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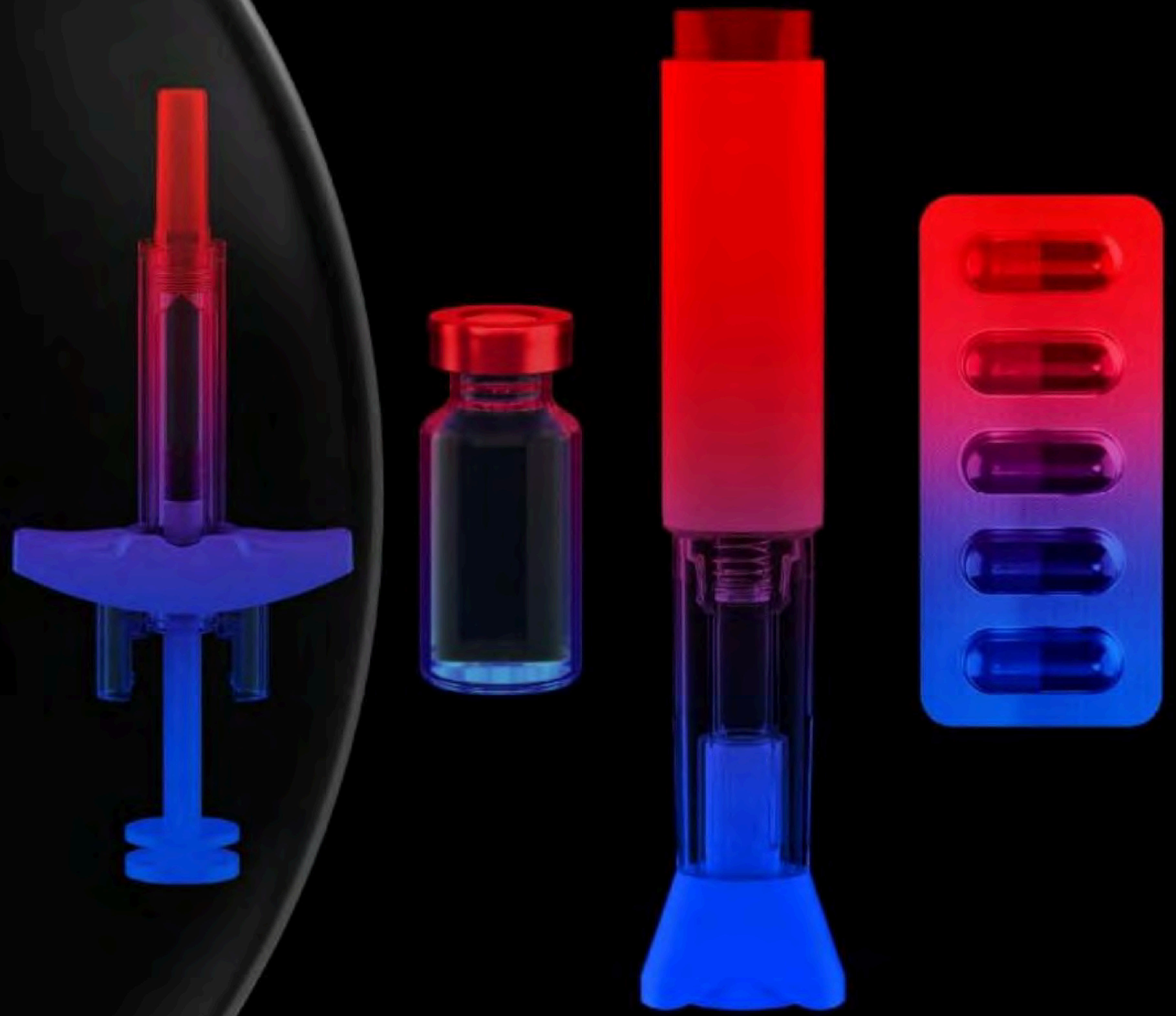
TCFD Disclosure
FY2025



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Framework Alignment Statement

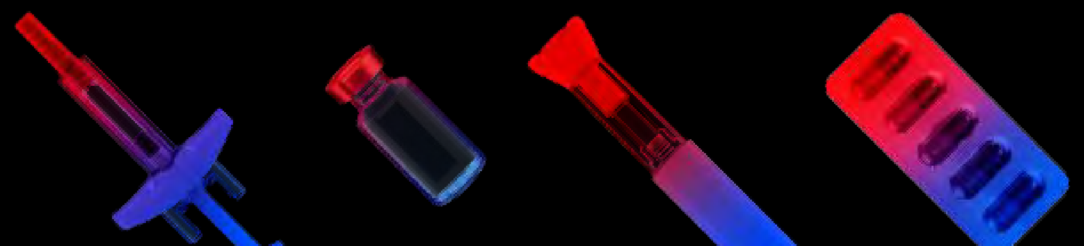
This report is prepared in accordance with the Task Force on Climate-related Financial Disclosures (TCFD). PCI acknowledges the consolidation of TCFD into the International Sustainability Standards Board (ISSB) standards and is committed to aligning with ISSB's climate-related disclosure requirements in future reporting cycles.

Alignment with TCFD Recommendations	Fully Addressed
Governance:	Board oversight and management's role
Strategy:	Climate risks and opportunities across time horizons
Risk Management:	Process for identifying, assessing, and managing climate risks
Metrics and Targets:	Emissions data, targets, and performance tracking

To Be Enhanced in Future Reports

PCI is committed to progressively enhancing climate-related disclosures, including:

- Quantitative financial scenario analysis
- Site-specific physical risk assessments with financial impacts
- Transition from spend-based to supplier-specific Scope 3 emissions data through enhanced engagement



Governance

Board's Oversight of Climate-Related Risks & Opportunities

At PCI Pharma Services, governance of climate-related risks and opportunities is considered at every level of the organization, helping to ensure strategic alignment with sustainability goals and the integration of ESG considerations into decision-making processes.

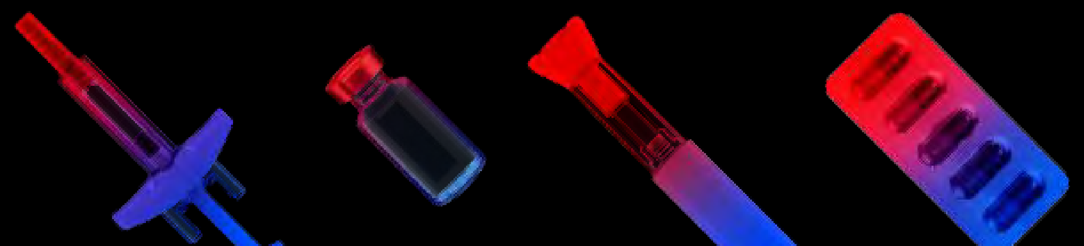
Board and Executive Leadership Oversight

The Board of Directors provide oversight of PCI's climate-related strategy. ESG updates are provided to the Board by the Chief People and Sustainability Officer each quarter, ensuring continuous alignment with corporate strategy and timely decision-making on emerging climate-related risks and opportunities. An annual ESG leadership strategy session establishes the company's sustainability priorities for the year, including evaluating progress against key metrics, identifying opportunities to enhance performance, and assessing resource requirements.

Supported by investors who serve as trusted advisors, PCI leverages external expertise and technology to strengthen execution across the company's sustainability pillars. The Board of Directors guides PCI's enterprise-wide ESG strategy and monitors the Company's progress towards its public commitments.

ESG Steering Committee

The ESG Steering Committee, composed of the Company's senior executives, meets regularly with the ESG Leadership Team to guide and formulate the overall ESG program, track progress against targets, and make decisions on key areas of strategy. This committee serves as the primary governance body responsible for climate-related decision-making and reports progress directly to the Board of Directors. Committee members are aligned to nine key impact categories that represent the cornerstone of the company's ESG strategy: Carbon Footprint; Energy Efficiency; Waste Management; Water Conservation; Inclusive culture; Labor, Human Rights & Ethics; Community Impact; Sustainable Procurement; and Health, Safety & Security. Executive Sponsors have accountability for driving measurable progress on the Impact Categories, focusing on key metrics outlined in this report to continually improve PCI's overall sustainability performance.



Management's Role in Assessing and Managing Climate-Related Risks and Opportunities

Operational Governance Structure

PCI has implemented a comprehensive, multi-tiered governance structure to assess and manage climate-related risks and opportunities.

ESG Steering Committee

The Chief People & Sustainability Officer, along with the Executive Sponsors, guide PCI's overall ESG program and oversee progress against targets. The Committee is comprised of senior leaders and responsible for advising on any climate-related updates to the Board of Directors.

Global Sustainability Team

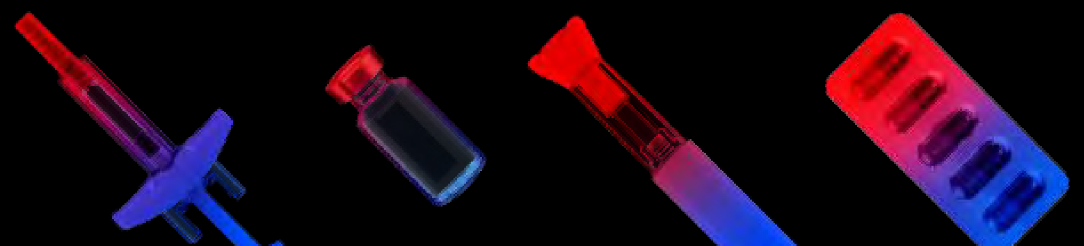
Working directly with Impact Champions and the Steering Committee, this team manages the ESG program, tracks goals and initiatives, provides guidance to sites, sets overall ambition levels, and ensures appropriate resources are in place to support strategic decision-making and execution.

Impact Champions

Designated site leaders and committee members deliver progress against PCI's Impact Categories. Nearly 100 Impact champions deliver progress on PCI's targets across our global sites and support replication across the organization. PCI locations have dedicated Impact Champions focused on defined Impact Categories identified through a double materiality assessment, execute the work to achieve climate-related targets by leading initiatives and chairing working groups. Impact Champions meet quarterly with their Executive Sponsor and the Global Sustainability Team to review performance, share updates, and coordinate cross-functional efforts.

Engaged Employees

Employees across all business units and sites stay informed about their role in advancing the ESG strategy, ensuring organization-wide awareness and participation in climate-related initiatives through PCI's ESG program, meetings and global platforms.



Management's Role in Assessing and Managing Climate-Related Risks and Opportunities (continued)

RACI Framework Implementation

The RACI (Responsible, Accountable, Consulted, Informed) model below clarifies roles and responsibilities across the ESG governance structure:

Responsible:

Impact Champions, supported by a site Task Force, execute the work required to achieve climate-related targets

Accountable:

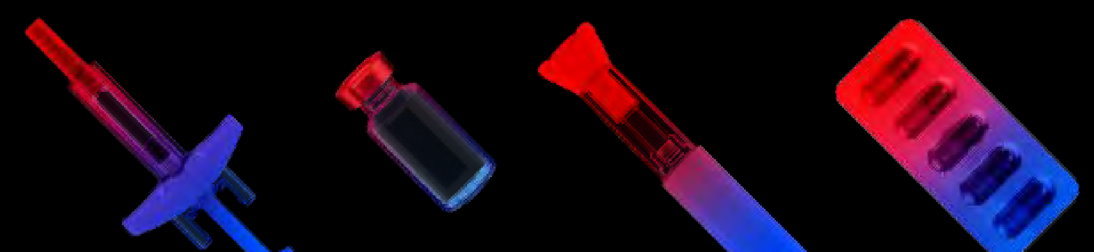
Executive Sponsors provide oversight to ensure progress within their impact categories

Consulted:

Subject matter experts (SMEs) provide specialized input through two-way communication

Informed:

Stakeholders affected by outcomes and the Global Sustainability Team receive regular updates on progress



Structured Governance Cadence

PCI maintains a structured meeting cadence to ensure effective oversight and coordination:

Annual Steering Committee Meetings:

60-minute sessions for annual strategic planning and long-term vision

Quarterly Impact Category Meetings:

90-minute sessions where Impact Champions from each site present updates on initiatives to senior leadership

Monthly Impact Category Working Groups:

Monthly site meetings prior to prepare quarterly updates and coordinate activities

Executive Sponsor Check-ins:

Monthly performance reviews and ongoing strategic planning with the Global Sustainability Team to address challenges

Global Sustainability Team Meetings:

Semi-Monthly sessions focused on program coordination and strategic planning

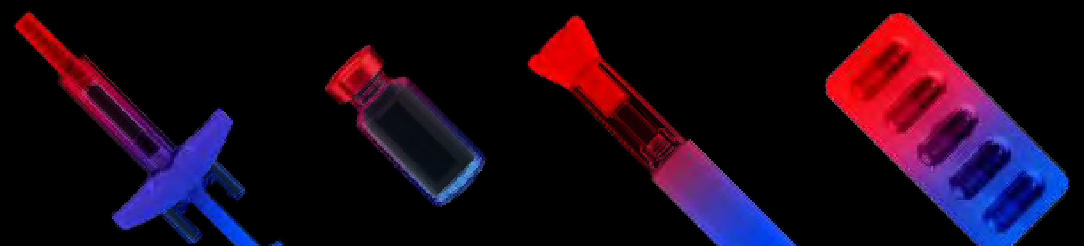
Annual Team Offsite:

Multi-day strategic planning session for the ESG leadership team

Internal and External Monitoring

PCI employs a proprietary ESG Maturity Index and quarterly scorecards to methodically assess site-level performance. At quarterly Impact Category Meetings, Impact Champions present on ESG initiatives, progress, and priorities to Executive Sponsors and the Global Sustainability Team. PCI global business sites report on the core ESG metrics through sustainability data intelligence data platform, Proof. Electricity, water, and gas data are reported automatically via direct utility integrations, enabling high data confidence and real-time tracking.

Externally, PCI discloses the company's sustainability performance through platforms such as EcoVadis, CDP, and the Science-Based Targets initiative (SBTi). PCI also publicly reports sustainability progress on its corporate website to ensure transparency and accountability to stakeholders.



Strategy

Climate-Related Risks and Opportunities Identified Over Short, Medium, and Long-Term

As a global Contract Development and Manufacturing Organization (CDMO), PCI acknowledges that climate-related concerns have the potential to significantly impact PCI's business operations, supply chain continuity, and the demand for the company's products and services across various stages of the pharmaceutical value chain. PCI's global footprint spans diverse geographical regions, each exposed to specific climate risks, including hurricanes, tornadoes, floods, and diverse regulatory landscapes. Such disruptions may directly affect PCI's operational efficiency, supply chain resilience, and, most critically, the company's ability to deliver timely healthcare solutions to customers and patients. See the table of Climate-Related Risks & Opportunities below for a detailed assessment of these dynamics.

Impact of Climate-Related Risks & Opportunities on Business, Strategy, and Financial Planning

Climate-Related Impacts on Business Strategy

The influence of climate change extends to critical aspects of decision-making at PCI, including business expansion, procurement of goods and services, and preservation of assets and facilities. Climate-related risks and opportunities are evaluated and prioritized under the leadership of the Global Sustainability Team, supported by executive-level leaders across key functions such as Operations; Finance; Environmental Health & Safety; Quality; Engineering; Procurement; Human Resources; IT and Legal.

Risk Assessments and Timeframes

PCI has conducted multiple climate risk assessments with a planning horizon extending to 2030, consistent with the company's ESG commitments. These assessments include:

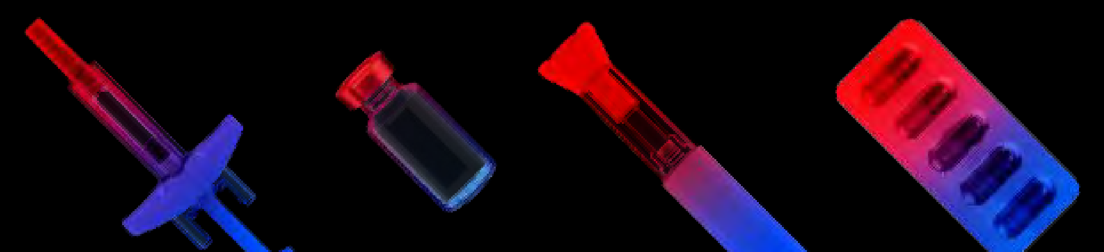
1. Physical and Transition Risk Analysis:

Evaluating acute risks such as extreme weather events and chronic risks like regulatory constraints and shifts in market expectations.

2. Water and Biodiversity Risk Assessments:

Utilizing the WWF Water and Biodiversity Risk Filter tools, PCI evaluated the average physical risk scores for the regions where PCI's operational sites are located. Results identified San Diego facilities as critical priority sites with high drought exposure. Elevated water risks were identified at 5 additional sites: Berlin, Boston, Melbourne, Philadelphia, and Rockford.

Insights are considered in financial planning, factoring in the potential costs of climate preparedness and resilience-building efforts. PCI's short-term and long-term strategies are linked to PCI's climate targets, which are in line with the <1.5°C pathway and were validated by the Science Based Targets initiative in 2025.



Climate Scenario Analysis

To enhance PCI's resilience and adaptability, the company is incorporating scenario analyses based on the Intergovernmental Panel on Climate Change (IPCC) degrees of warming scenarios by 2100, with evidence supported by the IPCC Representative Concentration Pathways (RCPs) and the International Energy Agency (IEA) Global Energy and Climate Model (GEC Model):

<2°C - Ambitious Mitigation:

Assumes aggressive investment in sustainability and innovation. Requires PCI to stay ahead of regulatory and market trends, presenting significant opportunities for leadership in low-carbon products and services.

2.5°C - Moderate Mitigation:

Represents a balanced pathway with moderate risks and steady sustainability progress. Anticipates rising operational costs due to increased regulatory requirements and climate-related disruptions.

>3°C - High Warming:

Presents severe risks to PCI's operational continuity, profitability, and long-term viability. Highlights the critical need for aligning PCI's corporate strategy with global mitigation efforts to minimize exposure to extreme climate outcomes.

To address the identified risks and opportunities under these scenarios, PCI will:

Mitigate

Conduct risk assessments for supply chains and operations to minimize disruptions from acute and chronic physical risks.

Invest

Accelerate investments in renewable energy, energy-efficient infrastructure, and low-carbon technologies.

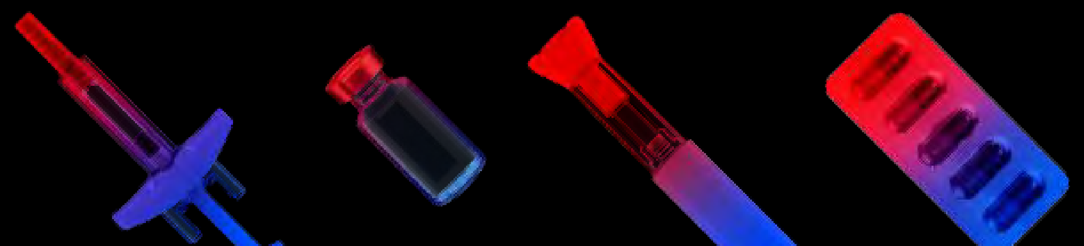
Collaborate

Partner with customers and suppliers to develop sustainable products and enhance value chain resilience.

Innovate

Expand R&D in green chemistry, sustainable packaging, and climate-resilient pharmaceuticals to reduce PCI's environmental impact and capture emerging market opportunities.

PCI's scenario analysis represents a qualitative assessment of climate risks and opportunities under the three plausible scenarios. In the FY2027 disclosure, PCI plans to expand the analysis to include quantitative assessments of impacts.

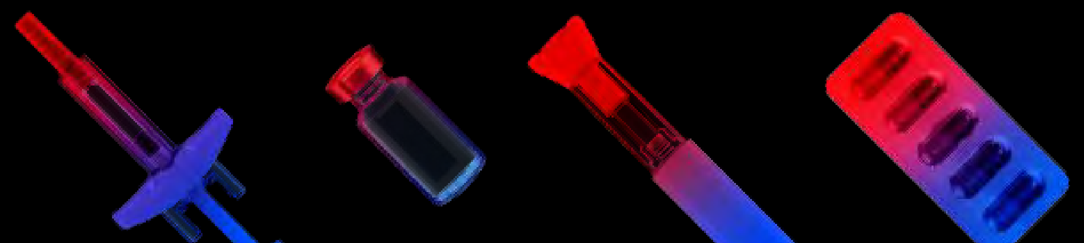


Climate-Related Risks & Opportunities

Note: PCI defines risk and opportunity time horizons as 0-2 years for short term, 3-6 years for medium term, and 7-30 years for long-term.

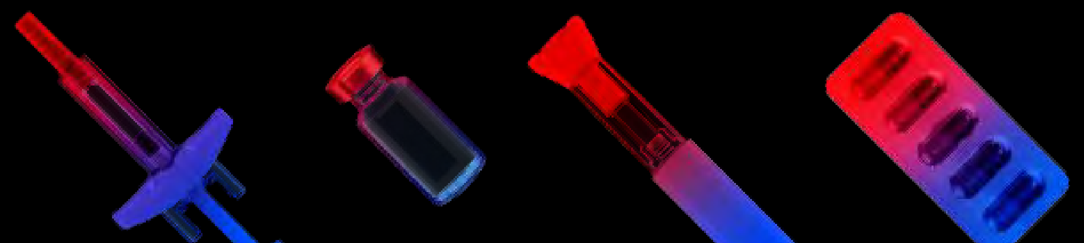
Physical Risks: Potential for financial losses and physical damage due to climate change

Time Frame	Risk Type & Climate-Related Risk Driver	Potential Impact	Assessment & Response
Short Term	Acute - Operations: Impact of severe weather events (e.g. hurricanes, floods, wildfires) on global business site operational continuity. Acute - Supply Chain: Disruption of supply chain due to severe weather events and impact on availability of natural resources.	Operational disruptions from extreme weather; increased costs for facility repairs; additional costs to ensure supply chain continuity. Risk Magnitude: <2°C: Low - Minimal disruptions from extreme weather. 2.5°C: Moderate - Isolated operational disruptions from extreme weather. >3°C: Moderate - Minor but growing impacts from localized extreme weather events.	PCI proactively assesses risk and ensures preparedness to minimize potential impacts on cost, output, reparations of facilities, and supply chain disruptions, including: • Validating Scope 1-3 GHG emissions and reduction targets through the Science Based Targets initiatives (SBTI). These targets include: reducing Scope 1 and 2 GHG emissions 48%, reducing Scope 3 emissions 25% by 2030, and reaching net zero by 2045. To achieve these targets, PCI has developed a comprehensive Net Zero Roadmap for decarbonization. PCI conducted the company's first Scope 3 value chain emissions footprint in 2024 and plans to continuously improve the precision of these emissions estimates through supplier and customer engagement. • Conducting water and biodiversity risk assessment using the WWF tool to identify the average risk score of countries and territories where PCI's operational sites are located. Based on the results and ESG priorities, PCI developed a goal to reduce water consumption intensity by 50% by 2030.

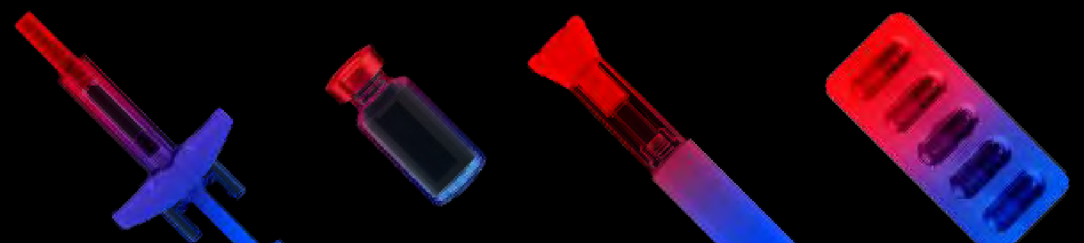


Time Frame	Risk Type & Climate-Related Risk Driver	Potential Impact	Assessment & Response
Short Term (continued)			• Embedding climate-related risks and considerations into the company's existing risk management practices. PCI conducts risk assessments to analyze weather-related threats, their historical frequency, and potential future impact. • Engaging suppliers in the company's Net Zero Roadmap development, including conducting sustainability due diligence on new suppliers, supporting suppliers to enhance their operational resilience, adopting alternative energy sources for consistent production, and fortifying infrastructure against extreme weather conditions. • Diversifying the company's supplier base to strengthen supply chain resilience. By mitigating dependence on single-source suppliers, especially for pivotal packaging components, PCI enhances supply chain resilience to disruptions. PCI also maintains strategic reserves of essential materials as a reserve for immediate supply shocks.
Medium Term	Chronic - Operations: Rising temperatures, water scarcity, and changing weather patterns may affect production efficiency. Energy costs may rise due to increased cooling requirements in warmer climates.	Decreased production efficiency; higher energy and cooling costs; supply chain disruptions. Risk Magnitude: <2°C: Low - Increased exposure to regional water scarcity, minor heat stress on supply chains. 2.5°C: Moderate - Increased frequency of extreme weather causes intermittent supply chain disruptions. >3°C: High - Frequent and severe weather events disrupt operations and supply chains, insurance costs escalate.	PCI's Net Zero Roadmap (developed in 2025) outlines a clear, step-by-step plan for enhancing sustainability across all operations. The roadmap includes short-term (2025-27), mid-term (2027-30), and long-term (2030-45) milestones aligned with key initiatives and targets. Short- and medium-term initiatives include: • Energy Efficiency: Optimizing cleanroom HVAC systems; deploying building automation systems (BAS) for schedule optimization and equipment control; and conducting energy audits and installing smart monitoring systems.

Time Frame	Risk Type & Climate-Related Risk Driver	Potential Impact	Assessment & Response
Medium Term (continued)			• Renewable Energy Transition: Expanding renewable energy procurement and signing PPAs to stabilize energy expenses while reducing PCI's carbon footprint. • Waste Reduction: Launching waste segregation programs and vendor reporting systems for enhanced transparency; engaging with suppliers on responsible packaging solutions. • Water Stewardship: Installing water-efficient technologies in production processes; deploying air-cooled chillers to reduce cooling tower losses. • Scope 3 Emissions: Establishing a supplier sustainability reporting system, focusing on priority categories; transitioning to low-carbon or electric vehicles for shipping and logistics.
Long Term	Chronic - Operations: Increasing risks from sea level rise and coastal flooding could impact operations, potentially leading to relocation of major infrastructure investments. Chronic changes in climate could lead to long-term water shortages, impacting product quality and production processes. Chronic climate change may result in workforce health impacts. Higher frequency of climate impacts may drive up insurance premiums. Chronic - Supply Chain: Supply chain disruptions can impact resource quality and availability. Biodiversity loss can disrupt ecosystem services, reduce the availability of raw materials, and result in less genetic diversity for advancement in the pharma sector.	Significant infrastructure damage, high resource costs, relocation needs, and increased downtime. Risk Magnitude: <2°C: Low - Persistent but manageable resource constraints, increased weather-related insurance costs. 2.5°C: Moderate - Persistent climate variability increases resource and operational costs. >3°C: High - Severe infrastructure damage, escalating resource costs, and significant downtime.	PCI acknowledges the long-term risks posed by chronic climate change to the company's operations and supply chain and is proactively implementing strategies to mitigate these impacts, including: • Conducting climate risk assessments for production facilities and top suppliers, focusing on sea level rise, coastal flooding, and extreme weather. For facilities in high-risk regions, PCI will develop phased adaptation plans, including flood defences, retrofitting infrastructure, and relocation when necessary. New site development and new supplier onboarding will incorporate climate considerations to ensure long-term resilience.



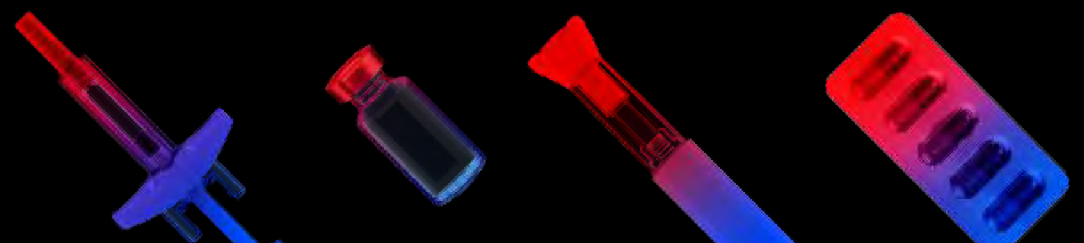
Time Frame	Risk Type & Climate-Related Risk Driver	Potential Impact	Assessment & Response
Long Term (continued)			• Expanding occupational health programs to address potential climate-related workforce impacts, including heat stress and the spread of vector-borne diseases. These include enhanced health monitoring, on-site cooling measures, and flexibility in work schedules during extreme weather conditions. • Safeguarding biodiversity and ecosystem services by sourcing sustainably certified raw materials and supporting industry initiatives for biodiversity conservation. PCI is educating employees on biodiversity topics and will identify opportunities to conduct site-level activities focused on biodiversity protection (e.g. creating bee-friendly landscapes).
Transition Risks: Financial and operational challenges that businesses face as they transition to a lower-carbon economy			
Short Term	**Policy and Regulation:** Changes in carbon taxes, emissions standards, and decarbonization policies, especially in the EU, UK, and California.	Increased compliance costs; operational adjustments; increased energy costs. **Risk Magnitude:** **<2°C: High** - High regulatory pressure to adopt decarbonization strategies increases compliance costs. **2.5°C: Moderate** - Moderate regulatory changes occur with phased implementation, compliance costs rise steadily. **>3°C: Moderate** - Weak policy action reduces regulatory pressure but creates reputational risks among ESG conscious organizations.	With the support of third-party consultants and auditors, PCI regularly monitors the evolving regulatory landscapes in the EU, UK, California, and other regions critical to operations. PCI is: • Incorporating potential carbon pricing and regulatory compliance costs into financial planning and capital investment decisions. • Proactively complying with reporting requirements like California Senate Bills 253 and 261 and transitioning to energy-efficient and low-carbon technologies to mitigate compliance costs.



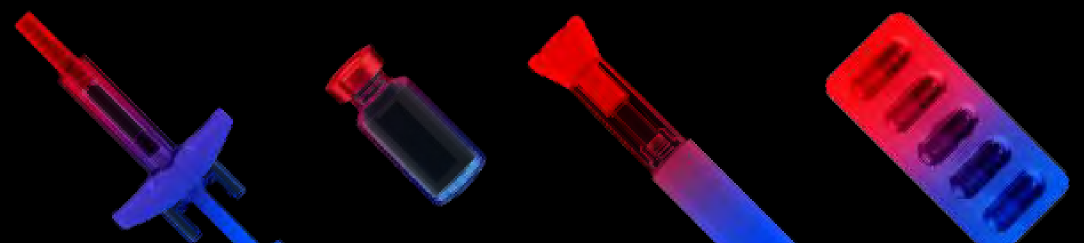
Time Frame	Risk Type & Climate-Related Risk Driver	Potential Impact	Assessment & Response
Medium Term	Technology: Pressure to adopt low-carbon technologies in manufacturing. Aging infrastructure may require retrofitting or replacement to meet stricter emissions and efficiency standards and align with net zero commitments Market: Shifts in client demands for sustainable products and services. Investor and stakeholder pressure for decarbonization requires clear emissions reduction pathways and targets aligned with net-zero commitments.	Investment in cleaner technologies; strength of competitive positioning depends on emissions reduction pathways. Risk Magnitude: <2°C: High - Stronger customer and investor demand for Scope 3 emissions reductions increases compliance complexity. 2.5°C: Moderate - Carbon pricing and mandatory emissions cuts create cost pressures. >3°C: Moderate - Inconsistent regulations lead to competitive challenges.	To address the technological pressures of adopting low-carbon solutions, PCI is: • Conducting product life-cycle assessments to understand existing product and packaging footprints and opportunities for improvement. • Investing in low-carbon manufacturing technologies, such as process optimization tools and renewable-powered systems. • Collaborating closely with customers, suppliers, technology providers, and industry groups to explore the potential to invest in new technologies and implement circular design principles. • Conducting physical risk assessments for business sites and top suppliers to identify where retrofitting or adaptation may be required.
Long Term	Reputation: Failure to align with net-zero commitments set by global governments and stakeholders could impact investor confidence and client relationships.	Loss of investor confidence; increased operational costs; significant retrofitting investments. Risk Magnitude: <2°C: High - Regulatory alignment with net-zero targets globally intensifies, laggards face steep penalties. 2.5°C: Moderate - Delayed adoption of net zero policies results in unbalanced regulatory pressures across regions. >3°C: Moderate - Regulatory measures are reactionary, creating inefficiencies and compliance burdens.	To protect and enhance the company's brand value in the midst of climate uncertainty, PCI will: • Actively engage with investors, clients, and other stakeholders through transparent reporting and open dialogue about climate commitments, challenges, and successes. • Follow through on the execution of the company Net Zero Roadmap, with regular public progress updates. • Continue to embed sustainability into corporate strategy and culture, demonstrating leadership in environmental responsibility.

Climate Related Opportunities

Time Frame	Opportunity Type & Climate-Related Opportunity Driver	Potential Impact	Assessment & Response
Short Term	Resource Efficiency: Energy efficient practices, renewable energy sourcing. Market and Product Development: Positioning PCI as a leader in sustainable pharmaceutical manufacturing to attract more environmentally conscious clients and align with client priorities. Low-Emissions Energy Sources: Investing in renewable energy for global business sites.	Reduced operational expenses; enhanced reputation; reduced vulnerability to price fluctuations. Opportunity Magnitude: <2°C: High - Enhanced reputation as an early adopter of low-carbon practices. 2.5°C: Moderate - Moderate demand for sustainable products and services boosts competitive positioning. >3°C: Low - Limited opportunities for early movers due to slow global decarbonization adoption.	PCI is reducing operating costs and environmental impact by: • Implementing energy management systems and upgrading to energy-efficient equipment across facilities to reduce energy consumption. • Transitioning to renewable energy procurement, prioritizing regions with high emissions intensity. • Disclosing PCI's environmental metric performance and sustainability initiatives through the annual ESG report and investor and customer updates. • Identifying opportunities to expand PCI's portfolio of sustainable packaging products and solutions that align with client priorities, to be a preferred partner for environmentally conscious clients.
Medium Term	Resource Efficiency: Utilizing green chemistry and sustainable production techniques to create sustainable drug delivery systems. Improving packaging efficiency (e.g. using less material, recyclable materials) to enhance sustainability and reduce costs. Market and Product Development: Developing climate-resilient and sustainable pharma products, such as those that require less energy and water and produce less waste, may open new markets.	New market opportunities; competitive differentiation; reduced operational costs Opportunity Magnitude: <2°C: High - Scaling renewable energy enhances cost savings and resilience. 2.5°C: Moderate - Market differentiation for meeting customer ESG requirements grows in importance. >3°C: Moderate - Limited market incentives for sustainability, focus shifts to resilience and crisis response.	PCI is committed to integrating sustainability into core production processes to drive efficiency and reduce costs, including: • Innovating product design and execution processes to reduce energy and water inputs. • Incorporating green chemistry principles in R&D and manufacturing processes to reduce waste sent to landfill, reduce hazardous chemical use, and improve resource efficiency.



Time Frame	Opportunity Type & Climate-Related Opportunity Driver	Potential Impact	Assessment & Response
Medium Term	Regulatory: As regulations tighten, contract manufacturing for sustainable pharma products can become a competitive advantage.		• Investing in the design of sustainable packaging that uses recyclable content, less raw material, and biodegradable alternatives to lower the company's environmental impact while reducing material costs and meeting client and regulatory expectations. • Partnering with clients and stakeholders to co-create sustainable pharmaceutical products that address climate challenges while improving health outcomes.
Long Term	Circular Economy: Reclaiming and reusing pharmaceutical materials. Market and Product Development: Building resilient supply chains that account for climate impacts could be a differentiator as other players face disruption from climate risks. Low-Emissions Energy Sources: On-site renewable energy generation (e.g. solar panels at facilities) could lead to energy independence	Long-term savings; market leadership in sustainable pharma. Opportunity Magnitude: <2°C: High - Market leadership drives significant revenue opportunities. 2.5°C: High - Expanded demand for green solutions. >3°C: Low - Minimal opportunities as priorities shift to survival rather than innovation.	PCI will drive long-term innovation and sustainability by exploring the following opportunities: • Establishing take-back programs for unused or expired pharma products to reclaim materials and ensure safe disposal, in partnership with cutting-edge startups and recycling institutions. • Creating on-site renewable energy parks combining solar, wind, and battery solutions to meet energy needs and ensure resilience against grid disruptions. • Establishing local microgrids with neighboring businesses and communities to share surplus renewable energy. • Collaborating with customers and suppliers to transition single-use products and packaging to circular models while maintaining standards for health and safety.



Risk Management

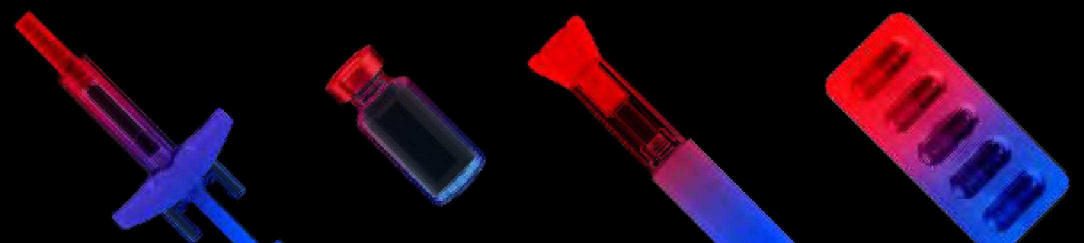
Processes for Identifying and Assessing Climate-Related Risks

PCI employs a structured approach to identifying, managing, and mitigating environmental and climate-related risks across the company's operations. The company's Corporate Environmental Health and Safety (EH&S) Risk Assessment Policy (POL-0083) serves as the foundation for assessing and managing risks associated with EH&S and outlines a clear, standardized process to ensure risks are identified and reduced to levels as low as reasonably practicable. Each site is required to establish a formalized EH&S risk assessment program to systematically address site-specific risks.

All members of PCI's Global ESG Program contribute to the company's integrated approach to managing climate-related risks. Key processes include but are not limited to:

- Evaluating emerging physical and transition risks using climate scenarios aligned with the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCPs)
- Assessing site-level vulnerabilities through quarterly scorecards
- Reviewing regulatory developments across all operating jurisdictions
- Analyzing supply chain climate exposure for material suppliers
- Identifying technology and market transition risks relevant to pharmaceutical services

Impact Champions at each site contribute local risk intelligence through reporting via the Proof sustainability data management platform. Direct integrations to local electricity, water, and gas utilities provide real-time data, enabling the ability to manage emerging climate-related risks promptly.



Processes for Managing Climate-Related Risks

PCI's multi-tiered governance structure is responsible for managing climate-related risks and ensuring accountability:

ESG Steering Committee:

Senior executives accountable for climate risk oversight make strategic decisions on resource allocation, risk mitigation priorities, and climate-related investments. The committee reviews climate risk assessments and management strategies regularly, with updates provided to the Board of Directors.

Impact Champions:

The Carbon Footprint and Energy Efficiency Impact Champions, supported by local Water Conservation and Waste Management Impact Champions, are responsible for developing and executing the roadmap to mitigate identified climate risks at their site. These owners:

- Track progress against sustainability targets designed to reduce climate exposure
- Propose and implement risk mitigation initiatives
- Present updates on risk management performance

Site Task Forces

Key employees execute risk mitigation initiatives, monitor local climate-related conditions, implement business continuity and efficiency measures, and report on high-impact risk management activities. They serve as the first line of defense in identifying and responding to emerging climate-related risks at the operational level.

Executive Sponsor Oversight:

Quarterly check-ins between the Global Sustainability Team, Executive Sponsors, and Impact Champions ensure that climate-related risk management challenges are escalated appropriately and receive necessary executive support.

Global Sustainability Team

Manages PCI's global ESG Program, strategy, targets and goals. This team also facilitates sustainability meetings, provides guidance, training and resources to empower Impact Champions to drive progress at sites.

Net Zero Roadmap

PCI's Net Zero Roadmap serves as a strategic tool for managing transition risks by evaluating current sustainability performance, identifying gaps in achieving targets, iterating feedback across the organization, prioritizing reduction initiatives, and evaluating resource requirements for successful implementation. The roadmap is reviewed and updated regularly and during strategic planning sessions to ensure alignment with evolving climate science and regulatory requirements.

Integration into Overall Risk Management

PCI has integrated climate risk management into the company's enterprise-wide risk management process through the following mechanisms:

1. Holistic Risk Integration:

Climate-related risk considerations are integrated into PCI's broader ESG Impact Categories and performance targets, which are tracked using the company's sustainability data intelligence platform, and publicly available through EcoVadis and CDP. Business continuity plans, including supply chain contingencies, are reviewed and updated regularly to address identified climate risks. Climate scenarios are planned using the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCPs) to evaluate the impacts of climate change on business operations and growth strategies. The Global Sustainability Team benchmarks PCI's climate risk management practices against industry standards and sets ambitious targets for continuous improvement.

2. Enterprise Risk Integration:

Climate risks are incorporated into PCI's organizational risk management enabling a cross-functional and strategic approach to risk assessment and response. Through TCFD-aligned disclosures, the company tracks and evaluates emerging climate risks across regulatory, technological, reputational, and physical dimensions. The Global Sustainability Team coordinates with key stakeholders across the company to ensure relevant climate-related risks are assessed using appropriate methodologies and escalation protocols.

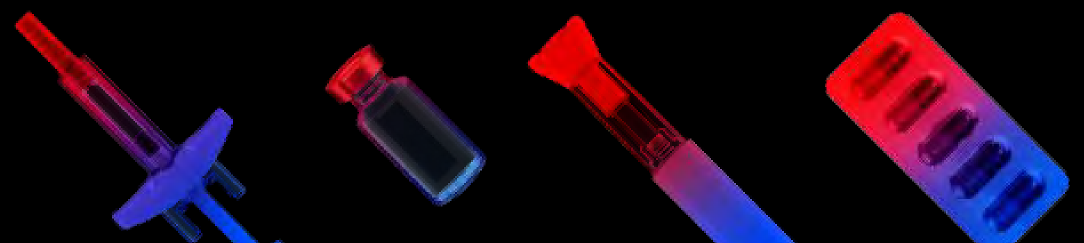
3. Structured Review Cadence:

Climate risk management is integrated into PCI's governance cadence:

- Regular Global Sustainability Meetings:
  Prepares risk assessments and reviews mitigation progress updates
- Quarterly Impact Champion Meetings:
  Review climate-related risk mitigation activities and assess emerging threats
- Monthly Site Task Force Reviews:
  Impact Champions present climate-related risk management performance and challenges to site-level tasks forces.
- Monthly Executive Sponsor Check-ins:
  Ensure executive support for climate risk mitigation initiatives
- Annual Leadership Workshop:
  Executive leaders throughout the company review climate-related risks, management processes, and opportunities for improvement

4. Strategic Business Decisions:

Insights from climate risk assessments inform corporate policies, investment priorities, and operational adjustments. The ESG Steering Committee and Board of Directors review climate risk insights to ensure alignment with strategic decision-making.



Integration into Overall Risk Management (continued)

5. Supply Chain Resilience

PCI manages climate-related supply chain risks through its Sustainable Procurement and Labor & Human Rights and Ethics Impact Categories. The company prioritizes collaboration with the most material suppliers to:

- Assess supplier-level climate vulnerabilities based on geographic location and operational characteristics
- Diversify the supplier base to reduce concentration risk
- Maintain strategic reserves of critical materials
- Support suppliers in enhancing operational resilience against climate disruptions
- Collaborate with suppliers on emission reduction initiatives as part of PCI's Net Zero Roadmap
- Continuously monitor supply chain risks through supplier performance evaluations

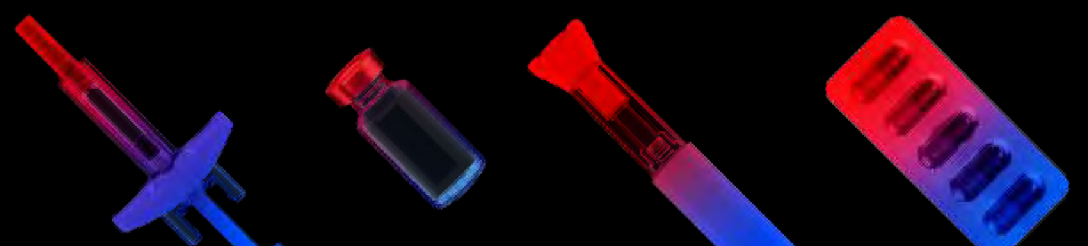
Impact Champions and site-level procurement teams report supply chain risk indicators during quarterly reviews, enabling proactive management of climate-related supply disruptions.

Continuous Improvement and Future Enhancements

PCI is committed to continuously strengthening climate risk management processes. Current planning includes:

- Enhancing scenario analysis with quantitative assessments of potential impacts to core financial metrics
- Expanding site-level climate vulnerability assessments to all operating locations
- Developing climate risk indicators integrated into real-time operational dashboards
- Strengthening the linkage between climate risk assessments and capital planning processes
- Implementing advanced analytics to predict climate-related operational disruptions

Through this integrated, governance-driven approach, PCI ensures that climate risk is managed throughout the organization, enabling the company to remain resilient in the face of evolving climate challenges while supporting long-term business continuity and shareholder value.



Metrics & Targets

Environmental Metrics and Reporting

PCI is committed to transparency and accountability in climate-related disclosures. PCI publicly reports environmental performance against global, time-bound targets through annual performance updates. These reports, along with detailed metrics and progress updates, are accessible on the company website, LinkedIn, and other public platforms, including SBTi, CDP, and EcoVadis

PCI has aligned its climate strategy with the Paris Agreement's objectives and key climate scenarios, including the International Energy Agency's (IEA) 450 ppm and 2DS pathways and IPCC RCP 2.6 and <2°C warming scenarios.

PCI's climate-related ESG Impact Categories encompass:

Greenhouse Gas Emissions:
Measurement and reduction of Scope 1, 2, and 3 GHG emissions.

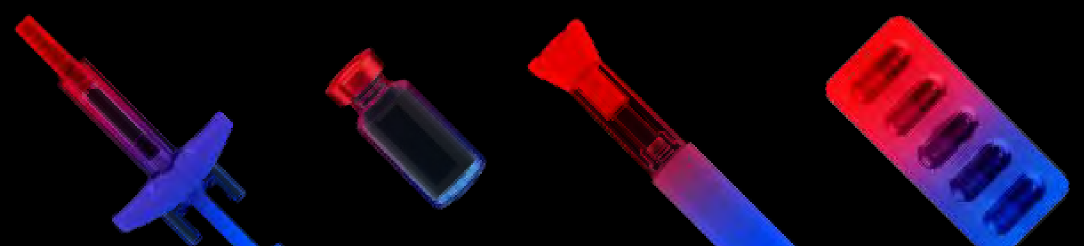
Energy Management:
Tracking energy intensity, renewable energy adoption, and implementing reduction measures.

Water Consumption:
Monitoring and optimizing water usage across operations.

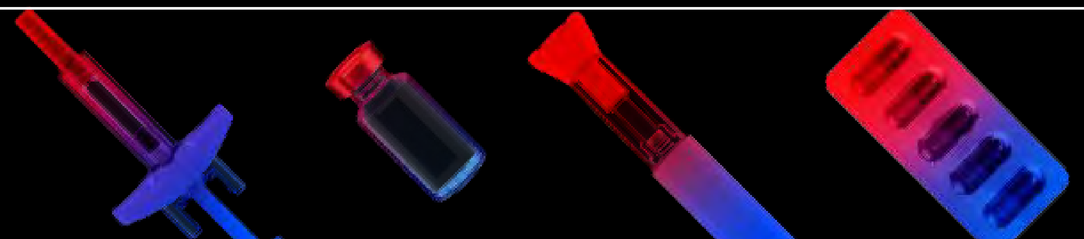
Waste Management:
Enhancing waste recycling rates and minimizing hazardous and non-hazardous waste.

Metrics and Targets for Assessing Climate-Related Risks and Opportunities

PCI tracks climate-related performance through nine core metrics, each addressing specific risks and opportunities. PCI has set ambitious targets to manage climate-related risks and capitalize on opportunities, including operational cost savings, enhanced stakeholder relations, and increased market competitiveness. PCI's Near-Term and Net Zero targets were validated in 2025 through the SBTi, signaling the organization's commitment to aligning with climate science and leading global standards. A detailed breakdown of PCI's climate-related metrics and targets, including progress towards Scope 1, 2, and 3 emissions reductions, is included in the annual Sustainability Report.



METRIC CATEGORY	PERFORMANCE AND TARGETS	EXPLANATION	CLIMATE-RELATED RISKS AND OPPORTUNITIES
Scope 1 and 2 GHG Emissions (Market-Based)	**Target - 2030:** Achieve a 48% absolute reduction in Scope 1 (direct) and Scope 2 (indirect) GHG emissions. **Baseline - 2023:** 58,773 MT **Current - 2025:** 34,893 MT	Five sites – Rockford, Philadelphia, Bedford, Tredegar, and Madison – represent over 85% of the Scope 1-2 footprint, making them priority sites for targeted interventions through site-specific energy audits and deployment of low-carbon technologies.	• **Opportunities:** Reduced operational costs through efficiency gains, enhanced market positioning as a sustainable pharmaceutical services leader, potential carbon credit generation, alignment with customer sustainability requirements. • **Risks:** Regulatory penalties from carbon pricing mechanisms (particularly in UK, EU), increased operational costs from transition activities, supply chain disruptions during decarbonization efforts
Scope 3 GHG Emissions	**Target - 2030:** Achieve a 25% reduction in Scope 3 emissions **Baseline - 2024:** 154,321 MT **Current - 2025:** 189,699 MT	Priority Scope 3 Categories (over 80% of total Scope 3 emissions): • **Purchased Goods & Services (3.1):** 63% • **Upstream Transportation & Distribution (3.4):** 13% • **Capital Goods (3.2):** 9% PCI's Net Zero Roadmap outlines a comprehensive plan for achieving these ambitious decarbonization goals, including addressing supply chain emissions through sustainable procurement initiatives and strategic supplier collaboration.	
Net Zero	**Target - 2045:** Reduce absolute scope 1, 2, and 3 GHG emissions 90%		
Purchased Energy Intensity (normalized to revenue)	**Target - 2030:** Achieve a 50% reduction in energy intensity (mWh / $1M) (consistent with Greenpeace Advanced Energy [R]evolution) **Baseline - 2023:** 85.87 mWh / $1mm revenue **Current - 2025:** 53.26 mWh / $1mm revenue	Rockford, Philadelphia, and Bedford represent nearly 80% of Scope 1+2 emissions and are priority sites for renewable electricity procurement via PPAs, green tariffs, RECs, and on-site generation. Energy efficiency programs include HVAC optimization, LED lighting, building automation systems, and equipment upgrades.	**Opportunities:** Long-term energy cost savings and operational efficiency, mitigation of energy cost volatility, reduced fossil fuel dependence, potential government incentives and tax rebates, enhanced sustainability profile **Risks:** Upfront capital costs for infrastructure upgrades, rising energy prices impacting non-renewable sources, renewable energy supply chain disruptions, inefficiencies in aging infrastructure requiring accelerated replacement
Renewable Energy Purchased	**Target - 2030:** Achieve 100% renewable energy purchased (aligned with IRENA REmap) **Baseline - 2023:** 19% **Current - 2025:** 40%		



METRIC CATEGORY	PERFORMANCE AND TARGETS	EXPLANATION	CLIMATE-RELATED RISKS AND OPPORTUNITIES
Water Intensity (normalized to revenue)	**Target - 2030:** Achieve a 50% reduction in cubic meters of water withdrawal intensity (per dollar of revenue) (in alignment with IPCC RCP 2.6 for water resource management) **Baseline - 2023:** 185.18 cubic meters / $1 mm revenue **Current - 2025:** 127.97 cubic meters / $1 mm revenue	High-priority sites requiring targeted interventions include Spain (León), Madison, Bedford, and Canada locations due to elevated water intensity. Actions include sub-metering, leak detection, high-efficiency fixtures, cooling tower optimization, and water reuse/recycling systems.	• **Opportunities:** Operational cost savings through reduced water consumption, enhanced resilience in water-scarce regions, alignment with global climate goals. • **Risks:** Increasing water scarcity in certain operating regions, rising water costs, intensified competition for water resources, regulatory restrictions on water usage.
Non-Hazardous Waste Intensity	**Target - 2030:** Achieve a 33% reduction in non-hazardous waste intensity (normalized to revenue) in our operations **Baseline - 2023:** 2.85 MT / $1mm revenue **Current - 2025:** 4.87 MT / $1mm revenue	PCI is implementing site-specific waste diversion programs to achieve 100% recycling of non-hazardous waste by 2030, contributing to a circular economy approach.	• **Opportunities:** Reduced operational costs from lower landfill fees, potential revenue from recycling streams, alignment with global sustainability goals, enhanced brand reputation
Non-Hazardous Waste Sent to Landfill	**2030:** Achieve a 90% reduction in waste sent to landfill **Baseline - 2023:** 45% **Current - 2025:** 24%		• **Risks:** Stricter waste disposal regulations, increasing landfill taxes, market pressure to eliminate non-recyclable materials, rising costs for sustainable waste management solutions

Additional Climate-Related Initiatives

Beyond these core metrics, PCI is addressing climate-related risks and opportunities through:

Sustainable Procurement:

Implementing sustainable procurement standards to support the net-zero Scope 3 target by 2045, enhancing supply chain efficiency, and aligning with customer sustainability goals. This mitigates risks from vendor non-compliance and disruptions in sourcing sustainable materials while improving long-term supply chain resilience and stakeholder relations.

Participation in Carbon Markets:

Utilizing VPPAs, PPAs, and RECs to support renewable energy goals, offset emissions, and achieve renewable energy targets. This approach manages volatility in carbon markets and uncertainty in renewable pricing while positioning PCI for potential long-term cost savings.

Regulatory Adaptation:

Proactively adapting to evolving environmental regulations, including the California climate disclosure requirements. This approach avoids regulatory penalties, maintains market access, and enhances market positioning.

Sustainable Packaging:

Developing sustainable packaging solutions to meet consumer demand, reduce environmental footprint, and contribute to product innovation and market differentiation, while managing market pressure to phase out non-sustainable materials and rising raw material costs.

Workforce Development:

Maintaining 100% annual employee training on Labor & Human Rights and Ethics to strengthen reputation as an ethical employer, attract talent, and reduce risks of reputational damage and operational disruptions from labor disputes.

Through these comprehensive metrics, targets, and strategic initiatives, PCI is proactively managing climate-related risks while capitalizing on opportunities to enhance sustainability, operational resilience, and competitive positioning in the pharmaceutical services industry.

Forward-Looking Statements

Forward-Looking Statements

This report contains forward-looking statements regarding PCI's climate-related strategies, future targets, and projected impacts and performance. Forward-looking statements are identified by terms like “aims,” “believes,” “expects,” and “plans to,” based on management’s views as of the report’s publication date. Forward looking statements are not guarantees of future performance involve known and unknown risks, uncertainties and other factors that may result in actual results, performance, or achievements differing from those noted. These statements are based on current expectations, assumptions, and projections about future conditions and events. Actual results may differ materially due to various factors including:

- Changes in regulatory requirements and climate policies
- Technological developments and market conditions
- Availability and cost of renewable energy and low-carbon technologies
- Supply chain disruptions and supplier performance
- Physical climate impacts and extreme weather events
- Economic conditions and capital availability

PCI does not undertake any obligation to publicly update forward-looking statements, whether as a result of new information, future events, or otherwise, except as required by law.