

Today's CDMO. **Inspired by tomorrow.**
Global Environmental Policy



1. Purpose/Objectives

- 1.1 This policy outlines PCI's approach to environmental issues and goals for reducing our impact.
- 1.2 At PCI, we are committed to environmental sustainability and have established science-based targets and action plans to reduce our carbon footprint through our global ESG (Environmental, Social & Governance) Program. Our ESG strategy centers on aligning actions with stakeholder priorities, operational excellence, and environmental responsibility.

2. Scope

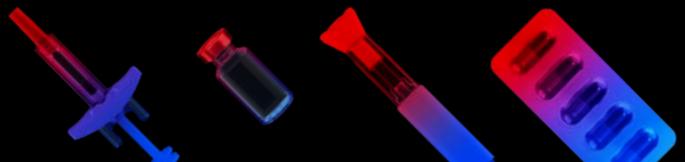
- 2.1 This policy applies to all sites under PCI's control in all geographies, including employees, subcontractors, interns, and any other person carrying out work on behalf of PCI.

3. Responsibilities

- 3.1 The policy owner is the Chief People and Sustainability Officer.
- 3.2 Management is responsible for ensuring employees have the necessary resources to comply with this policy.
- 3.3 All employees must read, understand, and comply with this policy in their daily tasks and report any non-compliance through the appropriate channels.
- 3.4 This policy will be available on PCI's website and included in the company's MasterControl training process.

4. Definitions and Acronyms

- 4.1 **Carbon Footprint** – A measure of the amount of carbon dioxide released into the atmosphere as a result of an organization's activities; total greenhouse gas emissions expressed as carbon dioxide equivalent.
- 4.2 **CDP** – Global environmental disclosure and assessment platform
- 4.3 **ESG** – Environmental Social and Governance
- 4.4 **Greenhouse Gas Emissions (GHG)** – Includes carbon dioxide, methane, nitrous oxide. Carbon dioxide is the primary GHG driving global climate change.
- 4.5 **OH&S** – Occupational Health & Safety
- 4.6 **Renewable Energy** – Energy or electricity collected from renewable sources, such as sunlight, wind, rain, and waves.
- 4.7 **Science Based Targets initiative (SBTi)** – Science-based targets provide a clearly defined pathway for companies to reduce their carbon footprint or greenhouse gas emissions, helping prevent the worst impacts of climate change.
- 4.8 **Scope 1 emissions** – Greenhouse gases emitted from sources that are owned or controlled by the company, such as Stationary, Mobile Combustion, and Refrigerants.



- 4.9 **Scope 2 emissions** – Greenhouse gases emitted from generation of purchased electricity consumed by company.
- 4.10 **Scope 3 emissions** – Greenhouse gases emitted not owned or controlled by the company, but indirectly impacted in the value chain, including employee travel, outsourced activities, transportation and distribution of materials, waste disposal, etc.

5. Policy Detail

5.1 Reporting, Alignment, and Continuous Improvement:

- 5.1.1 PCI is committed to environmental stewardship and aligning our objectives with industry leading sustainability standards and frameworks, including SBTi, SASB, TCFD, and the GHG Protocol to ensure accountability.
- 5.1.2 PCI also pledges to maintain the highest levels of transparency in reporting our environmental performance and progress against public targets.

5.2 Carbon Footprint and Energy Efficiency:

- 5.2.1 PCI recognizes the importance of reducing energy consumption and greenhouse gas (GHG) emissions to address the climate emergency and transition to a low-carbon economy.
- 5.2.2 To this end, PCI targets ambitious action to reduce emissions and has aligned its global ESG strategy and climate goals with the Science Based Targets initiative (SBTi).
- 5.2.3 PCI is also dedicated to replacing fossil fuel energy with renewable sources and integrating new technologies that contribute to improving energy efficiency.
- 5.2.4 Therefore, PCI commits to the following targets by 2030:
 - 5.2.4.1 Reduce Scope 1 and Scope 2 GHG emissions by 47.7% compared to a FY 2023 baseline.
 - 5.2.4.2 Reduce Scope 3 GHG emissions by 25% compared to a FY 2024 baseline.
 - 5.2.4.3 Purchase 100% renewable energy, including non-emitting electricity.
 - 5.2.4.4 Reduce purchased energy intensity by 50%.
- 5.2.5 Scope 3 GHG emissions account for the majority of our carbon footprint, and we aim to reach a Net-Zero value chain by 2045.
- 5.2.6 To meet these targets, PCI will:
 - 5.2.6.1 Conduct a carbon footprint analysis of its operations annually.
 - 5.2.6.2 Conduct energy audits at its facilities.
 - 5.2.6.3 Investigate the possibility of procuring renewable energy from suppliers.
 - 5.2.6.4 Invest in energy efficiency through technology or equipment upgrades, especially with respect to gas, diesel and electricity.
 - 5.2.6.5 Comply with local and national legislation regarding GHG emissions and energy efficiency.
 - 5.2.6.6 Conduct climate risk assessments and complete the annual CDP questionnaire.



5.3 Materials, Chemicals and Waste:

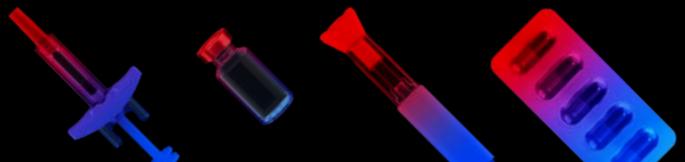
- 5.3.1 PCI expects all sites to properly handle materials and chemicals, including responsible production and disposal of waste.
- 5.3.2 Our Sustainable Packaging program seeks collaboration with customers across our supply chain to reduce the environmental impact from packaging.
- 5.3.3 We aim to reduce waste through responsible disposal practices, robust recycling programs, employee training, and product lifecycle considerations.
- 5.3.4 Therefore, PCI commits to the following targets by 2030:
 - 5.3.4.1 Reduce non-hazardous waste intensity by 50%
- 5.3.5 To meet these targets, PCI will:
 - 5.3.5.1 Implement a global recycling program and providing training and education for employees at all sites.
 - 5.3.5.2 Consider less hazardous materials as alternatives in operations and identify processes to identify areas where hazardous materials can be replaced with less hazardous alternatives.
 - 5.3.5.3 Conduct waste audits and analyze processes to identify reduction opportunities through process optimization and reuse.

5.4 Product End-of-Life:

- 5.4.1 PCI recognizes the end-of-life stage of products can have a potentially significant environmental impact through waste.
- 5.4.2 PCI is committed to helping ensure that such materials are properly handled and disposed of after use when possible.
- 5.4.3 Encourage product designers to consider end-of-life impacts wherever possible.
- 5.4.4 Investigate opportunities to provide education to customers on reducing the product end-of-life impact.

5.5 Water Conservation:

- 5.5.1 PCI recognizes the impact that water usage can have on local ecology and communities and therefore commits to reducing its overall water consumption.
- 5.5.2 PCI is committed to decreasing its impact on the local ecology, local communities and global climate change, especially through its use and discharge of water.
- 5.5.3 Therefore, PCI commits to the following target by 2030:
 - 5.5.3.1 Reduce water consumption intensity per square footage by 50% based on a FY 2023 baseline.
- 5.5.4 To meet this target, PCI will:
 - 5.5.4.1 Conduct wastewater quality assessments.
 - 5.5.4.2 Track water consumption rates at offices and operations facilities.



- 5.5.4.3 Provide training and education for employees on water conservation awareness.
- 5.5.4.4 Recycle gray water at manufacturing facilities, track water recycling rates, reduce water leaks, and minimize instances of improper water discharges.
- 5.5.4.5 Investigate opportunities to optimize operations and reduce wastewater.
- 5.5.4.6 Comply with all relevant local and national legislation on water use and discharge.

5.6 Biodiversity:

- 5.6.1 PCI recognizes that its operations and procurement can impact local ecosystems and biodiversity.
- 5.6.2 Accordingly, PCI aims to protect and enhance biodiversity through conservation initiatives, responsible practices, and strategic partnerships to minimize negative impacts on natural ecosystems.
- 5.6.3 Therefore, PCI has set the following goals:
 - 5.6.3.1 Conduct baseline biodiversity impact assessments.
 - 5.6.3.2 Train our workforce on biodiversity topics.
 - 5.6.3.3 Identify initiative projects that promote biodiversity.
- 5.6.4 To meet these goals, PCI will:
 - 5.6.4.1 Consider biodiversity impacts when procuring new inputs or designing new processes.
 - 5.6.4.2 Consider biodiversity impacts when buying or leasing new properties.
 - 5.6.4.3 Engage with local stakeholders on biodiversity-related issues around operational sites as needed.

5.7 Air Pollution:

- 5.7.1 PCI recognizes the broad environmental impact that air pollution can have on the planet and commits to reducing the impact its operations have on air pollution.
- 5.7.2 PCI is committed to identifying, monitoring and mitigating the impact of air pollutants produced from its operations.
- 5.7.3 PCI implements strict controls and proactive measures across its operations to prevent local and accidental pollution. We aim to safeguard surrounding communities and environments while continuously improving our processes to minimize pharmaceuticals in the environment and any accidental environmental impact.
- 5.7.4 Therefore, PCI has set the following goals:
 - 5.7.4.1 Conduct air pollution assessments.
 - 5.7.4.2 Collect data on total weight of air pollutants broken down by type of pollutant and location.
 - 5.7.4.3 Achieve reductions in pollution emissions.
- 5.7.5 To meet these goals, PCI will:
 - 5.7.5.1 Analyze operations and identify possible areas to reduce the release of air pollutants.



5.7.5.2 Ensure air pollution is considered when purchasing new equipment and designing new processes.

5.7.5.3 Comply with all local and national legislation regarding air pollution.

5.8 Workplace Health and Safety:

5.8.1 PCI views Occupational Health & Safety (OH&S) as an integral part of our corporation and business processes across the globe. The well-being of our employees and stakeholders is at the forefront of our mission, and you can learn about it more in our OH&S Policy. We strive to maintain a workplace that goes beyond compliance by prioritizing continuous improvement, collaboration, and industry leading practices.

5.9 Customer Health & Safety:

5.9.1 PCI's ongoing focus is to ensure the health and safety of our customers through strict adherence to environmental standards, ensuring the delivery of safe products and services. Our ongoing commitment involves continual improvement of our procedures to safeguard customer well-being and minimize any potential health risks associated with our operations.

5.10 Reporting for Employees:

5.10.1 Any employee who believes a conflict exists between the language of this policy and the laws, customs and practices where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management, Human Resources, or the Legal Department.

5.10.2 No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy.

5.10.3 PCI will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation of this policy.

5.11 Review:

5.11.1 To ensure the continued validity and accuracy of this policy, an annual review will be carried out by the Policy Owner and Senior Director, Sustainability.

6. References

6.1 N/A

