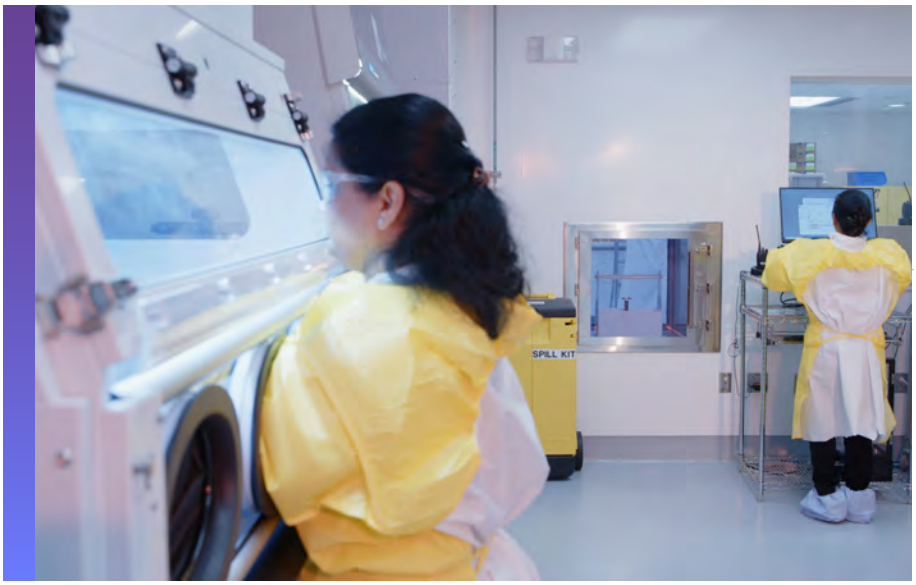
- Comply with global laws, regulations, and internal policies
- Integrate process safety risk management across operations
- Drive continuous improvement in safety performance
- Provide training, tools, and resources that enable safe work
- Promote mental health and wellbeing through support services.

You can read our Environmental, Health and Safety (EHS) Policy Statement here.

We continue to strengthen site health and safety performance through comprehensive audits. In 2025, Veranova's EHS leadership conducted six audits across our sites. We also engaged external expertise at our West Deptford and Edinburgh facilities to further strengthen systems that prevent accidental exposure, releases, and catastrophic events. These assessments confirmed that our process safety programs are fundamentally strong and supported by the effective use of leading indicators to manage risk. Opportunities for improvement included strengthening investigation quality and enhancing corrective and preventive actions.

[3] LTIR is calculated as the number of lost-time injuries per 200,000 hours worked.

[4] TRIR measures the frequency of U.S. Occupational Safety and Health Administration (OSHA)-recordable injuries and illnesses per 100 full-time employees (200,000 hours worked) in a year.



EMPLOYEE HEALTH AND SAFETY			
	2024	2025	U.S. Industry Average[5]
Fatalities	0	0	—
LTIR	0.91	0.34	0.5
TRIR	1.70	0.67	1.7

Employee engagement and proactive reporting continue to play a vital role in our safety performance. In 2025, employee safety observations contributed to improved outcomes by recognizing positive behaviors and identifying opportunities for further improvement.

We continue to review leading indicators such as near-miss reporting, on-time corrective action completion, preventive measures, and maintenance of safety-critical equipment to strengthen controls and reduce risk. We also recognize and reinforce safety leadership through monthly Safety Leader recognition at company Town Halls.

In 2025, we launched our first Global Health and Safety Culture Survey, inviting employees to share feedback on how we can further strengthen safety culture. The results highlighted opportunities to improve hazard recognition and ensure consistent follow-up when safety concerns are raised. The survey results validated our approach to hazard training and to equipping front-line supervisors with the tools and expectations to lead on safety every day.

[5] OSHA injuries rate calculations are applied to all Veranova sites.

Building a High-Performance Team

We focus on hiring team members with scientific and technical excellence, paired with a mission-driven, continuous-improvement mindset. Through global outreach, employee referrals, and partnerships with universities and professional networks, we build a diverse workforce that reflects our global footprint, technical strength, and core values. In 2025, we hired 134 new employees.

We organize our early talent programs under the umbrella of Rising Innovation for Service Excellence (RISE). RISE includes university recruiting relationships, internships, co-ops (six-month university placements in the U.S. sites), and industrial student placements (a 12-month student placement program).

The RISE early-career professionals participate in active pharmaceutical product development projects, are supported with mentoring, and join volunteering and office celebrations. In some cases, they come back as full-time employees after graduation. In 2025, Veranova hosted seven industrial student/co-op placements and 18 interns. As our early talent development strategy matures, we are excited to launch a formal mentoring program in 2026.

As Veranova advances toward the gold-standard CDMO and API supplier we envision, we are strengthening our global approach to talent by deepening university partnerships, expanding scientific sourcing, and leveraging advanced recruiting and workforce analytics platforms.

We will continue to build our employer brand by emphasizing rapid career growth, meaningful scientific work, and an inclusive and collaborative culture that attracts purpose-driven professionals.

Continuous Growth and Advancement

Our success depends on the strength of our people. We foster a culture of continuous learning through training and development opportunities that help employees expand their skills, advance their careers, and deepen their contributions.

In 2025, we hired a Global Director for Learning, Development, and Training, reinforcing Veranova's commitment to building a high-performance culture. The Director will play a key role in aligning Veranova's global training efforts with our values and business priorities as well as applicable regulatory standards.

We also launched a signature "Veranova Behaviors" leadership program for all employees. The program connects our mission to the everyday decisions employees make and helps translate Veranova's values into consistent actions across the organization. Going forward, we will continue to embed the behaviors into our performance, development, recognition, and recruitment processes. In 2025, 60% of employees completed Veranova Behaviors activities and training.

In 2025, Veranova also invested in LinkedIn Learning to provide tailored and on-demand technical and leadership development to our people. Everyone at Veranova has access to the platform. As of the

publication date of this report, 70% of employees had an activated account. More than 700 hours of learning were taken by employees in 2025.

We believe much of the company's strongest talent — and future leadership — is already within Veranova. As a result, we prioritize internal development by equipping employees to expand their capabilities, demonstrate leadership, and solve complex challenges in their day-to-day work.

Listening to Our People as We Achieve Excellence

Organizational excellence starts with purpose-driven leadership and is sustained by culture. At Veranova, we aim to build work environments that elevate diverse perspectives, encourage active listening, and reinforce respectful dialogue.

In 2024, we implemented an employee survey platform that enables feedback on engagement. Managers receive access to team-level results and are accountable for acting on findings, including employee-identified actions that strengthen satisfaction and performance.

Photo by Disability:IN, photographer J. Nicholson

2025 marked the second year of the survey. Key insights included:

- Employees expressed strong appreciation for their immediate colleagues and a shared sense of purpose rooted in Veranova's mission
- Employee commitment to Veranova's success is the organization's highest-rated strength
- The most significant year-over-year improvement was employees' perception of Veranova's commitment to building diverse teams.

Overall engagement increased modestly, reflecting our continued focus on acting on employee feedback and underscoring opportunities to further strengthen the employee experience at Veranova.

Our Inclusion Council and our Corporate Responsibility Committee play an important role in strengthening employee engagement at Veranova.

The Inclusion Council is a diverse group of employees who work across functions and sites to build a culture of belonging and community. As engagement ambassadors, Council members convene discussions and learning opportunities and organize global events that celebrate diversity, encourage dialogue, and deepen understanding. Together, the CR Committee and Inclusion Council help channel employees' desire to make a meaningful difference — creating stronger connections at work and in our communities.

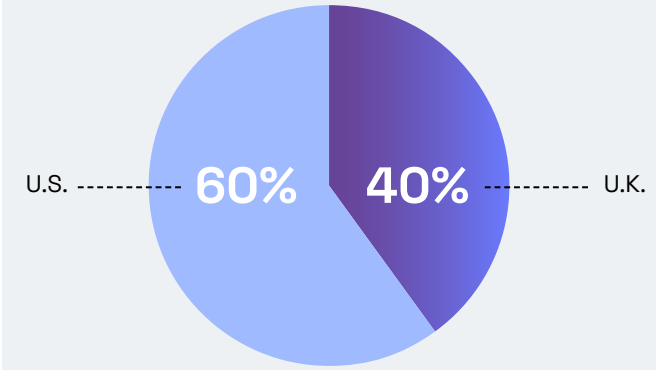
In 2025, the CR Committee supported the company's first volunteer month in April, championed site green teams, and promoted the publication of Veranova's first CR report.

Workforce Statistics

As of December 31, 2025, Veranova had a total of 785 full-time employees.

TOTAL EMPLOYEES BY COUNTRY — 2025

Total Number of Employees	785



GLOBAL GENERATIONAL DIVERSITY[6] —2025

Baby Boomers (1946-1964)	6%
Generation X (1965-1980)	37%
Millennials/Y (1981-1994)	39%
Generation Z (1995 and onward)	18%

U.S. WORKFORCE RACIAL AND ETHNIC DIVERSITY[7] — 2025

Total Number of Full-time Employees in the U.S.	469
American Indian or Native Alaskan	0%
Asian	20%
Black or African American	8%
Hispanic or Latino	8%
Native Hawaiian or Other Pacific Islander	0%
White	60%
Two or more races	3%
Unspecified or blank	2%

[6] Veranova applied the generational ranges as defined by ADP.

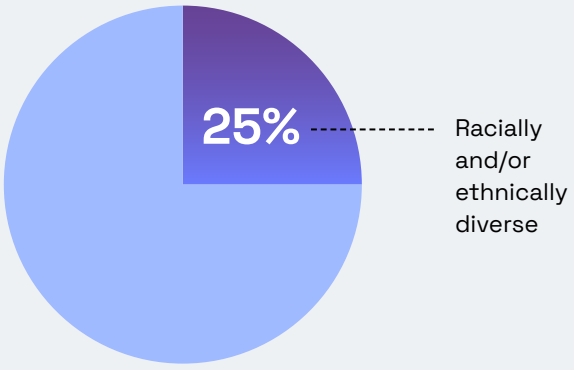
[7] U.S. workforce data aligns with the EEO-1 report and is managed through ADP.

FEMALE REPRESENTATION — 2025

31% female	69% male	Total full-time employees
30% female	70% male	Managers
34% female	66% male	Senior leaders
50% female	50% male	C-Suite/Veranova Leadership Team (VLT)

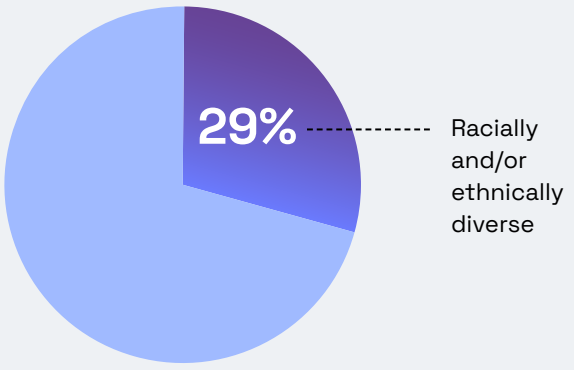
U.S. MANAGERS: PERCENTAGE WHO ARE RACIALLY AND/OR ETHNICALLY DIVERSE — 2025

Total Number of U.S. Managers: 138



U.S. SENIOR LEADERS: PERCENTAGE WHO ARE RACIALLY AND/OR ETHNICALLY DIVERSE — 2025

Total Number of U.S. Senior Leaders: 52



We innovate for patients, maintaining an uncompromising focus on quality, compliance, efficiency, and excellence in delivery.

Putting Patients at the Heart of Our Science

Delivering active pharmaceutical ingredients (APIs) and therapies to customers and the patients who depend on them, as quickly and reliably as possible, is the central driver of our business and operations.

- Innovating to Advance the Technologies of API Manufacturing
- Rigor in Quality, Confidence for Customers, Efficacy for Patients
- Building a Strong and Secure Supply Chain

Innovating to Advance the Technologies of API Manufacturing

Veranova made targeted investments in 2025, including:

- Expanding the high-potency API (HPAPI) development and manufacturing capacity in Devens for antibody-drug conjugates (ADC) payloads and payload-linkers
- Funding new bioconjugation capabilities to produce ADC drug substances
- Embedding green chemistry principles across our scientific work.

Expanding ADC, HPAPI, and Bioconjugation Capabilities in Devens

We are proud of our history and leadership in developing and manufacturing complex APIs and in the deep scientific expertise that drives our complex chemistry and delivers specialized modalities. In 2024, we initiated an investment of $50 million at our Devens site to build state-of-the-art bioconjugation development and cGMP[8] manufacturing infrastructure for potent and non-potent bioconjugates and small molecules. This expansion adds new labs, cleanrooms, equipment, instrumentation, and supporting infrastructure that are necessary for producing bioconjugates, and enables faster, more efficient development and production of new treatments under one roof.

Green Chemistry is Responsible Chemistry

In biopharma, green chemistry advances standards and practices that make drug development and manufacturing cleaner and more efficient, without compromising potency, purity, or patient safety. A central focus of green chemistry is reducing the toxicity and overall volume of solvents used in pharmaceutical R&D and manufacturing.

In 2025, led by our Global Vice President for Chemical Development Operations, we established a Green Chemistry Team. The team worked throughout the year to evaluate numerous green chemistry tools and standards and test them across our own key processes. Insights from these evaluations and case studies now guide how we integrate green chemistry across our products and operations while maintaining integrity and efficacy.

See Driving Sustainability Through Green Chemistry in the Planet section of this Report for more information on green chemistry and innovation.

[8] Current Good Manufacturing Practices (cGMP) is a set of regulations enforced by national drug agencies, like the U.S. FDA or the Medicines and Healthcare products Regulatory Agency (MHRA) in the U.K., that ensure that drugs are manufactured and controlled in adherence to specific quality standards.

Science is Our Product. Our Scientists are the Catalysts.

To build on the momentum of our new infrastructure and technical capabilities in Devens, Veranova made three strategic appointments in 2025, a Vice President of Peptides and Oligonucleotides, a Vice President of Bioconjugation and a Vice President of Analytical Research Development Operations. These leaders strengthen our scientific team, deepen our growing presence in the TIDES space, and support the continued investment in bioconjugation.

We are proud of our team of over 170 scientists, and invest in their ongoing learning and scientific discovery. A signature event for our R&D teams was the **Science, Collaboration, Acceleration, Launch and Execution (SCALE) Symposium**, which brought together Veranova scientists and external experts to advance biopharma innovation. Topics at **SCALE 2025** included:

- Unconventional process considerations for ADCs
- Shaping the future of pharma partnerships
- Oligonucleotide APIs
- Automated peptide and protein synthesis.

SCALE was designed to encourage collaboration, accelerate problem-solving, and advance innovation through discussion and shared learning.

THE EXPERTS THAT INSPIRE OUR SCIENCE AND INNOVATION

At Veranova's SCALE 2025 conference, Dr. Carolyn Bertozzi, the 2022 Nobel Prize winner in Chemistry and a member of our Advisory Board, presented on bioorthogonal chemistry and its role in enabling modern modalities. Bioorthogonal chemistry, a term coined by Dr. Bertozzi in 2003, refers to a family of chemical reactions that can occur within a living organism without interfering with native biological processes. These reactions are essential in chemical biology, as well as for health applications such as bio-imaging, drug development, and disease targeting.

Veranova and its scientists and partners are fortunate to have her guidance and support as we develop our bioconjugation strategy and capabilities.

Rigor in Quality, Confidence for Customers, Efficacy for Patients

Quality is the bridge that connects scientific excellence to our responsibility to patients and the trust we earn with customers. Supported by a continuously improving Quality Culture, our approach to product quality reflects our unwavering commitment to ensuring drug safety and effectiveness from development through delivery. In 2025, we strengthened the foundation of our Quality function by enhancing the leadership structure, sharpening internal audit performance, and upgrading to a next-generation electronic-based QMS to support the rigor and scale of a world-class CDMO and API supplier.

A Quality System that Safeguards Patients

Our Patient value recognizes that every product we touch directly affects the life of a patient. Guided by this principle, our Global Quality Policy sets the foundation for how we deliver quality — through disciplined systems, strong data integrity, the clear cascading of expectations, and accountability across our global operations.

Veranova's QMS is built on Quality by Design principles that integrate analytical excellence, risk management, and continuous monitoring and improvement throughout the product lifecycle. We remain audit-ready at all times and actively incorporate feedback from customers and regulators into our systems.

The Veranova Global Quality organization leads our Quality Strategy in alignment with International Council for Harmonisation (ICH) guidelines for pharmaceutical quality systems. We strictly adhere to cGMP and international regulatory standards.

Veranova Global Quality includes the traditional functions of Quality, Regulatory Affairs, and Compliance. Responsibilities include:

- Establish global quality policies and standards
- Manage appropriate escalation of critical quality events
- Ensure inspection readiness and oversee follow-up from inspections
- Monitor cGMP compliance of the facilities through periodic internal audits
- Prepare and maintain regulatory submissions.

Our Chief Quality Officer is the head of the Global Quality Organization and reports directly to the CEO. Leadership for each site quality unit is provided by a Site Quality Leader, who reports directly to the Chief Quality Officer, with shared accountability to their respective General Manager for meeting quality and compliance standards during execution. The performance of the Veranova Quality Organization is monitored by the Quality, Safety, and Compliance Committee of the Veranova Board of Directors.

ISO 9001 CERTIFICATION

The Cambridge site's ISO 9001 certification means that the QMS has been independently verified to ensure consistent processes, continuous improvement, and reliable delivery.

bsi ISO 9001 Quality Management Systems CERTIFIED

FS 764859

A key achievement for the Quality Organization in 2025 was Veranova's transition to a new, cloud-based electronic QMS used to manage cGMP quality processes including deviations, out-of-specification (OOS) investigations, corrective and preventive actions (CAPA), CAPA effectiveness, escalation, and change control. The upgrade improved system performance and integration, while unifying digital quality management across all Veranova sites.

We show our commitment to product quality, efficacy, and safety through compliance and rigor in our manufacturing, verified by internal audits, customer audits, and regulatory inspections. In 2025, Veranova conducted 29 internal quality audits at our sites, hosted approximately 50 customer audits, and underwent one regulatory inspection.

Ongoing training also reinforces our commitment to achieving a "best in class" quality culture. In 2025, we provided more than 1,000 course hours of QMS and compliance training across our sites, inspiring and supporting teams to deliver excellence at every stage of production.

MOST RECENT REGULATORY INSPECTIONS

Edinburgh	MHRA	2021
West Deptford	FDA	2023
Edinburgh	MHRA (desktop)	2024
Devens	FDA	2025

Building a Strong and Secure Supply Chain

We work with more than 1,000 suppliers to ensure that customers — and ultimately patients — receive reliable access to the medicines they need.

Our current approach to suppliers is guided by a supply chain roadmap, informed by data systems and requiring in-depth planning and coordination from each of our sites.

As Veranova grows, we anticipate our partner network to expand. To navigate and capitalize on this change, in 2025 we established a leadership role and appointed a Global Vice President of Supply Chain and Operational Excellence, to drive greater consistency, efficiency, and scalability across global operations. The role will also focus on compliance of the global supply network with all applicable regulatory requirements.

Veranova's supply chain management strategy and roadmap focus on sustaining quality, driving resilience, reducing cost, and increasing efficiencies across the value chain. We will achieve this by optimizing API development and manufacturing practices, while strengthening warehousing management, improving materials planning, and formalizing partnerships with critical suppliers. Improved supply chain management and forecasting accuracy will also reduce excess raw materials entering our facilities, helping to minimize surplus inventory and the generation of waste. These efforts will accelerate supply chain execution and increase reliability.

SUPPLIER CODE OF CONDUCT

In 2025, Veranova published a Supplier Code of Conduct to outline our expectations for ethical and business conduct in every country in which we and our partners operate in every business relationship we have. The Supplier Code covers topics including anti-corruption measures, employment practices, environmental stewardship, and information security. All Veranova suppliers are expected to follow the Code as a condition of partnership.

In 2026, a key priority will be to harmonize Supplier Quality Management (SQM) across our network by unifying policies, expanding oversight, and increasing audits. This is particularly important for the most critical suppliers of GMP materials. We will also extend the new electronic QMS to suppliers to strengthen documentation and traceability across SQM processes.

Most recently, Veranova applied for membership as a supplier partner, aligning our supply chain approach with the Pharmaceutical Supply Chain Initiative (PSCI) principles, which cover ethics, human rights, health and safety, environmental responsibility, and governance. PSCI membership strengthens our own operations as a CDMO and provides tools and best practices to further elevate supplier standards.

We seek to minimize impact on the environment, securing a healthier, more sustainable future.

Operating and Innovating Responsibly to Protect the Planet and Human Health

As a science-driven partner to the biopharmaceutical sector, we embed green chemistry principles and operational efficiency into our work to minimize our environmental impact and support a more sustainable future.

- Leveraging our EHS System to Reduce Our Environmental Footprint
- Advancing Green Chemistry and Sustainable Operations
- Sustainability Teams Champion Environmental Responsibility

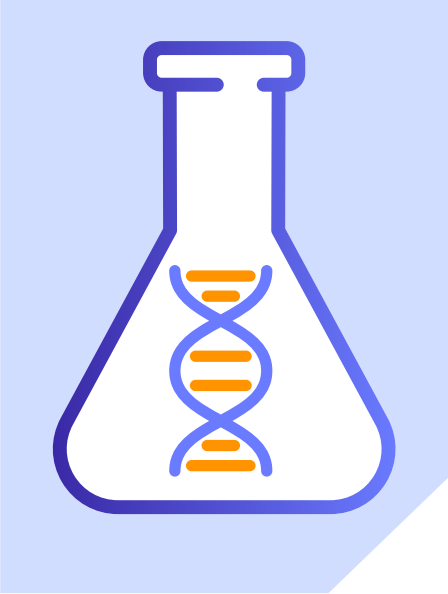
Leveraging Our EHS System to Reduce Our Environmental Footprint

Veranova's sustainability strategy prioritizes our greatest opportunities for impact: advancing green chemistry, reducing emissions, minimizing waste, and improving water efficiency. These efforts are embedded within our continuous improvement, operational efficiency, and safety initiatives, enabling us to reduce environmental impacts while strengthening performance.

Our Environmental, Health and Safety (EHS) Policy Statement includes an outline of our environmental stewardship objectives.

Our environmental management system is broadly aligned with ISO 14001 and includes processes to monitor environmental impacts, set reduction targets, assess risk through audits, and drive continuous improvement through site-based action plans. Our Senior Vice President and Chief Operating Officer directly oversees sustainability at Veranova with input from the Corporate Responsibility (CR) Committee. The Global Director of EHS and CR reports directly to the Chief Operating Officer and provides the Veranova Leadership Team with monthly updates, which are then summarized and discussed at least quarterly with the Quality, Safety, and Compliance Committee of the Veranova Board of Directors.

VERANOVA'S SUSTAINABILITY FOCUS AREAS



1. **Reduce GHG Emissions**
   Focus on energy management and minimization across operations, supply chain, and product design
2. **Reduce Water Use**
   Optimize processes and adopt more water-efficient technologies
3. **Reduce Waste Generation**
   Tackle inefficiencies across daily site operations, and in product/process lifecycle
4. **Integrate Green Chemistry**
   Design and utilize safer, cleaner, and more efficient chemical processes

In 2025, we strengthened our EHS audit program and audited all of our sites against our latest internal standards. The audits covered process safety, occupational health and hygiene, environmental compliance, and emergency response. We will use the results of the audits to further strengthen our management system and programs.

ISO 14001 CERTIFICATION

In 2025, we achieved ISO 14001 re-certification at our Edinburgh, U.K. site following a third-party audit.

LRQA CERTIFIED ISO 14001

"We know that we can't separate planetary health from human health. Veranova's sustainability strategy is about promoting both — through green science, continuous improvement, and partnering across the value chain to minimize our environmental impact."

Julie Summers
Global Director of Environmental Health and Safety and Corporate Responsibility

Advancing Green Chemistry and Sustainable Operations

In 2025, we established a formal environmental baseline to support long-term sustainability planning. We collected data on energy use, greenhouse gas (GHG) emissions, water consumption, and waste generation and disposal to inform impact assessments and performance goals.

Aligned with our disciplined focus on continuous improvement and resource efficiency, each site identified key environmental impacts and proposed targeted actions and investments to reduce waste, lower costs, and improve our collective footprint over the next three years.

Veranova has established a target to reduce energy-use, GHG emissions, water-use, and waste-generation intensity by 10% by 2028, using 2025 as the baseline year. Performance is normalized by production (metric tons of product) and monitored through a centralized system.

Driving Sustainability Through Green Chemistry

Our environmental impact extends beyond our facilities to the products we develop and manufacture. Recognizing that the greatest opportunity to reduce this impact lies early in the product lifecycle, in 2025 we created an assessment tool to evaluate drug development processes against Green Chemistry Principles.

The tool consolidates recommended and customized green chemistry metrics into a single, user-friendly platform. Key metrics include yield; process mass intensity (PMI[9]) with breakdown analysis; waste generation; relative process greenness (RPG[10]); and convergence (CV[11]), supplemented by qualitative health and safety assessments. The tool helps our scientists identify opportunities to minimize resource use and waste generation and increase yield of products from raw materials. Utilizing green chemistry to reduce toxic substances also lowers risk and supports a safer workplace for our employees.

In 2025, we reviewed eight processes in our portfolio using the new tool and developed case studies. In the coming years, we plan to expand our assessment to all new development projects, including customer processes and commercial process improvements. Additionally, we will conduct retrospective analyses of select active products to uncover further opportunities for continuous improvement in how we develop products.

[9] PMI is a green chemistry metric that indicates the total mass of all materials used to produce a product, such as API.

[10] RPG is a metric used to compare the environmental impact of a chemical process against a database of pharmaceutical processes from ACS Sustainable Chem. Eng. 2002, 10, 5148-5162.

[11] CV refers to how efficiently a chemical synthesis is designed in terms of combining starting materials into the final product with fewer sequential steps.

The following examples highlight how our Green Chemistry team is improving efficiency and reducing environmental impact.

In an early-phase bioconjugate vaccine program, we assessed the development process for the small molecule component responsible for the immune response. Through our green chemistry assessment, we identified ways to reduce PMI from 910 kilograms (kg) per kg of product to 140 kg per kg of product. The improvement could lead to approximately 77,000 kg of waste avoided per 100 kg batch. The assessment also identified additional opportunities to further improve the process and replace a hazardous solvent.

We identified opportunities to improve the development process for an early-stage HPAPI, reducing PMI by 1,200 kg per kg of product. In addition to significantly lowering waste, the new process removed hazardous solvents, including dichloromethane (DCM).

Our assessment tool enables a rapid evaluation that extends beyond PMI. Applying the tool to a commercial amphetamine product, we evaluated both internal manufacturing processes and the greenness of raw material processes. Within our own operations, we reduced PMI by 40 kg per kg of product, improved yield, and removed safety hazards. Based on 2025 production volumes, we estimate that in-house waste reduction could reach approximately 400,000 kg.

Most recently, Veranova joined the American Chemical Society Green Chemistry Institute Pharmaceutical Roundtable (ACS GCIPR), to align with the biopharma sector in the application and measurement of green chemistry across various biochemical processes. As an associate member, we will contribute to and draw pioneering knowledge from the Roundtable, as well as help inform the sector's progress.

Looking ahead, our R&D teams will continue applying Veranova's green metrics and assessment techniques to evaluate internal processes and analytical chromatography methods, while building an internal database to benchmark RPG, supported by ACS GCIPR data[12]. We will expand the program to include lifecycle assessment, deeper waste and energy analysis, and predictive modeling of PMI to inform route selection and process optimization. As we mature these approaches, we will engage customers on the adoption of greener routes in drug development and manufacturing.

For more information on our approach to green chemistry, see Innovation.

Energy and Emissions Management for Sustainable Operations

In 2025, we completed nine projects to improve energy efficiency and reduce energy use across the network. Examples include:

1. Identifying leaks in compressed air systems, leading to the repair of 60 leaks
2. Replacing existing fluorescent lights with energy-efficient LED lighting
3. Optimizing on-site nitrogen generation by modifying purity setpoints, which reduced electrical demand and expense
4. Improving steam system efficiency by upgrading faulty steam traps
5. Replacing end-of-life equipment, such as air handling units, chillers, compressors, fans, and exhausts with newer, more efficient models.

[12] ACS Sustainable Chem. Eng. 2002, 10, 5148-5162.

Many of these projects were implemented after a comprehensive energy audit was completed at Edinburgh, our largest site, in 2023. Beginning in 2026, energy audits will be conducted at our main North American manufacturing plants, to identify additional opportunities for proactive energy efficiency and reduction in use. We will also assess renewable energy contract options for Veranova.

Improving Steam Efficiency and Reducing Energy Use at Edinburgh

In Edinburgh, steam that is generated on-site is essential to daily operations, from space heating and hot water generation to vessel heating. In 2025, we repaired the condensate recovery pumps, which reduced boiler energy demand and lowered gas use by more than 1,200 megawatt hours (MWh) compared to the same period the previous year. The repair also reduced daily feedwater requirements by about 30% and helped avoid the generation of approximately 200 tons of carbon emissions.

ENERGY USE AND INTENSITY

	2024	2025
Total energy consumed (MWh)	93,211	94,327
Energy intensity (MWh / MT of product)	1,163.8	1,071.6

GREENHOUSE GAS EMISSIONS AND INTENSITY

	2024	2025
Scope 1 ($MTCO_2e^*$)	6,993.9	6,903.1
Scope 2** ($MTCO_2e$)	14,755.8	15,092.7
Scope 1 and 2 ($MTCO_2e$)	21,749.7	21,995.8
Scope 1 and 2 intensity ($MTCO_2e$) / MT of product)	271.6	249.9

* $MTCO_2e$ = metric tons of carbon dioxide equivalent
** Scope 2 figures are calculated using location-based estimates

Reducing Waste and Maximizing Resource Efficiency

Minimizing waste and maximizing resource and process efficiency is inherent in our commitment to continuous improvement and helps us responsibly manufacture products for patients. Our waste profile consists primarily of production and laboratory hazardous waste, while our non-hazardous waste consists of packaging, personal protective equipment (PPE), and office and cafeteria waste.

Veranova's waste strategy focuses on reducing excess material brought on-site and optimizing disposal methods, especially through improved waste segregation. We are also identifying new waste streams that can be recycled or repurposed to reduce waste sent to landfill and support a more circular approach to resource management.

In 2025, waste reduction initiatives included:

- Launching a glove recycling program that captured more than 1,000 pounds of nitrile gloves
- Recycling more than 12,000 pounds of lab plastics and PPE
- Replacing single-use plastic utensils and providing employees with a set of reusable utensils
- Baselining solid waste to identify and characterize waste streams.

WASTE GENERATION AND INTENSITY

	2024	2025
Non-hazardous waste generated (MT)	532.4	435.5
Non-hazardous waste intensity (MT of waste / MT of product)	6.7	4.9
Hazardous waste generated (MT)	9,017.7	8,881.5
Hazardous waste intensity (MT of waste / MT of product)	112.6	100.9

NON HAZARDOUS WASTE TREATMENT

	2024	2025
Non-hazardous waste landfilled (MT, % of overall non-hazardous waste)	95.3 (17.9%)	43.0 (9.9%)
Non-hazardous waste recycled (MT, % of overall non-hazardous waste)	277.1 (52.0%)	271.7 (62.4%)
Non-hazardous waste incinerated (MT, % of overall non-hazardous waste)	160.0 (30.1%)	120.7 (27.8%)

HAZARDOUS WASTE TREATMENT		
	2024	2025
Hazardous waste landfilled (MT, % of overall hazardous waste)	0.6 (0.01%)	0.6 (0.01%)
Hazardous waste recycled (MT, % of overall hazardous waste)	572.5 (6.4%)	730.2 (8.2%)
Hazardous waste incinerated and/or sent for energy recovery (MT, % of overall hazardous waste)	8,444.5 (93.6%)	8,150.6 (91.8%)

Optimizing Water Use in Process Efficiency and Manufacturing

Water is a shared social and community resource that is also an essential element of our production processes. We aim to utilize water responsibly by improving efficiency, reducing consumption, and promoting sustainable water management across our operations.

In 2025, we used approximately 103 thousand cubic meters of water. We also conducted steam trap surveys at Edinburgh, our largest site, to identify and repair leaks in our steam systems, saving feedwater, energy, and expense. Additionally, we are reviewing opportunities to recycle and recirculate water in our manufacturing processes and operations. In 2026, we plan to complete water audits at all manufacturing sites to identify more opportunities to conserve.

WATER USE AND INTENSITY		
	2024	2025
Total water withdrawn (thousand m^3)	109.8	103.3
Water intensity (thousand m^3/MT of product)	1.4	1.2

Sustainability Teams Champion Environmental Responsibility

Sustainability Teams are local groups of employee-volunteers who share a passion for reducing Veranova's environmental impact. Working together, they lead projects that reduce our footprint, from introducing reusable utensils and enhanced recycling programs to championing operational initiatives that reduce resource use and waste. For example, at our West Deptford site, the Sustainability Team launched the "Be the Change" Parking Initiative to encourage small, meaningful actions that reduce environmental impact. Five parking spaces farthest from the entrance to the plant were specifically designated as "green" spaces to shorten driving distances and lower emissions. If fully utilized for a year, the initiative is estimated to reduce CO_2 emissions by more than 175 pounds. Employees who use the designated spaces are also entered into a monthly prize raffle, reinforcing participation and awareness.

The Sustainability Teams also participate in volunteering and community outreach, reflecting a commitment to connecting with our communities. In April 2025, to celebrate Earth Month, teams from every facility organized green activities, including electronic recycling, educational lunch-and-learns, volunteer projects, and trash clean-ups around the sites.

International Sustainability Standards Board

In this first report, we present our data in alignment with the International Sustainability Standards Board (ISSB) standards for both the Biotechnology & Pharmaceuticals and Chemicals sectors.

- ISSB Biotechnology & Pharmaceuticals Index
- ISSB Chemicals Index

ISSB Biotechnology & Pharmaceuticals Index

CODE	METRIC	2025 DISCLOSURE
Safety of Clinical Trial Participants		
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Not applicable. Does not apply to Veranova's business.
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Not applicable.
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Not applicable.
Access to Medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Not applicable, as we manufacture drug substances, not drug products.
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Not applicable.
Affordability & Pricing		
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Not applicable.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Not applicable.
Drug Safety		
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	Not applicable.
HC-BP-250a.2	Number of fatalities associated with products	Not applicable.
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	Not applicable.
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	Not applicable. Veranova does not release products directly to the market.
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Zero.

CODE	METRIC	2025 DISCLOSURE
Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	As a CDMO and API supplier, Veranova does not make products that go directly to patients. Rather, our products are sold to drug manufacturers, who then produce the final drug product for consumers. Veranova meets the U.S. Customs Trade Partnership Against Terrorism (CTPAT) Minimum Security Criteria in its operations and adheres to robust standard operating procedures (SOPs) governing product traceability, serialization, packaging integrity, and controlled substance inventory management. These systems support secure identification, unit-level tracking, and authentication across the supply chain, helping to prevent counterfeiting and protect patient safety.
HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	In the event Veranova becomes aware of a suspected or confirmed counterfeiting incident, we follow established escalation and response procedures, including timely notification to affected customers in accordance with applicable agreements. Where required, we also notify relevant regulatory and governmental authorities, including the U.S. FDA, the U.S. Drug Enforcement Administration, and non-U.S. regulatory agencies, in line with our internal procedures and regulatory obligations.
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Zero.

ISSB Biotechnology & Pharmaceuticals Index (cont.)

CODE	METRIC	2025 DISCLOSURE
Ethical Marketing		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Not applicable.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Not applicable.
Employee Recruitment, Development & Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Please see pages 14-15.
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	(1) a. 5% b. 18% c. Data not currently available for all employees. d. 10% is total employee voluntary turnover. (2) a. 3% b. 4% c. Data not currently available for all employees. d. 5% is total employee involuntary turnover.
Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	Veranova does not take part in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme. However, as a supplier partner of the Pharmaceutical Supply Chain Initiative (PSCI), some Veranova sites have been audited against the PSCI principles and some of the audits have been shared with other PSCI members as part of our commitment. Veranova's plants are also periodically audited by the U.S. and the U.K. health authorities.

CODE	METRIC	2025 DISCLOSURE
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Zero.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Not applicable.
Activity Metrics		
HC-BP-000.A	Number of patients treated	Veranova does not treat patients.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Zero.

ISSB Chemicals Index

CODE	METRIC	2025 DISCLOSURE
Greenhouse Gas Emissions		
RT-CH-110a.1	Gross global Scope 1 emissions; percentage covered under emissions-limiting regulations	6,903.1 MTC02e 0%
RT-CH-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Please see pages 26-30.
Air Quality		
RT-CH-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N_2O) (2) SO_x (3) volatile organic compounds (VOCs) (4) hazardous air pollutants (HAPs)	(1) 15.6 MT (2) 0.1 MT (3) 30.2 MT (4) Not available.
Energy Management		
RT-CH-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable (4) total self-generated energy	(1) 339,577 gigajoules (GJ) (2) 41% (3) 0 (4) 0
Water Management		
RT-CH-140a.1	(1) Total water withdrawn and consumed (2) percentage of each in regions with High or Extremely High Water Stress	(1) Total water withdrawn was 103.26 thousand m^3. Total water consumed is not available. (2) None of Veranova's sites reside within areas of High or Extremely High Water Stress, per the World Resources Aqueduct Water Risk Atlas.
RT-CH-140a.2	Number of incidents of non-compliance with water quality permits, standards, and regulations	In 2025, we had one formal violation as a result of exceeding permit maximum for discharges of a pollutant. We investigated the root cause of the incident and implemented corrective actions to prevent recurrence.

CODE	METRIC	2025 DISCLOSURE
Water Management (cont.)		
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Critical manufacturing operations such as process chemistry, steam generation, and cooling and cleaning rely on access to water. **Physical Risks** Veranova faces physical water-related risks that can affect operational continuity and product quality. Water scarcity or stress in its operating regions could lead to local restrictions or higher utility costs. Declining source quality or contamination increases water treatment demands and poses risks to purified water systems, cooling towers, and process water that are essential for API manufacturing. Extreme weather events, including flooding, can damage infrastructure, disrupt wastewater systems, and impact production stability. Additionally, rising temperatures may reduce cooling efficiency or impair solvent recovery systems, driving higher energy and water use. **Regulatory and Legal Risks** Increasingly stringent regulations on water use and discharge could present operational and compliance risks for Veranova. Stricter effluent limits, such as lower thresholds for chemical oxygen demand, pH or solvent concentrations, may require investment in upgraded or advanced water and/or wastewater treatment technologies. Water withdrawal caps that could be placed on industrial users could restrict production capacity. Failure to comply with discharge or permit requirements could result in financial penalties, operational shutdowns, and reputational damage. Emerging regulations on perfluoroalkyl and polyfluoroalkyl substances (PFAS) and micro-pollutants may also necessitate new filtration systems or modifications to formulations to meet emerging legal requirements. **Transition Risks (Reputation, Market, and Cost)** Veranova could face reputational challenges if perceived as using too much water or having too high an impact in water-sensitive regions, particularly as pharmaceutical customers increasingly commit to science-based targets and evaluate suppliers' water performance. Investor and customer expectations, for example, CDP Water reporting or PSCI audit requirements, may influence contract renewals and supplier qualification. Rising water tariffs driven by scarcity can increase operating costs, including utilities and cleaning validation cycles. **Supply Chain Risks** Water-related risks could extend beyond Veranova's direct operations and into the value chain. Upstream, suppliers of solvents or raw materials may operate in high water-stress areas and face increasing regulations and cost and/or rely on water-intensive feedstocks. Downstream, pharmaceutical customers may increasingly prioritize suppliers with low water-footprint manufacturing, linking Veranova's water stewardship to market access and competitiveness. **Management Strategies** Veranova tracks site-level water withdrawal and discharge in alignment with permit requirements. All manufacturing sites operate under required water and wastewater permits.

ISSB Chemicals Index (cont.)

CODE	METRIC	2025 DISCLOSURE
Hazardous Waste Management		
RT-CH-150a.1	(1) Amount of hazardous waste generated (2) Percentage recycled	Please see page 32.
Community Relations		
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Veranova manages community-related risks and opportunities primarily through site-level EHS and compliance processes, including permitting and regulatory engagement, environmental monitoring and controls and incident preparedness and response procedures. Concerns are addressed through established reporting and escalation channels ("Speak Up" Helpline), with corrective actions tracked to completion.
Workforce Health & Safety		
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) (2) fatality rate for (a) direct employees and (b) contract employees	Please see page 13.
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Please see page 12-13.
Product Design for Use-Phase Efficiency		
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	In 2025, we focused on establishing the frameworks, tools, and strategic priorities for integrating green chemistry into our science and operations. Evaluations of processes and green improvements will be more readily available in 2026, after the first year of operating under the Green Chemistry Plan.

CODE	METRIC	2025 DISCLOSURE
Safety & Environmental Stewardship of Chemicals		
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances (2) Percentage of such products that have undergone a hazard assessment	(1) 60% (2) 100%
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	(1) Where chemicals of concern cannot be avoided, the hierarchy of controls will be used to protect workers and the environment with heavy use of engineering controls. (2) Veranova has developed a tool for measuring the "greenness" of processes which focuses on the efficiency of the process and the use of less harmful materials.
Genetically Modified Organisms		
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Zero.
Management of the Legal and Regulatory Environment		
RT-CH-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	Veranova does not take corporate positions related to government regulations or policy proposals. However, we are members of industry associations, such as SOCMA, that may engage in policy discussions on behalf of the sector, and we stay informed about their policy engagement.
Operational, Safety, Emergency Preparedness & Response		
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	PSIC = 1 PSTIR = 0.11 PSISR = 0.11
RT-CH-540a.2	Number of transport incidents	Zero.
Activity Metrics		
RT-CH-000.A	Production by reportable segment	85.5 metric tons generics. 2.6 metric tons CDMO.

People. Patients. Planet.

To find out more visit:
Veranova.com/corporate-responsibility

Or email:
Corporate-responsibility@veranova.com