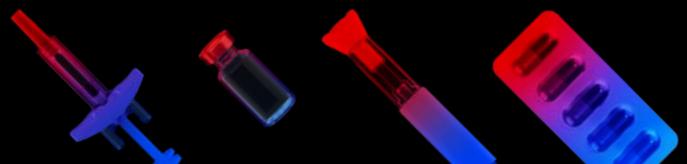


Today's CDMO. **Inspired by tomorrow.**

# Sustainability Accounting Standards Board (SASB) Index



Code	Accounting Metric	Category/ Unit of Measure	Response
<b>Safety of Clinical Trial Participants</b>			
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Discussion & Analysis	PCI does not conduct clinical trials. We handle packaging, storage and distribution which is a clinical supply service.
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI), and (2) Official Action Indicated (OAI)	Quantitative/ Number	These accounting metric is not applicable to our business.
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative/ Currency	This accounting metric is not applicable to our business.
<b>Access to Medicines</b>			
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries defined by the Access to Medicine Index	Discussion & Analysis	Not applicable. As a CDMO, PCI has no direct patient-facing activity.
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion & Analysis	This accounting metric is not applicable to our business. As a CDMO, PCI has no direct patient-facing activity.
<b>Affordability &amp; Pricing</b>			
HC-BP-240b.2	Percentage change in (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Quantitative/ Percentage	PCI does not market any of the drug products it produces and is not involved in pricing of such products.
HC-BP-240b.3	Percentage change in (1) list price and (2) net price of product with largest increase compared to previous year	Quantitative/ Percentage	PCI does not market any of the drug products it produces and is not involved in pricing of such products.



## Drug Safety

HC-BP-250a.1	List of products in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Discussion & Analysis	This accounting metric is not applicable to our business. As a CDMO, PCI does not market any products.
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Quantitative/ Number	This accounting metric is not applicable to our business. As a CDMO, PCI does not market any products.
HC-BP-250a.3	Number of recalls issued; total units recalled	Quantitative/ Number	This accounting metric is not applicable to our business. As a CDMO, PCI does not market its own products and therefore cannot initiate a recall.
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	Quantitative/ Metric Tonnes	None directly. PCI will support its customers with takebacks, reuse and disposal to meet these obligations but the responsibility for tracking and monitoring is with the drug product owner.
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quantitative/ Number	No FDA enforcement actions were taken in response to violations of current Good Manufacturing Practices during the reporting period.

## Counterfeit Drugs

HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion & Analysis	As a CDMO, PCI supports our customer base in meeting the industry requirements. For finished good commercial products we implemented a sophisticated product serialization program which applies bar codes and serialized number configurations to track individual units throughout the supply chain. For our clinical supply business, we act as a wholesaler in so much as we request another wholesaler to purchase products on behalf of our client, this is then delivered into our facilities and we "convert" to the required clinical dosage form required. We don't wholesale in a sense that we are "selling" on the products to other wholesalers or primary healthcare establishments (eg hospitals etc). As a company, we have full electronic traceability of commercial batches received, processed and distributed.
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Discussion & Analysis	As a CDMO, if a known risk event was highlighted we have policies and procedures in place as well as customer Quality Agreements dictating customer notification, notification timelines and responsible people. Any identified incident will be fully investigated and the results captured within the PCI Quality Management System. Depending on the situation, PCI may be required by law to report subject incidencies to local authorities as well as regulatory authorities.
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Quantitative/ Number	None



## Ethical Marketing

HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	This accounting metric is not applicable to our business. As a CDMO, PCI does not market any products directly.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Discussion & Analysis	This accounting metric is not applicable to our business. As a CDMO, PCI does not market any products directly.

## Employee Recruitment, Development, & Retention

HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Discussion & Analysis	PCI recruits scientists and scientific-related positions primarily in the US, UK and Spain. In CY 2023 PCI filled approximately 90 scientific roles. Our recruitment strategy is through direct outreach by our internal talent acquisition team via digital tools with a focus on diversity and inclusion (52%), internal talent development (27%), temp to hire (11%), and employee referrals (10%).
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	Quantitative/ Percentage (%)	Not disclosed. For more information on employee engagement and retention, please see our ESG Report for FY 2023 which is publicly available on our website: <a href="http://www.pci.com">www.pci.com</a> .

## 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	Quantitative/ Percentage (%)	PCI uses approved suppliers who are regularly audited by credible parties, like the Pharmaceutical Supply Chain Initiative; however, we do not currently participate in the Rx-360 International Pharmaceutical Supply Chain Consortium. If issues are identified during an audit, the supplier is required to prepare a Corrective Action Plan and resolve all issues within an agreed-upon timeframe. In FY22, we assessed 699 companies through our new third-party risk management platform, vetting both existing and new suppliers.
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## Business Ethics

HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative/ Currency	None.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Quantitative/ Currency	This accounting metric is not applicable to our businesses.

## Activity Metrics

HC-BP-000.A	Number of patients treated	Quantitative/ Number	As a CDMO, PCI does not treat patients.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Quantitative/ Number	There are approximately 2,000 molecules within PCI's portfolio. Approximately 1,158 (58%) of those molecules are in the Research and Development stage (phase 1-3).



## PCI SUSTAINABLE PROCUREMENT COMMITMENTS

### Supplier Engagement and Compliance:

- Actively engage suppliers in sustainable procurement initiatives, emphasizing adherence to industry standards and regulations.
- Uphold and enforce a Supplier Code of Conduct that emphasizes good manufacturing practices and relevant regulatory requirements.
- Prioritize suppliers who share a commitment to quality, safety, and compliance in the pharmaceutical sector.

### Supply Chain Transparency:

- Promote transparency throughout the supply chain, including traceability of raw materials, ingredients, and components used in pharmaceutical products.
- Collaborate with suppliers to ensure clear visibility into their own supply chains, ensuring compliance with ethical and sustainability standards.

### Environmental Responsibility:

- Prioritize procurement of products and services that minimize environmental impact throughout the pharmaceutical product lifecycle.
- Promote energy efficiency, resource conservation, and the use of environmentally friendly technologies and practices.
- Foster waste reduction, recycling, and responsible disposal of pharmaceutical-related materials and by-products.

### Social Responsibility:

- Collaborate with suppliers who uphold ethical practices, fair labor standards, and respect for human rights within the pharmaceutical sector.
- Ensure suppliers provide safe working conditions, adhere to occupational health and safety standards, and prioritize employee well-being.
- Encourage suppliers to actively participate in initiatives related to patient safety, access to medicines, and responsible healthcare delivery.

### Economic Value:

- Support local suppliers and businesses that contribute to the growth and development of the pharmaceutical industry, while meeting high-quality standards.
- Promote fair and transparent competition in procurement processes, considering quality and regulatory compliance.
- Assess the long-term value and cost-effectiveness of pharmaceutical products and services, considering patient outcomes, regulatory requirements, and market sustainability.

### Innovation and Research:

- Encourage suppliers to develop and provide innovative, sustainable solutions that contribute to environmental and social objectives.
- Foster collaboration with suppliers in research and development efforts to drive advancements in sustainable practices and technologies.

### Continuous Improvement:

- Regularly review and enhance procurement processes, policies, and supplier relationships to align with evolving industry regulations and best practices.
- Stay informed about advancements in sustainable manufacturing technologies, responsible sourcing practices, and relevant regulatory guidelines.
- Drive continuous improvement in sustainable procurement efforts, ensuring the highest quality, safety, and compliance standards within the CDMO pharmaceutical sector.



## PCI SUSTAINABLE PROCUREMENT COMMITMENTS (cont.)

### Risk Management:

- Identify and assess environmental, social, and governance risks within the supply chain, taking appropriate measures to mitigate and manage these risks.
- Collaborate with suppliers to develop robust risk management strategies, ensuring resilience and continuity in the face of potential disruptions.

### Supplier Performance Evaluation:

- Implement a robust supplier performance evaluation system, regularly assessing suppliers' sustainability performance and providing feedback for improvement.
- Recognize and reward suppliers who consistently demonstrate strong sustainability practices and performance.

## PCI SUSTAINABLE PROCUREMENT COMMITMENTS AND SUPPLIER EXPECTATIONS

### Net-Zero Supply Chain Transformation by 2045:

PCI unites with suppliers to lead the way towards a net-zero scope 3 value chain by 2045, reinforcing the commitment to keep global warming below 1.5°C. The shared responsibility includes:

- Collaborating on innovative strategies to track and reduce scope 1 and scope 2 emissions.
- Identifying and addressing the Scope 3 emissions that intertwine in the company's operations.
- Pioneering high-impact carbon reduction initiatives in the supply chain.

*Target: Reach Net-Zero Scope 3 value chain emissions by 2045.*

### Green Energy Revolution:

By 2030, the collective resolve is to purchase 100% renewable energy, including non-emitting electricity procurement. PCI encourages the suppliers to embrace this transition to green energy sources, accelerating our shared journey towards sustainability.

*Target: Purchase 100% renewable energy, including non-emitting electricity, by 2030.*

### Waste Elimination for a Cleaner Future:

PCI's pledge is to reduce non-hazardous waste intensity by 50% by 2030, advocating for recycling and waste reduction. Suppliers stand as pivotal allies, driving these vital initiatives through:

- Smart waste generation strategies.
- Championing recycling endeavors.
- Minimizing waste destined for landfills across the integrated supply chains.

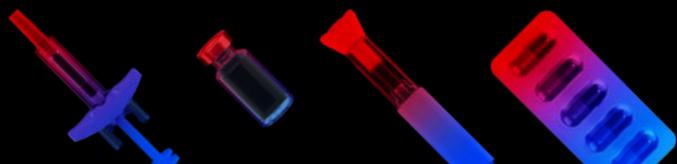
### Thoughtful Product and Material Selection:

PCI's pledge is to reduce non-hazardous waste intensity by 50% by 2030, advocating for recycling and waste reduction. Suppliers stand as pivotal allies, driving these vital initiatives through:

- Smart waste generation strategies.
- Championing recycling endeavors.
- Minimizing waste destined for landfills across the integrated supply chains.

### Sustainable Materials Priority:

PCI's commitment extends to the selection of materials that uphold sustainability principles, prioritizing options that are recyclable, biodegradable, or environmentally friendly. PCI applauds suppliers who offer cutting-edge alternatives that align with the eco-conscious vision.



## PCI SUSTAINABLE PROCUREMENT COMMITMENTS AND SUPPLIER EXPECTATIONS (cont.)

### Water Guardianship:

Together, water conservation is championed across supply chains, urging suppliers to integrate water-saving measures into their processes, thus nurturing sustainable water management practices.

### Sustainable Transportation & Logistics:

PCI embarks on a transformative journey towards sustainable transportation and logistics with our suppliers. Collaboration may encompass route optimization, fuel-efficient vehicle adoption, and exploration of alternative transportation solutions to reduce our carbon footprint.

### Packaging Innovation for a Circular Future:

PCI's commitment to a circular economy finds expression in packaging solutions. Suppliers are instrumental in the adoption of packaging that adheres to reuse, recycling, or composting principles, driving forward sustainable packaging innovation.

### Ethical & Responsible Sourcing:

PCI advocates for ethical and sustainable sourcing practices among valued suppliers, collectively shaping a responsible supply chain that respects environmental and societal well-being.

*Target: Implement a supplier risk assessment by the end of 2026 in which we define and evaluate our top suppliers. Review the risk assessment on a yearly basis.*

*Target: Ensure 100% top supplier signs on to PCI Supplier Code of Conduct by 2030 as part of an improved supplier onboarding process.*

*Target: PCI will double the rate of top supplier engagement using the EcoVadis platform by 2027.*

