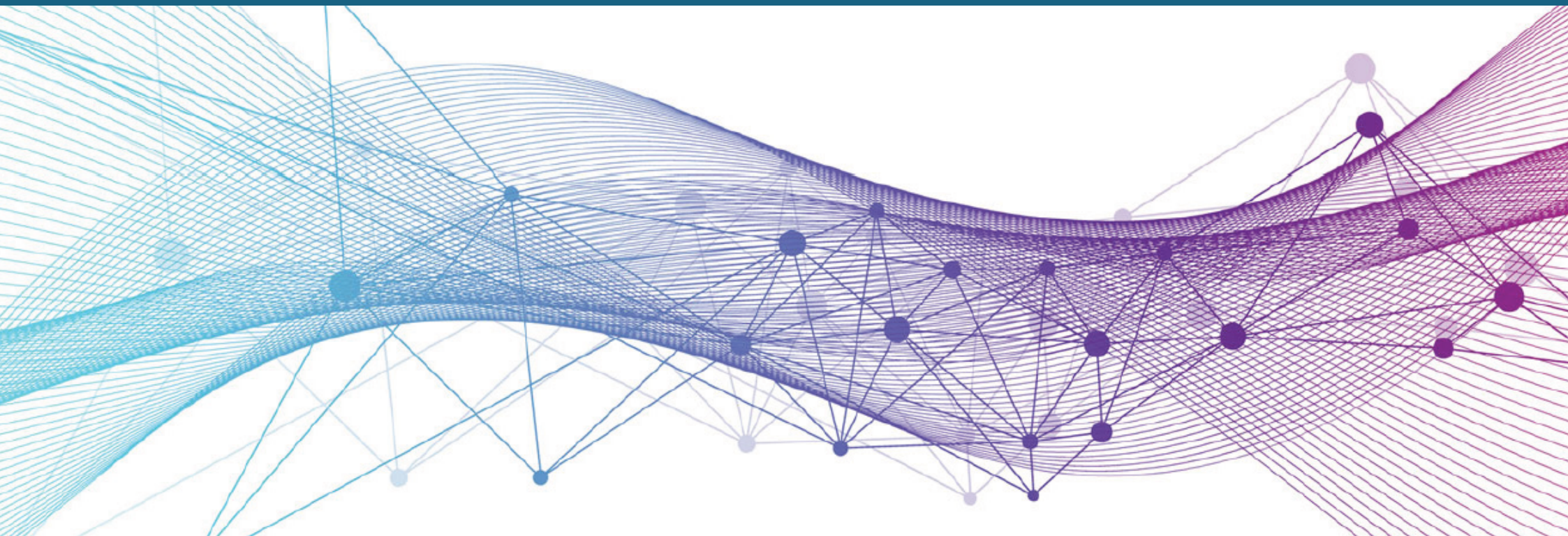


# ESG Report



December 2025



Delivering for people and planet

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# Message from our Founder



At BAP Pharma, our mission is to improve lives through our clinical trial services. We also recognise that long-term success depends on building a healthier future for everyone – and that includes protecting our planet.

This sustainability report reflects our ongoing commitment to integrating environmental, social, and governance (ESG) principles into every aspect of our work. Sustainability at BAP Pharma is not a standalone initiative or a reporting requirement—it is a core value that informs our decisions, shapes our culture, and guides our long-term strategy.

Over the past year, we have made important progress in strengthening our environmental reporting. By improving how we collect, analyse, and disclose environmental data, we are gaining clearer insight into our impacts and identifying opportunities to reduce our footprint in a more structured and measurable way. This enhanced transparency supports more informed decision-making and sets a strong foundation for future improvement.

We have also continued to build meaningful relationships with the communities we operate in. Through local partnerships, charitable initiatives, and active engagement with stakeholders,

we aim to create positive social impact and ensure our business contributes value beyond our core operations.

In addition, we have begun to place greater emphasis on biodiversity as part of our environmental approach. By increasing awareness of nature-related impacts and exploring ways to support biodiversity through responsible site management and operational practices, we are taking early but important steps towards protecting and enhancing the natural environment.

We are mindful of the responsibilities that come with operating in our industry and remain committed to the highest ethical standards. This journey requires continuous learning and collaboration, and while we recognise that we do not yet have all the answers, we are committed to transparency, accountability, and open dialogue as we navigate an evolving sustainability landscape.

By prioritising sustainability, we believe we can create lasting value for our stakeholders and contribute to a healthier, more resilient, and more equitable world.

**Dr. Bashir Parkar**

# Employee Recognition and Wellbeing



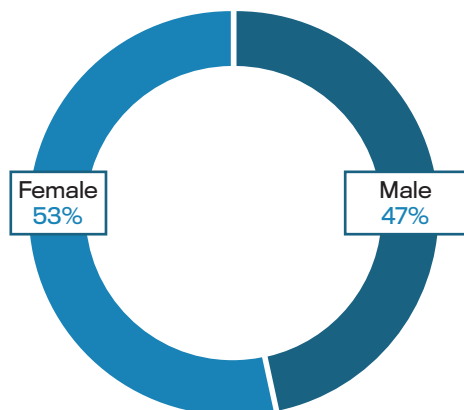
We are committed to recognising, supporting and celebrating our employees, fostering an inclusive culture where wellbeing, development and contribution are valued.

- **Inclusive culture** - Promoting a respectful, supportive and diverse workplace where all employees feel valued and included.
- **Employee Assistance Programme (EAP)** - Confidential access to 24/7 wellbeing and mental health support for employees.
- **Health and wellbeing resources** - Subscription to the Wisdom app, providing tools and guidance to support physical, mental and emotional wellbeing.

- **Long service recognition** - Celebrating employee loyalty and contribution through long-service awards and acknowledgements.
- **CARE Award** - Annual recognition scheme rewarding outstanding performance and demonstration of company values.
- **Team building and engagement** - Remote and in-person activities including volunteering, fitness challenges, creative projects and all-staff celebrations.
- **Learning and development** - Access to coaching to support skills development, personal growth and career progression.



## Global Gender Diversity

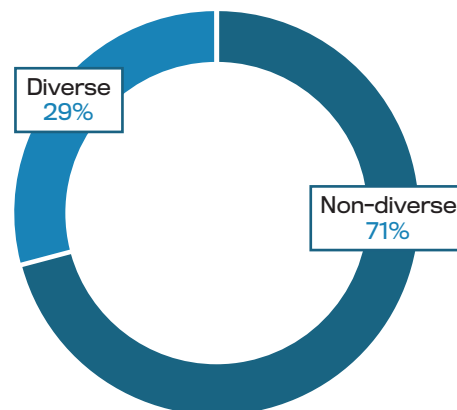


Diversity metrics for BAP Pharma Senior Management Team as of January 2025:

**1/3** Female

**2/9** Ethnically Diverse

## Global Ethnic Diversity



BAP Pharma are proud to be certified as an Ethnic Minority Business as defined by MSD UK.

Our global workforce is **29%** ethnically diverse, with representation varying by region in line with local labour market demographics and legal reporting frameworks.

BAP Pharma is committed to maintaining the highest standards of corporate governance to support ethical decision-making, transparency, and long-term sustainable growth. Our governance framework provides clear oversight, accountability, and risk management across the business, ensuring compliance with regulatory requirements and alignment with stakeholder expectations. Through strong leadership, robust policies, and effective internal controls, we aim to safeguard integrity, promote responsible business practices, and create long-term value for our stakeholders.

- ▶ Environmental Policy
- ▶ Sustainable Procurement Policy
- ▶ ESG Strategy
- ▶ Supplier Code of Conduct
- ▶ Employee Code of Conduct
- ▶ Cybersecurity Policy
- ▶ Data Protection Policy
- ▶ Whistleblowing Policy
- ▶ Anti-Bribery & Corruption Policy
- ▶ Modern Slavery and Human Trafficking Policy
- ▶ Diversity, Equity & Inclusion Policy

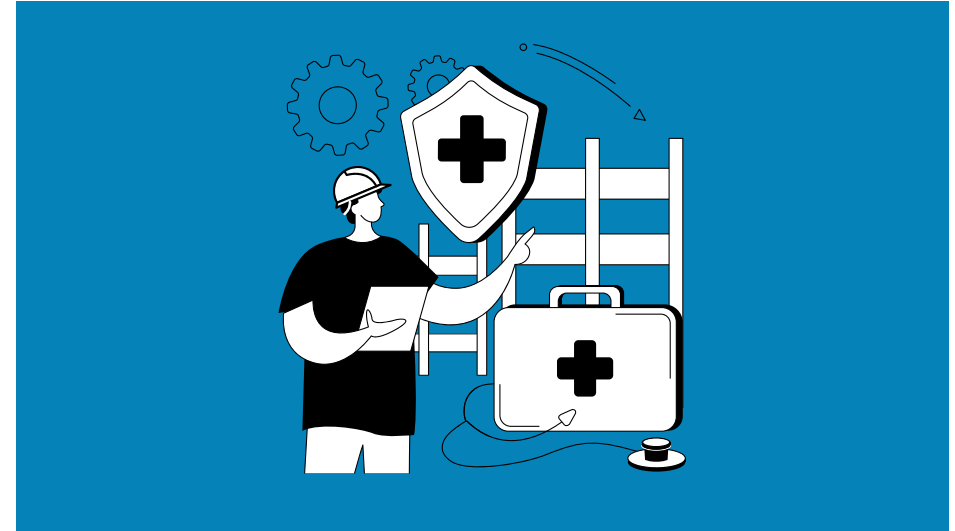
# Occupational Health & Safety

Occupational Health & Safety (OHS) remains a core pillar of our Environmental, Social and Governance (ESG) strategy. We recognise that a safe, healthy and supportive working environment is essential not only for regulatory compliance, but for the wellbeing, productivity and long-term retention of our people. Our approach is built on prevention, continuous improvement, and proactive engagement with employees, contractors, and stakeholders across our operations.

We follow a risk-based OHS management framework aligned with international best practice, including ISO 45001 principles. Oversight of health and safety performance is integrated into our wider governance structure, ensuring leadership accountability and transparent reporting.

## Our framework includes:

- ▶ **Clear roles and responsibilities** across management, facilities teams, and operational staff.
- ▶ **Regular risk assessments** for all sites and workstreams.
- ▶ **Documented policies and procedures**, accessible to all employees.
- ▶ **Training and competency requirements** appropriate to each role.
- ▶ **Routine audits and inspections** to verify compliance.



Metric	Target <5	2023	2024	2025
Accident Frequency Rate	0	0	0	0
Accident Severity Rate	0	0	0	0
Incident Rate	0	0	0	0
Fatalities	0	0	0	0

# Community Engagement Strategy

**BAP Pharma's Community Engagement Strategy (CES)** sets out our commitment to supporting, engaging with, and investing in the long-term sustainability of the communities in which we operate. The Strategy provides a clear framework for community investment activities that contribute to social progress, create opportunity, and help empower local communities, supporting the development of more resilient and inclusive places.

We work collaboratively with a broad range of stakeholders to deliver our community investment priorities and maximise positive social impact. The Strategy is designed to optimise the effective use of internal resources to enhance outcomes and expand life opportunities for individuals and communities.

We recognise that a focused and strategic approach to community investment delivers greater value for both BAP Pharma and the communities we serve. By aligning our efforts with clearly defined priorities, we aim to enhance local engagement and contribute to addressing inequality.

## Selected Priorities 2024-2026

- Health and Well Being
- Employment, Education and Skills
- Cohesive and Resilient Communities
- Environmental Awareness and Wildlife Protection



# Health & Wellbeing

Over the past year, BAP Pharma has continued to strengthen our commitment to employee wellbeing and sustainable living through a range of inclusive initiatives delivered in partnership with local organisations and community programmes.



## Promoting Physical and Mental Wellbeing

In association with the local Business Improvement District (BID) BAP supported a series of regular wellbeing activities designed to support both physical and mental health:

- ▶ **Wellness walks**, encouraging staff to be active, connect with colleagues, and benefit from time outdoors
- ▶ **Meditation sessions**, providing structured opportunities to support mindfulness, stress management, and mental resilience
- ▶ **HIIT classes**, offering accessible, high-energy fitness sessions suitable for a range of abilities

These initiatives have helped foster a positive workplace culture, promote healthier lifestyles, and reinforce the importance of work-life balance.



## Encouraging Sustainable Food Practices

To raise awareness around food waste and sustainable consumption, we hosted a “Reduce Your Food Waste” cooking competition, alongside other related bake-off events. These activities encouraged creativity, collaboration, and practical learning around making better use of ingredients and reducing unnecessary waste.

Participants competed for prizes including **Marlow Tastes tickets** and **festival experiences**, helping to support local businesses while reinforcing sustainable values.



## Sustainable Commuting - SDG 17

We also continued our focus on reducing the environmental impact of commuting. Through engagement with the STAR (Sustainable Travel Accreditation and Recognition) programme, we have taken steps to promote greener travel options, encourage behavioural change, and support more sustainable commuting choices among employees.

## Looking Ahead

Together, these initiatives reflect our ongoing commitment to social wellbeing, environmental responsibility, and community engagement. By embedding sustainability and wellbeing into everyday activities, we aim to create lasting positive impact for our people, our community, and the environment.

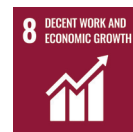
# Employment, Education & Skills

BAP Pharma is committed to making a positive social impact by supporting education, employability, and skills development within our local community. Over the reporting period, we delivered a series of targeted initiatives aimed at helping young people prepare for the world of work and build confidence for their future careers.



## Developing Skills Through Mentoring - SDG 4

Delivered a **week-long mentoring scheme** designed to provide students with practical insight into the workplace. Through one-to-one and group mentoring sessions, participants gained exposure to professional environments, developed key employability skills, and benefited from guidance on career pathways, workplace expectations, and personal development. This initiative supported meaningful knowledge sharing, strengthened intergenerational learning, and helped bridge the gap between education and employment.



## Improving Employability and Confidence - SDG 8 & 10

Colleagues also visited local schools to provide **interview practice sessions**, offering students hands-on experience of interview scenarios. These sessions focused on building confidence, improving communication skills, and helping students understand how to present themselves effectively to potential employers.



By sharing real-world insights and constructive feedback, we aimed to increase students' readiness for future employment and further education opportunities.



## Strengthening School Partnerships SDG 17

BAP's commitment to long-term community engagement was further demonstrated through **Enterprise Advisor representation at a local school**. By working closely with school leadership and careers teams, we helped inform careers education, employer engagement, and curriculum relevance, ensuring students have access to current labour market insights and employer perspectives.

## Looking Ahead

Together, these initiatives reflect our ongoing commitment to social value creation, inclusive growth, and responsible corporate citizenship. By investing in education and employability, we aim to support the development of future talent while contributing positively to the communities in which we operate.

# Cohesive & Resilient Communities

## Building Cohesive and Resilient Communities

We are committed to strengthening the resilience and cohesion of the communities in which we operate by supporting initiatives that promote collaboration, wellbeing, and shared responsibility for local spaces.



## Supporting Local Business Networks

During the reporting period, we hosted local business group sessions, providing a platform for organisations to connect, share best practice, and build stronger professional relationships. These sessions helped foster collaboration, support local economic resilience, and encourage collective problem-solving across the local business community.



## Investing in Community Health and Safety

To support public health and wellbeing, we funded and installed a publicly accessible defibrillator, improving access to life-saving equipment within the local area. This initiative enhances community preparedness and reflects our commitment to safeguarding the health and safety of residents, visitors, and local workers.



## Caring for Shared Spaces

We also supported a local litter picking group, helping to maintain cleaner, safer, and more attractive public spaces. By encouraging community participation and environmental stewardship, this initiative contributes to civic pride and supports a healthier local environment.

## Creating Lasting Community Impact

Together, these initiatives demonstrate our commitment to building cohesive, inclusive, and resilient communities. By investing in collaboration, health, and environmental care, we aim to create positive, lasting impact that benefits both local stakeholders and the wider community.



# Environmental Awareness & Wildlife Protection

During the reporting year, **BAP Pharma** took meaningful steps to support local biodiversity and environmental stewardship by participating in a collaborative biodiversity project alongside **local businesses, stakeholder and in partnership with Chiltern Rangers**. This initiative focused on creating and enhancing habitats to support pollinators and promote a resilient, thriving local ecosystem.



## Creating Habitats for Pollinators – SDG 11 & 15

In May, a **wildflower meadow** was planted outside forming a dedicated wildlife hub designed to support pollinators and a wide range of local species. By the summer months, the meadow had fully established, providing essential sources of nectar and habitat while visibly enhancing the local environment.



## Responsible Land Management – SDG 12

In **September**, the team completed the cutting back and racking of the meadow in preparation for the next growing season. A total of **620kg of cut material** was removed and diverted from waste, with all material repurposed into **garden compost**. This approach supported circular resource use while ensuring the long-term health and sustainability of the meadow.

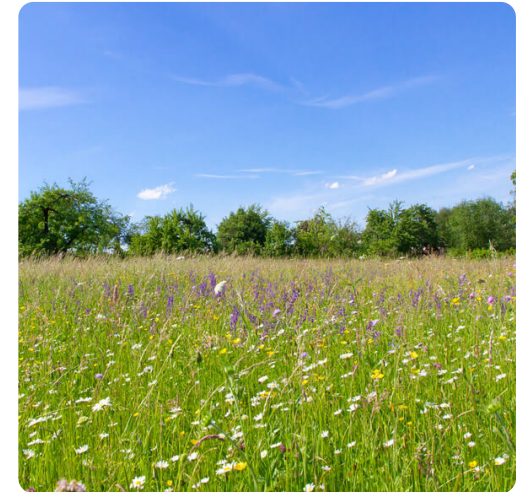


## Strengthening Natural Ecosystems – SDG 13

The final phase of the project took place in **November** with the planting of a new hedge comprising **200 saplings**. This hedge will provide valuable shelter, nesting opportunities, and food sources for wildlife, while also contributing to long-term carbon sequestration and landscape resilience.

## Long-Term Commitment

This biodiversity initiative aligns closely with the **BAP Pharma Community Engagement Strategy (CES)**, reinforcing our commitment to investing in sustainable community projects that deliver long-term environmental benefits. We look forward to maintaining this area and exploring further opportunities to support biodiversity and nature-positive projects in **2026** and beyond.



# Employee Fundraising Scheme

Employee-led fundraising continued to play an important role in our social impact activities during the year, demonstrating a strong culture of engagement, compassion, and community support.

Throughout the year, colleagues took part in a range of **personal challenges and events** to raise funds for charitable causes. These included endurance activities such as a mountain climb completed in support of **Cancer Research**, and a half-marathon run to raise awareness and funds for **Coppafeel!**, reflecting a shared commitment to supporting health-related charities.

In addition, our offices hosted a number of **internal fundraising initiatives**, bringing teams together around shared causes. These included a Valentine-themed bake sale in support of the **British Heart Foundation**, participation in **Macmillan Coffee Week**, and a recipe-based fundraising initiative supporting **Genetic Alliance**. These activities not only raised funds for important charities but also encouraged collaboration, creativity, and employee engagement. 3 brave souls also took part in a skydiving challenge in aid of Alexander Devine Hospice.

We encourage colleagues to continue bringing forward fundraising ideas and personal challenges, and we look forward to supporting further employee-led initiatives in **2026** as part of our ongoing commitment to social responsibility and community impact.



# Community Investment at our German Office

## Heart Disease Charity (HCMA) Lori Fund

- ▶ By supporting the **Höchstädt Dillingen animal shelter**, we contribute to regional animal welfare, promoting responsible pet ownership and strengthening the social fabric of the Dillingen district through volunteer engagement and animal rescue.

## Höchstädt Volunteer Fire Department

- ▶ By supporting the **Höchstädt Volunteer Fire Department**, we contribute to the vital social fabric of the region, ensuring rapid disaster response and fostering a culture of civic engagement and volunteerism. In addition to fire suppression, the **Fire Department** plays a critical role in local environmental stewardship by managing hazardous material spills and protecting the area's natural groundwater and ecosystems.

## Paediatric Ward, Dillingen Hospital

- ▶ Our commitment to social responsibility includes a partnership with the **Dillingen Hospital Paediatric Ward**, where our contributions help create a supportive, child-friendly environment that enhances the healing process for young patients

## Höchstädt Food Bank

- ▶ Supporting the Höchstädt food bank is a meaningful way to provide essential nourishment and hope to families in our community who are facing food insecurity



# Community Investment at our New Jersey Office

## Heart Disease Charity (HCMA) Lori Fund

- ▶ The fund provides grants to patients living with hypertrophic cardiomyopathy (HCM), helping them access essential specialist care, treatment and support that may otherwise be financially out of reach.
- ▶ By supporting the HCMA Lori Fund, we are contributing in a small but meaningful way to improving access to care and supporting individuals and families affected by this condition.

## Community Foodbank of New Jersey

- ▶ Supporting the communities in which we operate is a key part of our community engagement approach. In 2025, our US team supported a local community foodbank in New Jersey, helping to provide essential food assistance to individuals and families in the area.
- ▶ By supporting a foodbank local to our US office, we aim to make a positive impact close to home and contribute to the health and stability of the community around us.

## Hope for Children Foundation of New Jersey

- ▶ This foundation supports children in hospitals, provide housing and family assistance, and contribute to other organisations working to protect and uplift vulnerable young people.
- ▶ By contributing to this local organisation, we are proud to support initiatives that strengthen families, protect vulnerable children and make a meaningful difference within the communities surrounding our New Jersey office.

## New Jersey Chapter of The Wildlife Society

- ▶ As part of our commitment to environmental awareness and wildlife protection BAP Pharma supports the New Jersey Chapter of The Wildlife Society - helping to create a world where wildlife and people thrive in resilient ecosystems.
- ▶ The Wildlife Society's mission is to empower wildlife professionals in advancing conservation through science, community, and professional excellence.

## Elizabeth Avenue Volunteer Fire Company

- ▶ BAP Pharma is proud to support the Elizabeth Avenue Volunteer Fire Company. By contributing to this vital organization, we help strengthen community safety, support volunteer firefighters, and enhance emergency preparedness in the local area.



# Reporting & Submissions

## CDP



- BAP Pharma completed The CDP full corporate disclosure reporting on Climate Change, Plastics and Biodiversity.
- BAP will be reporting again in 2026.

## ECOVADIS



- In 2025 BAP came in the 90th percentile with a total score of 73/100. BAP Pharma renew EcoVadis annually.

## SBTI



- BAP Pharma is committed to near term targets and net zero by 2050. Targets are on track to be validated in 2026.

## ISO14001



- BAP Pharma maintain certification to ISO14001, the internationally recognised framework for Environmental Management Systems.

## ISO9001



- BAP Pharma maintain certification to ISO9001 the internationally recognised framework for Quality Management Systems.

# Carbon Reduction Plan

## Why decarbonisation matters at BAP Pharma

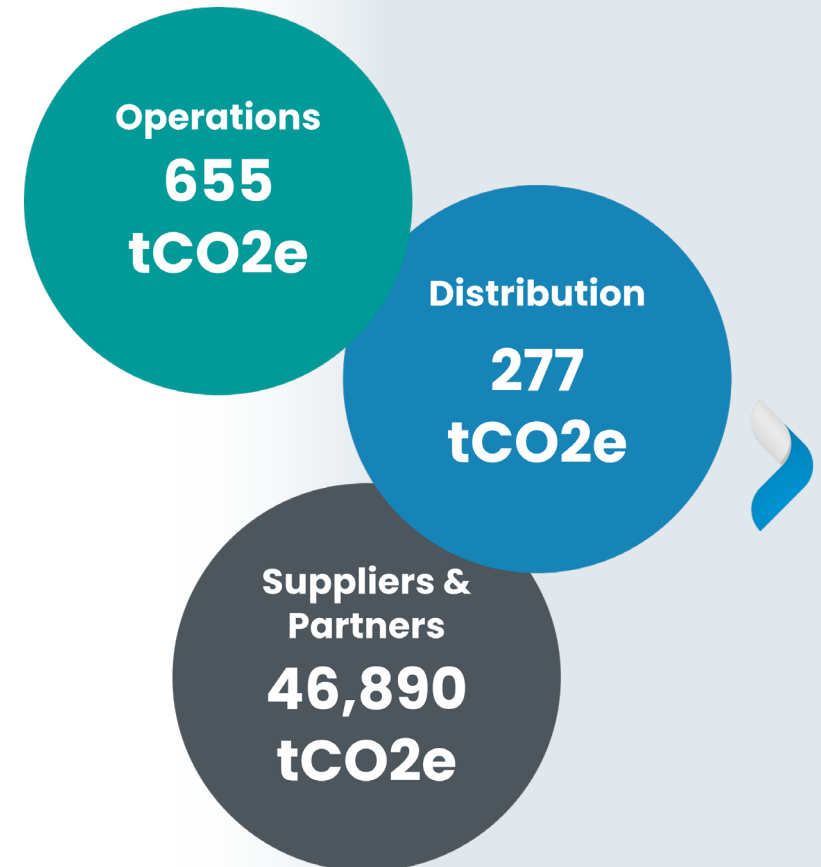
- ▶ Pharmaceutical supply chains are energy and resource-intensive.
- ▶ Clinical trial medicines and logistics carry significant embedded emissions.
- ▶ Our customers and regulators demand credible, science-based measurement and decarbonisation.
- ▶ BAP Pharma is committed to measuring, reporting, and reducing emissions

## Our Key Initiatives

Our decarbonisation plan focuses on three core areas:

- ▶ our operations, across sites and waste management,
- ▶ our distribution, where freight and logistics are key drivers, and
- ▶ our suppliers, including pharmaceutical providers and other purchased goods.

Together, these areas represent the largest opportunities to reduce emissions and build a more sustainable supply chain.





## Decarbonising Our Offices

- ▶ Transition all BAP Pharma sites to renewable energy suppliers wherever possible, following the successful transition of the UK site to 100% renewable electricity.
- ▶ Prioritise new premises that are gas-free and equipped with on-site renewable energy.
- ▶ Implement consistent systems for capturing waste data and launch waste-reduction programmes across all locations.



## Decarbonising Travel

- ▶ Investigate delegation of international meetings to regional roles as we grow to reduce long-haul flights.
- ▶ Partner with hotels that demonstrate strong sustainability credentials
- ▶ Introduce a preference for electric or low-emission vehicles for business travel and rentals.



## Upstream Distribution

- ▶ Prioritise lower-carbon freight options such as road or sea instead of air where feasible.
- ▶ Engage key suppliers to understand emissions in their logistics and encourage low-carbon shipping practices.
- ▶ Work with road freight suppliers that use electrified fleets or sustainable fuels to reduce upstream emissions.



## Downstream Distribution

- ▶ Reduce air freight for outgoing deliveries and shift to lower-impact transport modes where possible.
- ▶ Optimise delivery routes to improve fuel efficiency and reduce carbon intensity per shipment.
- ▶ Partner with logistics providers who demonstrate strong sustainability credentials and transparency in emissions reporting.

# Our Suppliers & Partners



## Pharmaceutical providers

- ▶ Collaborate with pharmaceutical suppliers to obtain company-specific emission factors, improving accuracy of Scope 3 reporting.
- ▶ Work with the pharmaceutical industry to encourage adoption of best-practice sustainability measures across production and logistics.
- ▶ Prioritise suppliers with credible decarbonisation plans, particularly those aligned with SBTi or demonstrating transparent carbon reduction roadmaps, wherever possible.



## Our other purchased goods & services

- ▶ Conduct audits of suppliers to identify those with credible decarbonisation initiatives.
- ▶ Survey smaller suppliers to gather actionable data on carbon emissions and reduction practices.
- ▶ Prefer suppliers that demonstrate strong sustainability credentials or offer low-carbon products and services.

# Greenhouse Gas Inventory

Scope	Category	Category name (ISO 14064-1:2018)	2023	2024
1	1	Stationary combustion	115	79
1	2	Mobile combustion	-	-
1	3	Fugitive emissions	-	-
2		Electricity use (market-based)	131	226
2		Electricity use (location based)	258	277
3	1	Purchased goods and services	134,980	46,890
3	2	Capital Goods	-	111
3	3	Fuel and energy related activities (not included in scope 1 or scope 2)	80	100
3	4	Upstream Transportation and Distribution	1	225
3	5	Waste generated in operations	19	5
3	6	Business travel	65	126
3	7	Employee commuting	272	119
3	9	Downstream transportation and distribution	-	53
3	12	End-Of-Life Treatment of Sold Products	1	-
<b>Total emissions (market)</b>			135,664	47,933
<b>Total emissions (location)</b>			135,791	47,985
<b>Intensity kgCO<sub>2</sub>e/ GBP</b>			0.50	0.26
<b>Intensity tCO<sub>2</sub>e/ mGBP</b>			502.46	263.87
<b>FTE</b>			74	87.5
<b>Intensity kgCO<sub>2</sub>e/ FTE</b>			1,833,293.24	547,809.85
<b>Intensity tCO<sub>2</sub>e/ FTE</b>			1,833.29	547.81

- ▶ BAP Pharma are working with ZeroBees, to calculate and account for greenhouse gas (GHG) emissions related to all company activities.
- ▶ The inventory table (left) covers the measurement period 01 January 2024 to 31 December 2024.
- ▶ Our scope included office energy use, water, waste, work related travel, employee commuting and working from home, purchased goods and services, including the pharmaceutical products we purchase on behalf of our clients, upstream and downstream distribution.
- ▶ The inventory has been prepared in accordance with the requirements of the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1:2018 Specification with Guidance at the Organisation Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals.

# Emissions Overview

- ▶ BAP Pharma's overall GHG emissions in 2024 were **47,933 tonnes CO2e** (market-based)
- ▶ That's equivalent to **29,051** return transatlantic flights or **27,627** average cars on the road for a year in the UK.

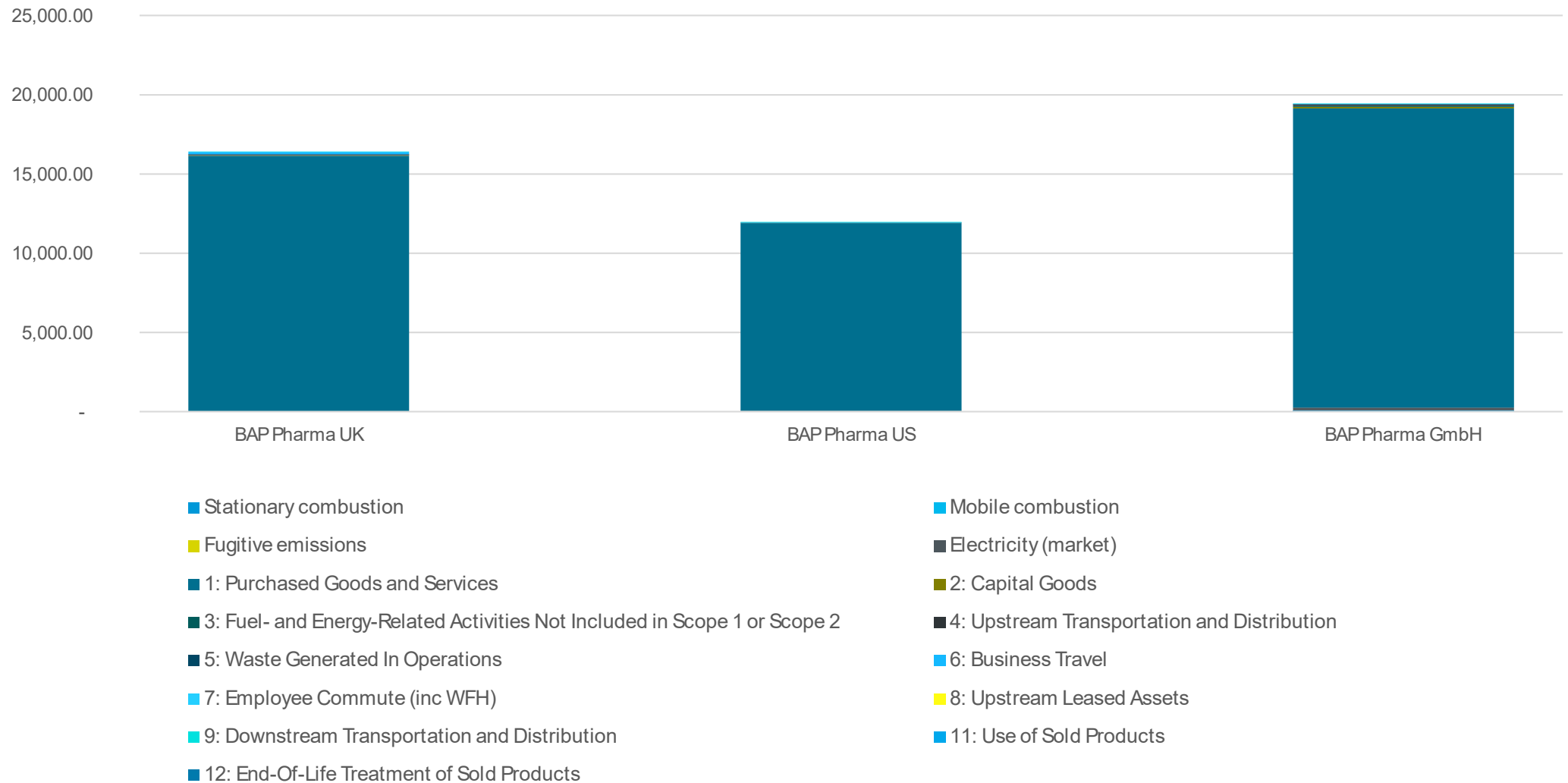
**Ref:** UK GOV 2023 - economy return trip from London to New York including radiative forcing emits 1.65 tCO2e

**Ref:** DfT 2022 average car in the UK drives 7600 miles per year, releasing 1.735 tCO2

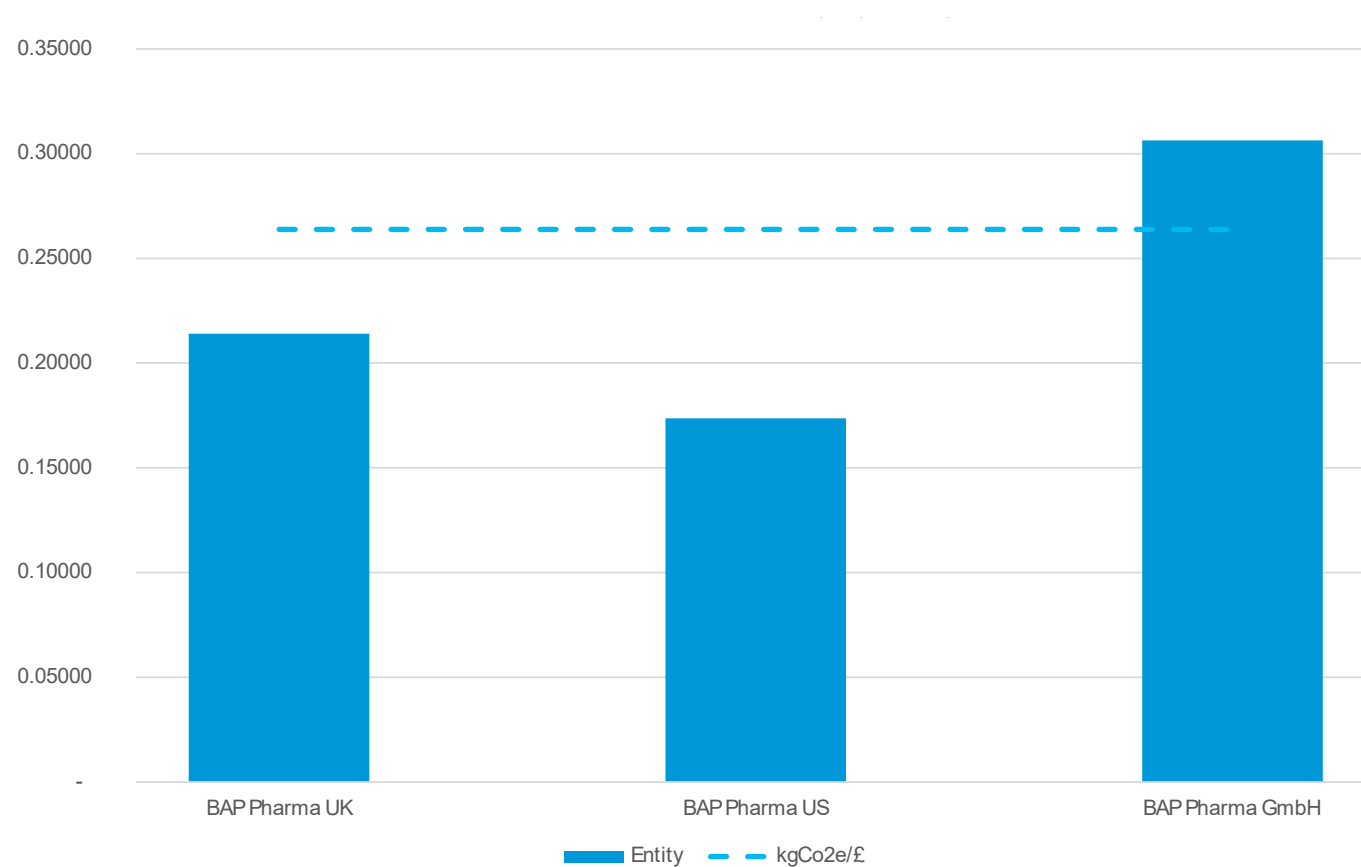
**47,933**  
tCO2e  
annualised

equivalent to over  
**29,051**  
return flights from  
London to  
New York

# Emissions by entity



# Emissions intensity by entity



- ▶ Across the whole group, average emissions intensity is 547.81 tCO<sub>2</sub>e/FTE and 0.264 kgCO<sub>2</sub>e/£ using group revenue
- ▶ The entity with the lowest emissions per £m is BAP Pharma US at 0.174 kgCO<sub>2</sub>e/£, driven by low purchased goods
- ▶ BAP Pharma GmbH has the highest intensity at 0.306 kgCO<sub>2</sub>e/£.