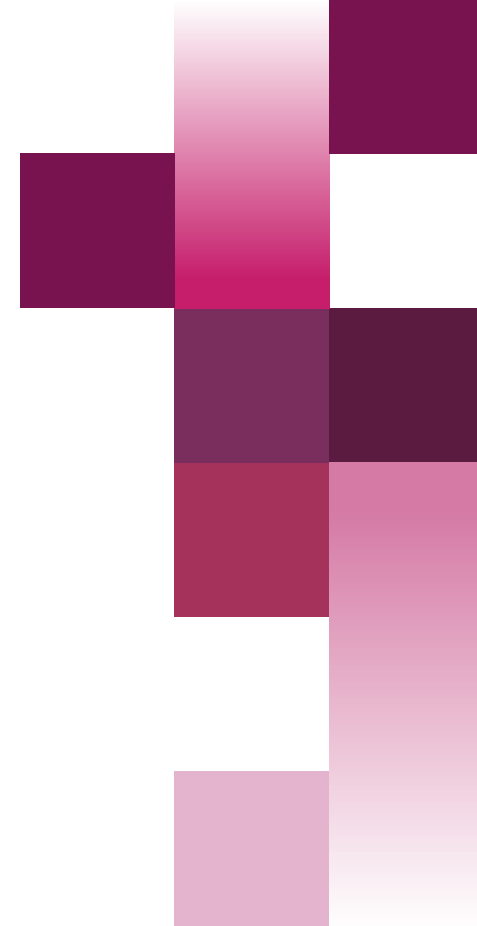


2023 Environmental, Social and Governance Progress Report



CLARIO.



About this report

In our 2023 Environmental, Social and Governance (ESG) report, you'll learn more about who we are, what we value and what we are doing to improve equity and environmental sustainability. For us, creating a more just and sustainable world isn't just the right thing to do — it is an integral part of our core purpose. This report highlights the progress we are making toward our corporate accountability goals, as well as the areas we are continuing to improve upon. We plan to continue publishing this report annually so you can follow our progress. This report covers the 2022 calendar year. We hope our journey inspires you.

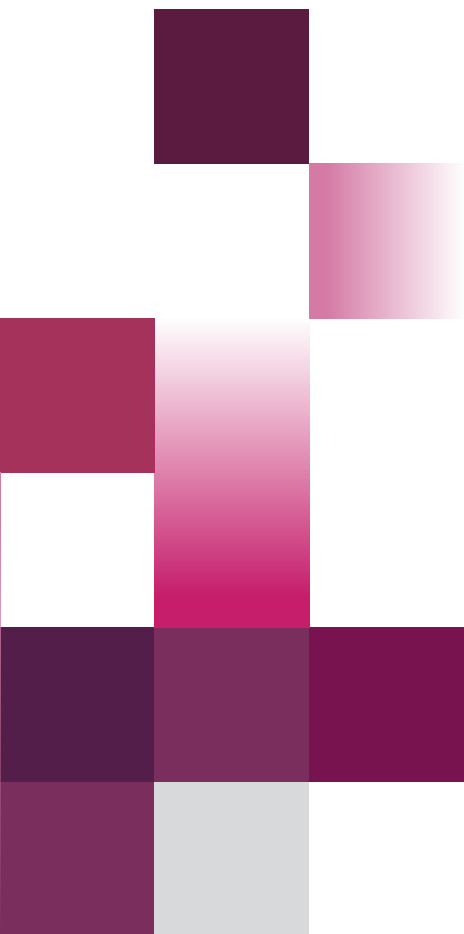
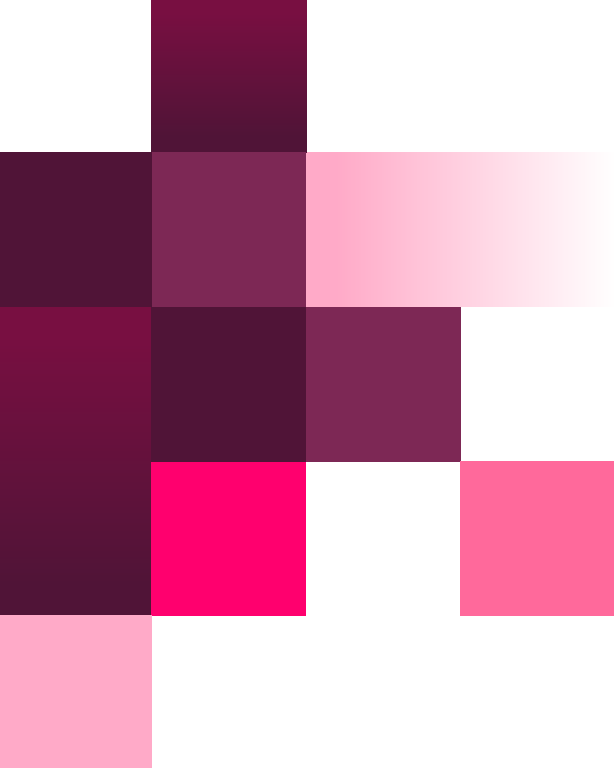


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A letter from our CEO

Thank you for taking the time to read our second annual Environmental, Social and Governance (ESG) report.

At Clario, we firmly believe in the significant benefits of responsible business practices, recognizing their dual role in fostering a positive impact on the environment and society while ensuring our sustained success in the long run. Acknowledging the concerns of our team members, customers, investors and the communities we operate in, we prioritize sustainability, ethics and transparency. To address these concerns, we have adopted a proactive approach, integrating ESG considerations seamlessly into our daily operations and incorporating them into our strategic decision-making processes for the long-

term benefit of all stakeholders.

Our inaugural ESG report introduced our initiatives and progress in recent years in the areas of environmental stewardship, social responsibility, and governance practices. When we published that report, the world was emerging from the COVID-19 pandemic. During the data collection process, we identified a number of achievements about which we were particularly proud. This includes our contribution to several pioneering vaccine trials. We also identified areas where we wanted to improve. So we announced our commitment to — among many other goals — gender balance in leadership by 2025 and net-zero emissions by 2045.

This year, we have much progress to celebrate. For example, for the third year

in a row we've externally validated and tracked our progress towards net-zero emissions through the framework set out by the Carbon Disclosure Program (CDP). Progress here has been substantial. To date, we have reduced by 47% emissions from purchased electricity by, for example, increasing our use of renewable energy. Perhaps even more importantly, we have reduced our Scope 1 and 2 mission by 50% in 2022. This remarkable achievement is the result of the collaboration and dedication of colleagues and stakeholders across the business and results from significantly reducing the weight of our packaging materials. I'm also proud to say that 20% of colleagues at Director level or above come from underrepresented groups and 35% are female. 53% of our workforce is female and 57% of promotions in 2022 were to women.

We have also collaborated with The Tufts Center for the Study of Drug Development (Tufts CSDD) to conduct original research into the progress (and gaps) in ensuring diversity in clinical trial participants. And we continued to prioritize information security governance, deepening our strong commitment to protecting ours and our customers' data and information.

A new focus for Clario

Clario was born from the 2021 merger of two leading companies in their respective market segments, ERT and Bioclinica. At the time we published our inaugural report, the combined company that is Clario was only a few months old and undergoing a significant transition. Looking back on the subsequent year, the transformation has continued. A lot has

changed, and we have matured as an organization.

I was honored to have been appointed CEO in July 2022. My goal at that time, as it remains today, was to push Clario forward as a unified company and as the global leader in clinical trial endpoint technology and partner of choice for drug developers.

In October 2022, we launched three pillars to achieve this objective: Improving our customer experience, differentiating our offering and operating with greater discipline. Together, these priorities signify a clear direction for Clario as we set the bar ever higher on helping clinical trial sponsors run more trials, faster and with an unparalleled level of scientific rigor. This is why I joined Clario a little over year ago: to help pharmaceutical and biotech companies help more patients and improve the quality and speed of drug development. It's a vision shared by every member of the Clario team.

2022 was a year of progress. With our ESG objectives front and center in our thinking, we made progress against all our KPIs, while at the same time delivering above market revenue and earnings growth thanks to the hard work and dedication of our colleagues

Thank you for your continued support and partnership.

Sincerely,

Chris Fikry, M.D.
Chief Executive Officer, Clario

Embracing inclusion for a better future

At Clario, our commitment to building a diverse and inclusive workforce has been a cornerstone of our values, and it continues to shape our path forward. While this ESG report covers all our endeavors in environmental, social, and governance aspects, I want to take a moment to focus on recognizing the vital role of inclusion within the workplace, which is at the heart of our culture at Clario.

The journey to creating an inclusive culture and fostering a diverse workforce is one that requires intent, dedication and unwavering commitment. We firmly believe in the power of diversity as a driving force behind our continuous improvement in performance and innovation. It is also behind our success in delivering on our environmental and governance commitments. For us, we see diversity and

inclusion as a means to enhance our ability to serve our customers better and drive positive change.

In our quest for inclusivity, we extend a warm welcome to individuals from all walks of life, irrespective of their race, ethnicity, gender, sexual orientation, gender identity, or background. This commitment to equal opportunities, fair hiring practices, and empowering development programs enriches our organization. And it allows us to harness the power of different perspectives, thoughts and ideas, ultimately leading to more informed and equitable decision-making.

Our strides toward inclusion extend to all roles at all levels within our organization. Through our virtual working policies, we've expanded our reach, enabling us

to attract diverse talent from expanding geographies. Our development programs support our commitment to empowering our employees to grow their careers and make a lasting impact. Additionally, our transition to virtual learning platforms for the majority of our curriculum ensures accessibility and reduces our environmental footprint, aligning with our commitment to sustainability.

At Clario, our Employee Resource Groups (ERGs) play a pivotal role in connecting, facilitating discussions, educating and guiding us in fostering a culture where every individual feels valued and accepted. These ERGs stand as a demonstration of our own colleagues' commitment to sharing the challenge of building an inclusive environment.

Inclusion is the force that propels us

forward, as we strive to create a better, more sustainable future for all. This ESG report is a testament to the progress we've made and our unwavering dedication to embracing diversity, promoting inclusion and fortifying our commitment to environmental, social and governance responsibility.

Thank you for joining us on this journey of growth, empowerment, and inclusion. Together, we envision a brighter future for Clario and the communities we serve.



David Fusco
Executive Vice President
Chief Human Capital Officer, Clario



Introduction



About Clario

At Clario, we use science to generate clinical data that pharmaceutical and biotechnology companies need to bring new medicines, therapies and devices to market. Since 1973, our partners have used our technologies and scientific and regulatory expertise to support more than 19,000 clinical trials across more than 120 countries and have been an integral part of more than 500 regulatory approvals. These successes exemplify our unwavering commitment to continuously providing clinical endpoints that safeguard efficacy, safety and quality of life in clinical trials.

Advancing science for better living

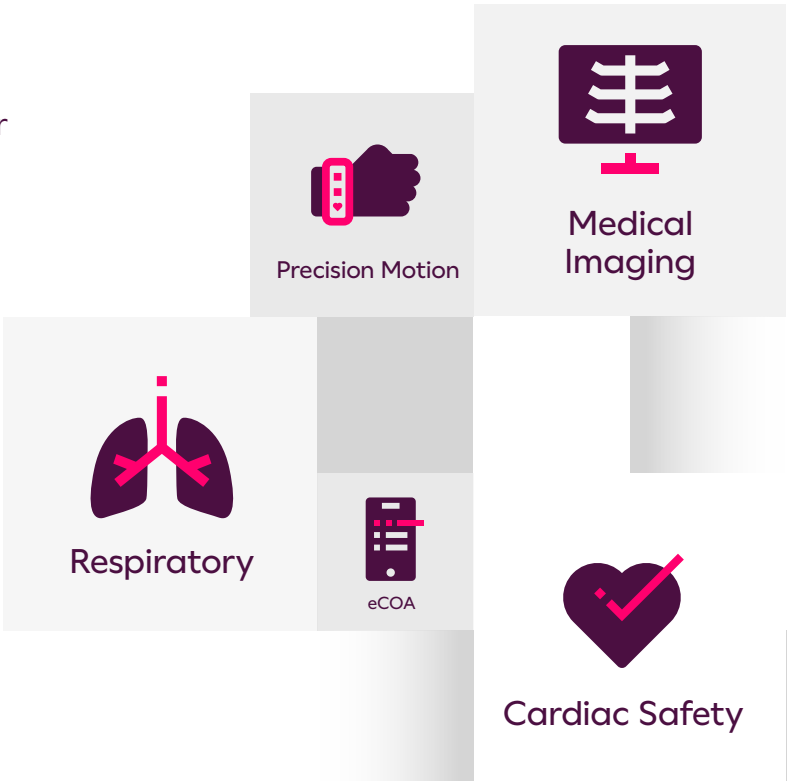
Science and data are the foundation of every technology, product and service Clario offers. With this commitment, we help our partners deliver better living.

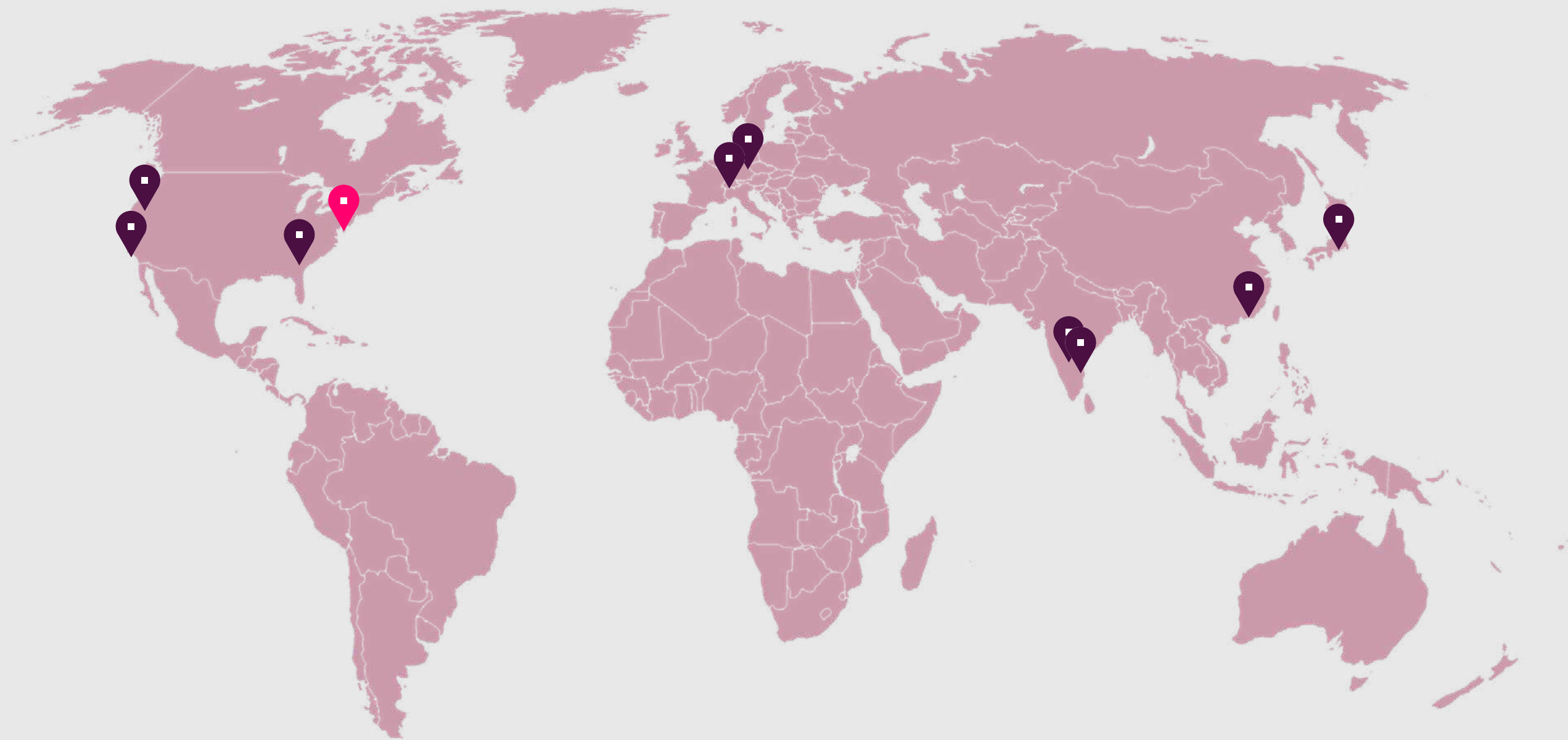
Our global scale and 50 years of experience enable us to meet our partners’ evolving needs by developing best-in-class technologies that cover endpoints across all major therapeutic areas — from oncology to neuroscience to ophthalmology and beyond. Our fit-for-purpose solutions provide superior and compliant data capture, management and analysis functionality. Additionally, we are dedicated to

promoting greater diversity in clinical trials, both through our individual efforts and strategic partnerships. We believe that the richest clinical data is also the most diverse.

Our comprehensive clinical evidence-generation platform

Clario is proud to be the partner of choice for leading pharmaceutical and biotechnology companies of all sizes. Between 2019 and 2022, we contributed to 60% of all FDA approvals. And, since ERT and Bioclinica joined forces to become Clario in 2021, we have collected evidence in more than 2,400 clinical trials. Our suite of services encompasses Medical Imaging, Electronic Clinical Outcomes Assessment (eCOA) and Precision Motion Measures, as well as Respiratory and Cardiac Safety. We continue to invest in speed and agility to ensure our technology is always ready for what’s next.





HEADQUARTERS

Philadelphia, PA, United States

NORTH AMERICA

Bristol, United States
Portland, United States
San Mateo, United States

EUROPE

Estenfeld, Germany
Geneva, Switzerland

ASIA

Bangalore, India
Pondicherry, India
Shanghai, China
Tokyo, Japan

50

Years of
experience

60%

Of all FDA
approvals
(2019-2022)

10

Facilities in 6
countries across
Europe, North
America and
Asia Pacific

>24k

Clinical trials

>800

Regulatory
approvals

24/7

Customer
and patient
support

*Data accurate as of December 2023.

Our values

Clario’s core values guide our every action



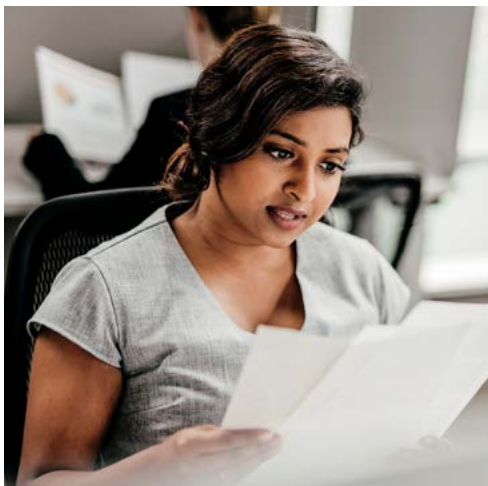
People first — always

We think of others before we think of ourselves. We have a deep understanding of our customers, deep empathy for patients — and deep empathy for each other.



Courageously curious

Our appetite to blend the best of domain expertise, technology and human understanding knows no bounds. We’re relentless in pursuing information, insights and inspiration, which means we can continuously improve what we do and how we do it.



Deliver exceptional work

We step forward because responsibility powers us; we do not leave others to do what we can do ourselves. We take charge of events, delivering exceptional work for our customers, patients and for each other.



Our strategy

At Clario, our purpose is to transform the lives of patients by helping our customers unlock better evidence. To achieve that purpose, certain key ambitions guide us. One is to be the best place to work in our industry. Another is to be the partner of choice for customers. A third is to be the recognized leader in clinical digital data solutions. Finally, we are led by key strategic imperatives that guide our actions to ensure that we ultimately fulfill our purpose.

Embedding Diversity, Equity and Inclusion in our culture

Diversity, Equity and Inclusion (DEI) drive our strategic initiatives and are critical to our success. We know that the best way to embed DEI into Clario’s culture is to:

- Develop a diverse workforce by recruiting diverse talent
- Develop diverse talent
- Accelerate pay equity
- Work with our customers to advance clinical trial diversity

We see the continuous evolution of our technology as intertwined with creating a more diverse and inclusive culture at Clario and in the world at large.

OUR PURPOSE

Transforming lives by unlocking better evidence

OUR AMBITION

Best place to work in our industry
Partner of choice for our customers
Recognized leader in digital data solutions

OUR STRATEGIC IMPERATIVES

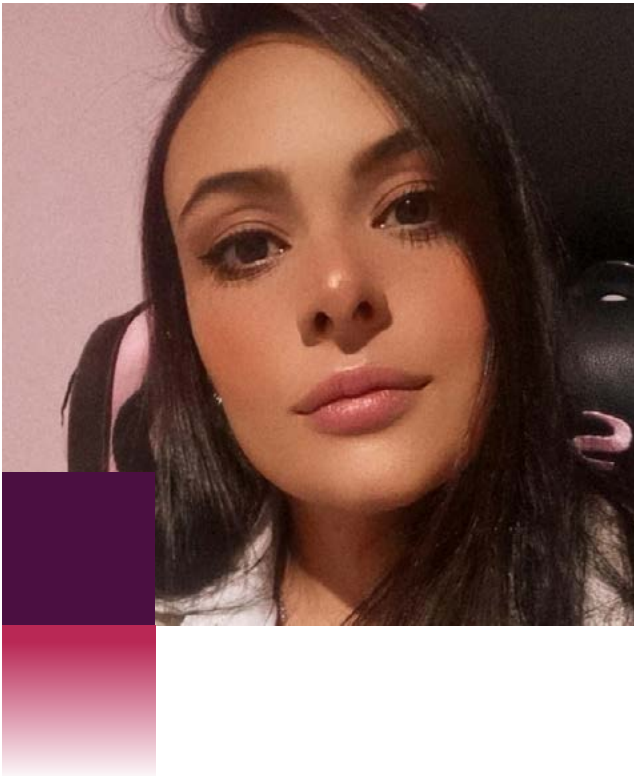
Exceptional employee experience
World-class customer experience
Innovative technology roadmap
Expertise throughout trial lifecycle
Leading and integrated product portfolio

Improving access to clinical trials

One of the most impactful ways to improve equity through innovative technology is to ensure that more patients have access to clinical trials. Clario has a long history of empowering decentralized clinical trials through intuitive devices and proactive support. Through our Bring Your Own Device (BYOD) solutions, we help remove the barriers that prevent diverse groups of patients from participating in clinical trials, like the need to travel to sites, securing childcare and the burden of disease itself. From initial contracting through patient recruitment to final regulatory approval, we make it easier for all patients wherever they may be located to contribute to clinical research, collecting rich evidence from millions of people around the world in traditional, hybrid and fully decentralized trials.

DEI is critical to becoming a destination employer

Clario prides itself on not only being a leading innovator in the industry, but also a destination employer. Our commitment to providing a safe, inclusive and empowering workplace drives our ability to hire the best, brightest and most passionate employees.



“I am grateful for the opportunity to work at a company that respects and celebrates diversity of its employees.”

Maria Jose Villegas (she/her)
Data Manager
Costa Rica

Governance structure

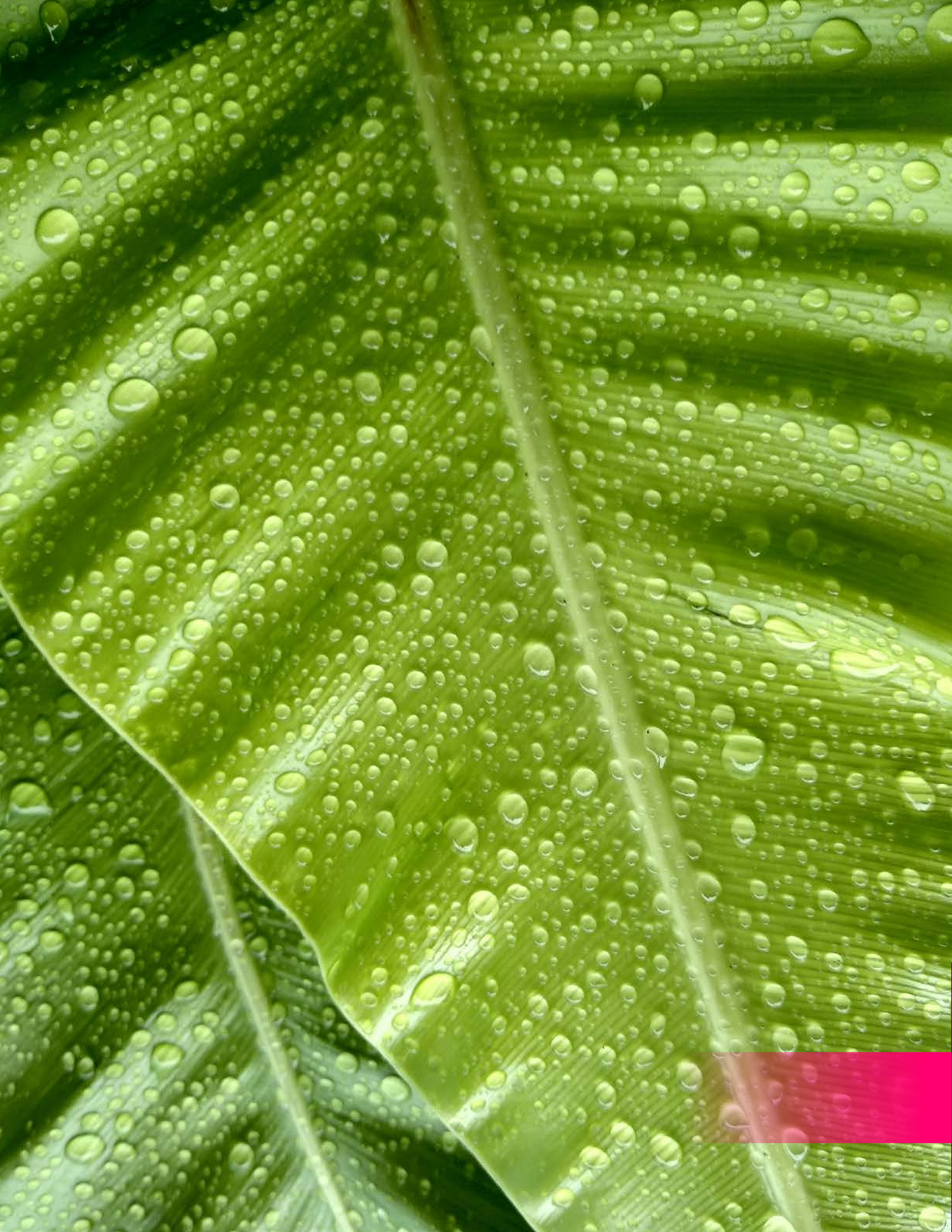


Clario’s major shareholders include Astorg, Nordic Capital and Novo Holdings, whose values are reflected throughout the company’s DNA. Accordingly, sustainability is also embedded in the day-to-day operations of the company at every level.

Our sustainability governance framework rests on three pillars: supervision, management and implementation. The **Board of Directors** acts as the Supervisory Board for sustainability-related activities. The Board ensures the integration of sustainability into the overall business strategy, reviews the sustainability roadmap annually, owns key KPIs (on diversity, greenhouse gas emissions and cybersecurity, for example) and reviews quarterly status updates to prioritize the direction of the company.

The **Sustainability Leadership Council** leads the development and implementation of the sustainability strategy. The Council guides the ESG Working Group to ensure the delivery of specific action items. It also provides a quarterly update on the sustainability roadmap and relevant KPIs to the Board and executive management team.

The **ESG Working Group** is responsible for carrying out sustainability-related activities. Each respective Environment, Social and Governance team coordinates its actions and tracks its progress. They also resolve any issues that may be a barrier to success. Additionally, the Working Group reports KPIs and status to the Sustainability Council every month. The Working Group consists of operational leaders representing relevant departments from across the organization.



Strong commitment to sustainability

We are driven by our purpose to transform lives by unlocking better evidence. Clario achieves this by generating the richest clinical evidence to support the development of new therapies, devices and treatments. At the same time, we recognize that embracing environmental accountability, improving labor and human rights, promoting ethical behavior and working toward a sustainable supply chain are also critical to the impact we can have on the world.

We developed a **Sustainability Action Plan** in 2021 that continues to guide us in embracing accountability and creating value for generations to come. Our plan is based on the output from extensive stakeholder materiality feedback sessions. We seek to understand which topics are most critical to the sustainability of our industry, and, therefore, where Clario can make the biggest impact.

Clario's Sustainability Action Plan



Leading transformation within local communities



Minimizing our carbon footprint and waste production



Increasing diversity and inclusion, both in our workforce and in clinical trials globally

Following our materiality analysis, we identified key sustainability aspects and divided them into three areas:

- **Focus**
Topics that are of high priority and importance
- **Develop**
Topics that require more investment as they are still being developed
- **Meet expectations**
Topics that require only some investment as we already have robust processes and measures in place

However, a lack of diversity is one of the biggest challenges facing our industry. This is clear, based on the demographic data of clinical trial participants. According to recent study by the Tufts Center for the Study of Drug Development and Clario, more than half of trials are enrolling less than half the number of Black participants required to be representative of the patient population. That same research reveals a link between the diversity of the

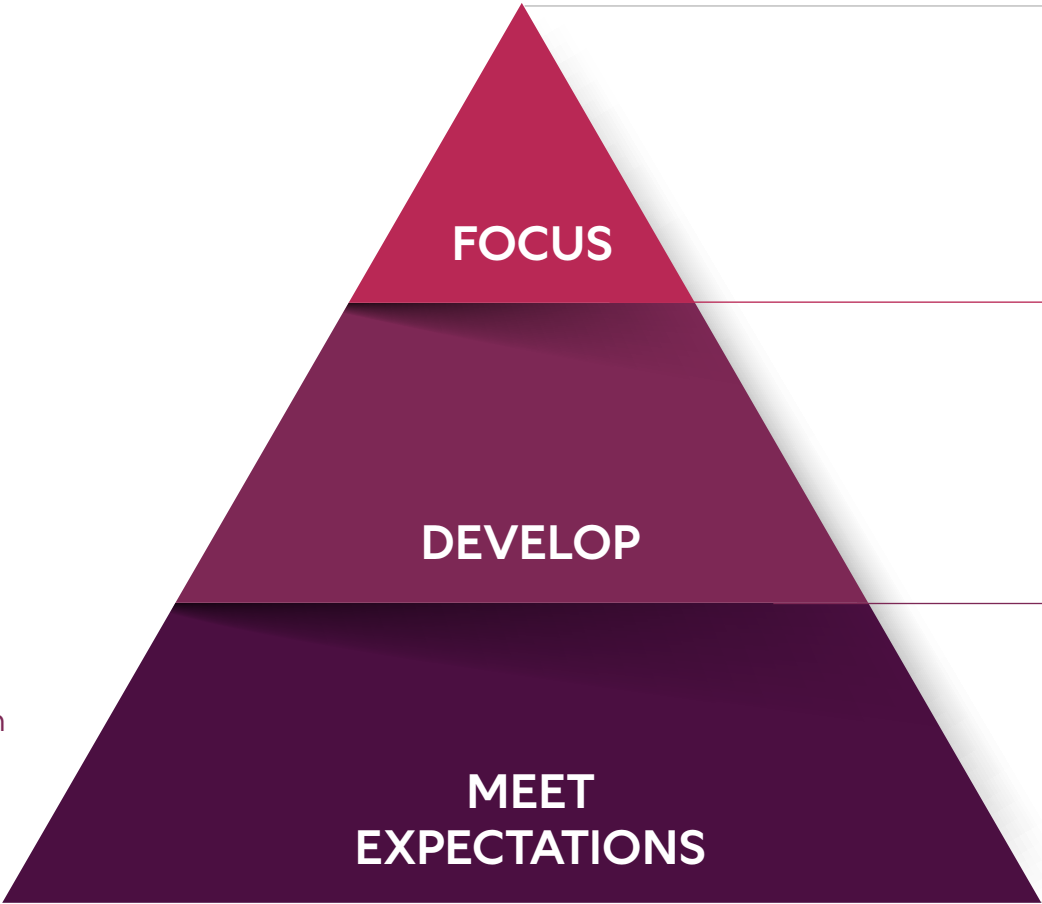
staff at clinical trial sites and the diversity of patients who participate.

Because of our industry partnerships and global scale, Clario is uniquely positioned to address both the underrepresentation of marginalized communities and the lack of clinical trial staff diversity. We take this responsibility seriously.

We know that Diversity, Equity and Inclusion work must start within our own

walls. That’s why we have a **Diversity Council** and support several **Employee Resource Groups (ERGs)**, including **Women’s Leadership Network, People of Color Network** and **LGBTQ+Network**. We realize there is a long journey ahead and we have ambitious plans to expand the ERGs with additional groups for Neurodiversity, Veterans and Patients and Caregivers.

Materiality focus areas aligned with United Nations Sustainable Development Goals (SDGs)



Material Sustainability Aspects



Ease of Trial Access
Security and Privacy
GHG Emissions



Diversity and Inclusion
Sustainable Procurement



Corporate Compliance
Corporate Giving



Pursuing UN SDGs

Our Sustainability Action Plan is guided by the **United Nations Sustainable Development Goals (SDGs)**. The goals we identified to be the foundation for the plan are all strongly linked to our operations and business activities and, as such, we have an opportunity to contribute towards them.



Transforming human health is our core purpose. Generating the evidence needed to assess the safety and efficacy of new medicines, devices and therapies directly impacts the well-being of people around the world. Our investments in therapeutic area solutions harness the insights of more than 200+ therapeutic area experts, providing the knowledge and execution necessary to transform millions of lives.



Clario is committed to combating the impacts of the climate crisis throughout its operations, including logistics and office locations. We hold ourselves accountable by monitoring and reporting scope 1, 2 and 3 greenhouse gas (GHG) emissions and energy usage. We also decided to set up Clario's Science Based Targets (SBTi) during 2023, aiming to join SBTi in 2024, in order to provide a clearly-defined pathway to reduce our greenhouse gas (GHG) emissions.



Clario provides employment opportunities at all levels for people of all genders, races, ethnicities, sexual orientations and those with disabilities. Our Employee Resource Groups (ERGs), including the Women's Leadership Network, People of Color Network and LGBTQ+ Network, guide us in building a culture in which everyone is valued and accepted. They act as change agents to advance progress on key DEI initiatives



We know it is not enough for us only to drive sustainable practices internally. This is why we vet our suppliers thoroughly to ensure our supply chain meets our high standards at all times. We review key sustainability metrics, such as supplier diversity demographics, include environmental sustainability criteria in our RFPs and evaluate freight suppliers based on their commitment to reducing carbon emissions. Additionally, our investments in Bring Your Own Device (BYOD) and multi-protocol devices will drive the reuse of devices and reduce packaging and shipping volumes.



We understand that corruption and bribery are threats to strong institutions. Clinical trials are the foundation of the safe use of medicines, devices and therapies and a well-functioning healthcare system. For this reason, we place great importance on ethical compliance and implement strong policies to ensure that corruption and bribery do not occur anywhere in our value chain.



To ensure that sustainability is always a top priority for us, in February 2022, we committed to the ten principles of the United Nations Global Compact (UNGC) in the areas of Human Rights, Labor, Environment and Anti-Corruption. The principles will guide us on our sustainability journey and provide a way for us to publicly communicate our efforts.

Third-party assessments

We are also active in evaluating our sustainability program through leading third-party assessment platforms such as the Carbon Disclosure Program (CDP), EcoVadis and CyberVadis. EcoVadis awarded Clario with the Silver Medal rating in 2022, recognizing it as a company that cares about environment, labor and human rights, ethics and sustainable procurement. We continue to focus on improvement areas as highlighted by EcoVadis, and on further strengthening our internal policies and processes.

Advancing health equity



Access and innovation

While there are many challenges facing the healthcare industry, we consider equitable access to clinical trials one of the most pressing issues in our sphere of influence. One researcher underscores the immensity of the problem: “In a 2020 analysis of the global participation in clinical trials, the FDA highlighted the vast difference between the enrolled participants and the global population. Of 292,537 participants in clinical trials globally, 76% were white, 11% were Asian and only 7% were Black.”¹ The lack of diversity in clinical trials, from both a participant and workforce perspective, is a systemic problem that has historically led to inaccurate data for some groups, especially those from ethnic minorities. Without adequate representation from a diverse group of participants, clinical trials will fail in their primary objective: determining the safety and efficacy of new medicines, devices and treatments for all.

¹ Sharma, A., Palaniappan, L. Improving diversity in medical research. *Nat Rev Dis Primers* 7, 74 (2021). <https://doi.org/10.1038/s41572-021-00316-8>

Here is one of many examples: “5-fluorouracil, a well-studied, commonly used chemotherapeutic drug, was found to lead to adverse effects, including hematological toxicities, in certain individuals. These toxic effects occurred at higher rates in African-American individuals than in white individuals. However, this observation was not revealed in preceding clinical trials, as these had limited patient diversity, which ultimately negatively affected African-American individuals’ health care.”¹ While we cannot change the past, we

are dedicated to improving the present and the future. To make trials more inclusive and diverse, we are focused on increasing access by easing the burden of participation. We aim to achieve that by applying innovative solutions to support remote data collection, enabling patient convenience without compromising data quality.

COVID-19’s impact on clinical trials

The COVID-19 pandemic accelerated the need for innovation in how clinical trials are conducted. With lockdowns and

travel restrictions, maintaining clinical trial access for patients while ensuring business continuity for sponsors created both challenges and opportunities. Fortunately, Clario has been offering remote data collection solutions for more than 15 years, providing us with the expertise and operational experience to guide sponsors and sites on how best to keep trials moving forward. For example, during the pandemic our Flex Imaging solution allowed use of any imaging site for data collection, enabling flexibility for patients who may not have had access

to a specific clinical trial site. We also partnered with mobile research nurses and enhanced the virtual visit capabilities built into our core solutions.

As study operations began to return to normal and most pandemic-related restrictions were lifted, the role of these solutions began to shift. While no longer required for operational feasibility, Clario’s suite of hybrid solutions enabled a transition to patient-friendly hybrid study designs, while maintaining the same scientific rigor sponsors were accustomed to in traditional designs. Importantly, this flexible hybrid approach now enables improved access for patients unable to participate in clinical studies historically, supporting sponsors in recruiting a more diverse population into their studies.

Exploring this further, Clario is supporting a research study with the Tufts Center for the Study of Drug Development (CSDD) focused on disparities in clinical trials. A prior study by CSDD included data from FDA approvals in 2007 – 2017 and demonstrated that most studies failed to report demography data, particularly ethnicity data, but disparities were quite high on those with data available.² Clario has commissioned expanding this dataset now to include pivotal studies through 2021, assessing for improvements in reporting and racial and ethnic disparities, results of which are anticipated in 2023.

1 Sharma, A., Palaniappan, L. Improving diversity in medical research. *Nat Rev Dis Primers* 7, 74 (2021). <https://doi.org/10.1038/s41572-021-00316-8>

2 Getz KA, Smith ZP, Peña Y. Quantifying Patient Subpopulation Disparities in New Drugs and Biologics Approved Between 2007 and 2017. *Ther Innov Regul Sci*. 2020;54(6):1541-1550. doi:10.1007/s43441-020-00181-9



Hybrid Clinical Trial solutions

Clario's portfolio of remote endpoint collection technologies has enabled sponsors to deploy novel hybrid study designs without compromising data quality. Traditional, entirely site-based clinical trials are becoming less common, replaced now with hybrid designs that incorporate an element of remote data collection. Whether site-based, hybrid or fully decentralized, Clario's scientific expertise, global scale and broad endpoint technology platform collectively deliver clinical evidence with reliability and precision. Incorporating hybrid designs allows sponsors to reach a more diverse population of patients, many of whom would otherwise not be able to participate due to work, childcare, travel restrictions or physical immobility.

Simplifying evidence generation from anywhere

Clario's hybrid solutions simplify the lives of patients while generating rich evidence. This is made possible by listening to patients and developing innovative technology that meets the needs of



sponsors, sites and patients alike. For example, our iSpiro® pulmonary function testing solution increases data quality and reduces variability through real-time data feedback and live, virtual spirometry coaching, ensuring the correct use of devices during remote or hybrid trials. We also enhanced the user instructions that are integrated into our devices, provided patients with multilanguage 24/7 support, and provided a Bring Your Own Device (BYOD) paradigm to improve the way we collect and generate evidence. Such innovations allow us to ease the burden of participation and increase access to a more diverse set of patients.

Scientific rigor meets patient-centricity

Clario's medical and scientific experts have worked closely with our product development teams to ensure the technologies we offer meet the highest standards of data quality. Many new devices are entering the market, partly fueled by the pandemic, that enable remote data collection. Our teams focus on factors such as data privacy and security, scientific validation and global regulatory approval status when vetting solutions. Critically, we also evaluate the patient experience, ensuring the burden of trial participation is minimized and can adapt to their lifestyle.

Through our partnerships with The Center for Information and Study on Clinical Research Participation (CISCRP), Association of Clinical Research Professionals (ACRP), Association of Clinical Research Organizations (ACRO), Cornell University, Wake Forest University and OneTen, Clario works tirelessly with sponsors and partners to expand access and create racial and ethnic diversity in clinical trials and in the clinical trial workforce.

Building a better business



Innovative operations

Sustainable principles guide our global operations

From project and data management to customer care, manufacturing and logistics, our expanding global operations team of more than 3700 employees has the expertise and capacity to deliver the richest evidence at scale — always.

Learn how we innovate our operations continuously to meet the highest standards around ethics, data security and a more sustainable supply chain.

Ethical compliance

As a company focused on improving the lives of patients, ethical business practices are the basis for everything we do at Clario.

First, our Code of Ethics and Business Conduct (the “Code”) specifies what is expected of Clario Team Members. We spell out baseline expectations on topics such as conflicts of interest, legal compliance, data privacy, discrimination and harassment, workplace safety,

antitrust, political contributions, clinical misconduct and appropriate business conduct. The Code forms the centerpiece of our commitment to preventing modern slavery, child labor and human trafficking in our business operations.

Our Code describes how Team Members can report any potential ethical concern or violation of law to local management, senior management, Human Resources, the Legal Department or by reporting their concern through our whistleblowing hotline. We take seriously our duty to investigate and respond to ethical concerns raised by our employees as well as to protect their confidentiality. Our Ethics Hotline is available to Team Members globally 24 hours a day, seven days a week, and permits any Team Member to report their concerns anonymously. Reports submitted to the hotline are managed by our Legal & Compliance Department and key metrics are reported to the Board of Directors. We have a zero-tolerance policy towards retaliation against any Team Member who voices a concern.

Our Conflict-of-Interest framework requires that we confirm friends or family of Clario employees are not favored in the hiring process, that our procurement process is not influenced by current employees wishing to hire related parties and that illegal or inappropriate gifts are not made on behalf of, or received by, Clario.



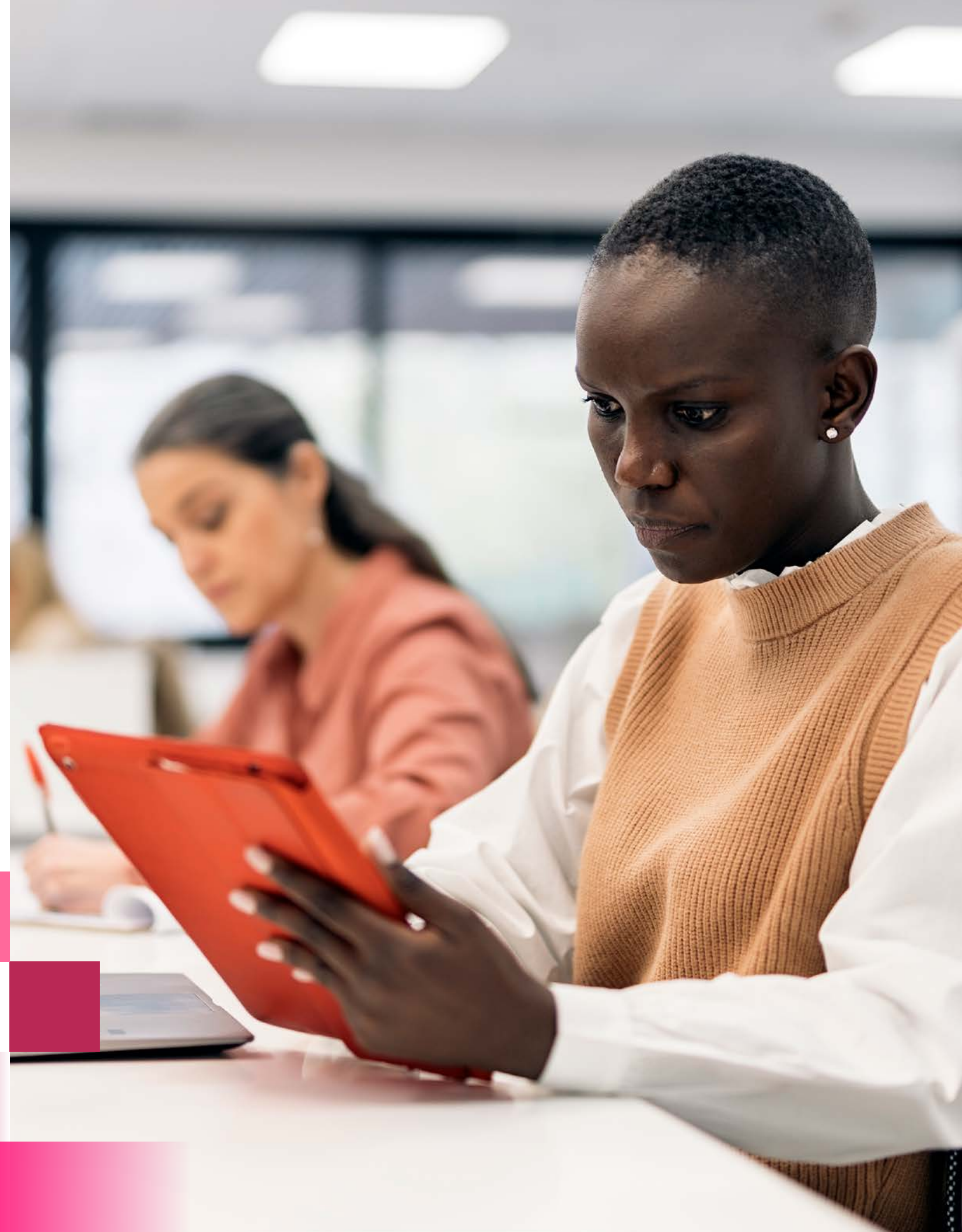
Information security

Clario prioritizes safeguarding the trust and confidence of our customers and workforce who entrust their data to us. Our dedicated Chief Information Security Officer is responsible for leading an Information Security team focused on preventing, identifying and appropriately addressing cyber security threats. The team focuses on developing and implementing strategies and processes to protect the confidentiality, integrity and availability of Clario assets and products.

Clario has built a risk-based, fit-for-purpose and innovative Information Security Program based on industry standards, including the ISO 27001 Cyber Security Standards and the National Institute of Standards and Technology (NIST) Cyber Security Framework. Our Team Members play a key role in maintaining our information security, which is why we have invested in a security awareness program that promotes a culture of security via trainings and security testing exercises. Additionally, we augment our internal security team with strategic cybersecurity partners. For example, we utilize a Managed Security Service Provider (MSSP) that provides 24x7x365 monitoring and response to security events. We perform ad-hoc

monitoring of our vendors and business partners to validate the security of data in our supply chain. We practice cyber resilience through documented incident response plans and associated playbooks. The information security team assesses the overall effectiveness of the security program and controls through activities such as penetration testing and tabletop exercises. We expect to continue to mature and enhance our information security program as we progress.

Clario treats information security as a business imperative. Clario's Information Security Risk Management Program outlines the structure, roles and responsibilities and overall approach for our information security risk management activities. The Board of Directors has oversight of the Company's program, policies and procedures related to Information Security. The CISO and CITO regularly update executives and the Board of Directors on security risks and program health.





Sustainable supply chain

To ensure smooth and sustainable operations, effective supply chain management is essential. Based on our 50 years of experience in providing clinical trial solutions, Clario's value chain is extensive and spans thousands of suppliers, clinical trial sites and patients around the world. Our global scale requires solid processes to safeguard sustainable procurement and consider and mitigate any potential risks. That is why we have clear protocols in place for suppliers to ensure that our supply chain meets our high standards at all times.

We appreciate that Clario can have a tremendous impact both upstream and downstream through the supply chain. To ensure an uninterrupted supply of the necessary materials and components for supporting clinical trials, we have better mapped our supply chain, as well as diversified and relocated specific sites.

Assessing supplier impact

We have clear criteria for contracting with suppliers, including technical specifications, employee hiring practices, data privacy stewardship, commitment to emission reduction and the presence of a security team to mitigate any potential negative externalities. These conditions, along with an outline of our goals for environmental

and social sustainability, are specified in our Vendor Code of Conduct. To date, several of our suppliers are signatories to this guideline and a growing number of our supplier contracts include clauses on sustainability.

We gather diversity and environmental data from suppliers to promote both sustainability and diversity, equity and inclusion throughout our vendor selection process. We conduct surveys on supplier diversity, environmental practices and social concerns. For new suppliers, we also have a sustainability questionnaire as part of our Request for Proposals.

Pushing suppliers on sustainability

We have a priority list with 70 of our existing suppliers who are required to complete surveys and sign our Vendor Code of Conduct. We confirm what memberships these vendors have and if they participate in EcoVadis, the world's largest provider of business sustainability ratings. We developed this supplier list based on several factors: criticality to Clario, total spend and biggest impact on sustainability (e.g., data centers, freight couriers, electronics and labor support). Our goal is to reach 90% compliance for our target list. For new suppliers, Clario does not award business if responses are unsatisfactory. These efforts position Clario well to push its current suppliers on sustainability, as well as make more informed choices about potential suppliers moving forward.

In addition, we are updating our Purchasing Standard Operating Procedure to reflect the sustainability criteria evaluated during our supplier selection process. All these initiatives highlight Clario's robust commitment to improving the sustainability of our purchasing processes, both today and in the future. Going forward, we also aim to map our complex supply chain further and to continue to explore which key ESG issues we will address.

Goal: 90% compliance among top suppliers

Becoming a destination employer



Our commitments to becoming a destination employer guide our ability to hire the best, brightest and most passionate employees committed to delivering the richest evidence. We recognize and celebrate the achievements of our talented team in many ways.

Specifically, our internal Service Awards highlight the efforts of amazing individuals and their contributions to the company.

In 2022, our employees received a total of 532 awards. The happiness and wellbeing of our employees is essential to empowering our customers to develop new medicines, treatments and devices.

Employee experience and growth

At Clario, our mission is to transform human health and we know this starts within our own walls. Our focus on culture and values, people-related processes, progressive attitude and greater diversity contribute towards our goal of becoming a destination employer; an achievement that we are particularly proud of after receiving the Energage Top Workplace recognition award at the beginning of 2022.

Improving onboarding

We have a comprehensive onboarding program for new hires, covering corporate presentations, training and meetings with managers and new colleagues. We follow up with a post-onboarding evaluation survey to make sure that everyone has all the necessary information to start their journey with us. Most people are onboarded virtually, so we select existing employees to act as peer coaches to help new colleagues smoothly transition into the company.

“One of the many benefits provided here at Clario is our outreach hours, which are to be used to benefit the communities close to our hearts.”

Matthew Stedman (he/him)
Sr. Manager, Talent Acquisition
UK



“Clario works to break down barriers and challenge biases, by creating an environment where everyone has an equal opportunity to succeed.”

Tara O'Neill (she/her)
Client Success Manager
US

Providing opportunities to grow

The objective of our Employee Development Program is to ensure that every employee is empowered to grow in their careers and truly make an impact. Employees are encouraged to develop their soft skills and advance their career paths together with their managers. We also provide training to allow employees to develop their skills further and have a tuition/education reimbursement policy in place to support Team Members' participation in external professional development opportunities. In 2022, team members received, on average, 50 hours of training on a variety of topics, including Diversity and Inclusion in the Workplace, Microaggression and Unconscious Bias.

At the managerial level, we offer opportunities for growth through the

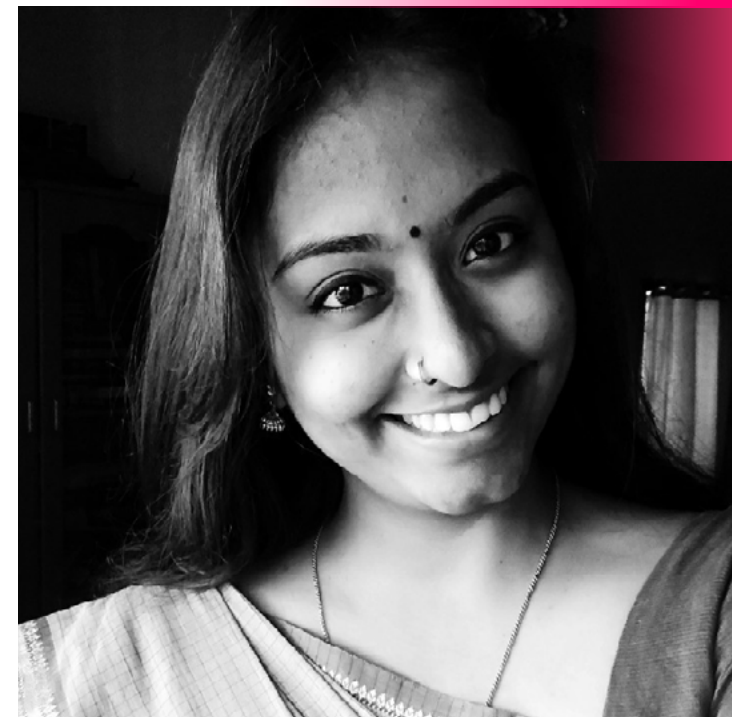
Leadership Academy, designed to help supervisors and managers strengthen their leadership competencies further. In 2022, 112 employees were participating in the Leadership Academy, comprised of 54% women and 24% people of color.

In addition, we worked on harmonizing our internal policies so that every employee has the same opportunities and the same chance to thrive at work. From time off and volunteering days to professional development and succession, we give employees the resources they need to be successful — whatever that looks like for them. We also mapped out improvement areas and introduced new practices, such as the December Winter Break, to encourage an improved work-life balance during the holidays.

Employee engagement

By creating an exceptional employee experience, we can also enable an exceptional customer and patient experience. For this reason, we place great importance on understanding what our employees want and need. According to employee feedback, they feel listened to and well supported, acknowledging managers' dedication to collaboration and team building.

In 2021, we launched a new annual culture survey designed to proactively listen to our employees, regarding their personal experiences, to identify improvement areas across Clario. In 2022, we continued with more topic-specific pulse checks, as well as roundtables with our executives, to ensure senior management regularly engages with employees at all levels, encouraging open dialogue.



“I believe diversity always brings color to gray and experience to newness. Clario is one such organization that is diverse in people, mindsets and is as accepting as it gets.”

Ankitha Swapnil (she/her)
Data Manager
India

Diversity, Equity and Inclusion

We've worked hard to truly embed diversity and inclusion into Clario's DNA and to strengthen a culture in which everyone is valued and accepted for who they are. The key to achieving this vision was creating the Diversity Council and Employee Resource Groups (ERGs) to focus on women, people of color and LGBTQ+, enabling employees across the company to connect, discuss and educate and support each other as they grow personally and professionally. We also held our third annual Diversity Week in November 2022, during which the diversity team hosted several engaging, entertaining and educational events. Lastly, we implemented mandatory diversity training for all employees.

Diversity and inclusion in our DNA

To further develop diverse talent and foster inclusivity, we narrowed our focus on the adequate representation of women and people of color through the Emerging Leaders Program (ELP). The purpose of the ELP is to actively elevate these groups into leadership, from Manager and Director positions to Vice President+ roles. Last year, the ELP was successfully comprised of 60% women and 40% of people of color, of which 50% and 67%, respectively, were promoted by December.

We also implemented key efforts to accelerate pay equity. In our industry, women and people of color often earn lower wages than they should. To make progress faster and increase accountability, we hired a new Head of Total Rewards to focus on pay equity. And in 2022, we conducted our first pay gap audit via an independent external source, Mercer. The Mercer Report provided the following conclusion regarding Base Pay Gaps (salary excluding bonus):

- Unexplained Gender pay gap of -2.4%; Women earn 97.6 cents to the dollar earned by men (statistically significant)
- Unexplained Non-White v. White gap of -0.6% (not statistically significant)

In 2022, the Clario ELP comprised:

60%
women participation

40%
people of color

Diversity goals and progress

We strongly believe that diversity among our senior leadership is crucial to achieving our overall DEI goals. To this end, we committed to achieving gender balance in leadership (Director and above) by the end of 2025. We also committed to ensuring that, by the end of 2025, the US leadership (Director and above) is comprised of people of color in a percentage that is reflective of the US population.

Employee Resource Groups:
2022 achievements



People of Color Network

Goal: to level the playing field through recruitment, development and advancement of people of color.

- Raised cultural awareness through events and roundtable discussions
- Sponsored an inclusion workshop for leadership
- Initiated diversity training for all employees



LGBTQ+ + Allies ERG

Goal: to make sure people feel comfortable bringing their whole self to work and that our systems, benefits and policies support our colleagues in that.

- Created visibility and engagement through social events
- Stonewall Workplace Equality Index 2022 Bronze Award
- Completed the CEI
- Submitted the questionnaire for the Human Rights Campaign Corporate Equality Index 2023



Women's Leadership Network

Goal: to recruit and promote women into all levels of leadership, especially Director level and above..

- Launched a Masterclass Series and hosted three global events
- Supported 50 Clario women through the Peer Mentoring Program
- Created Clario's Inspirational Women Awards

Good corporate citizens



Environmental impact

At Clario, we believe that the health of our environment is inextricably linked to human health and wellness. That's why we are focused on reducing our environmental impact and investing in sustainable business practices wherever possible. While we are proud of the progress we have made, we know we still have work to do in this area, which is why we are doubling down on our sustainability efforts. In the period covered by this report, our focus was on reducing waste in logistics facilities, upcycling electronics, making sustainable changes in our offices and mitigating greenhouse gas emissions generated by our shipping and transportation vendors.

Internal environmental impact

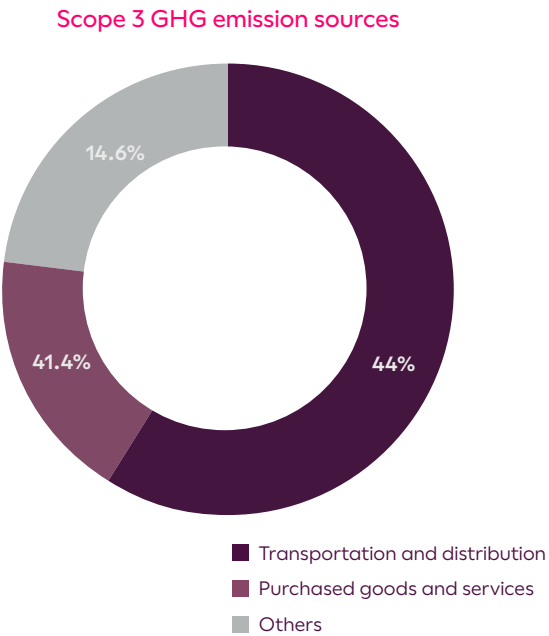
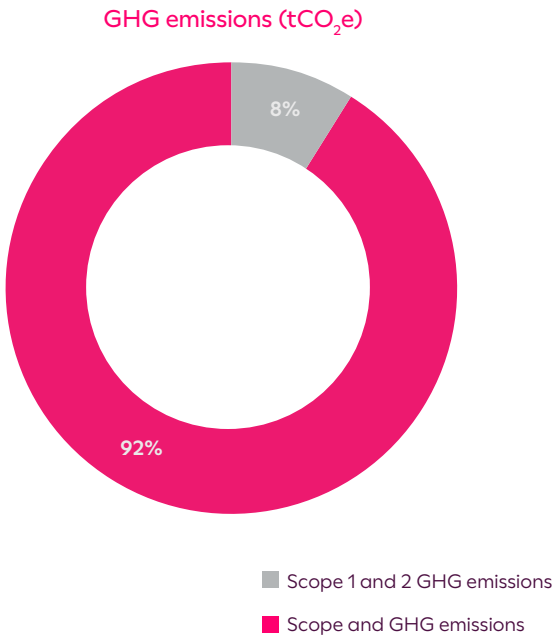
At Clario, improving sustainability is a bottom-up versus top-down endeavor, with many employees at all levels demanding action. In 2022, we continued to enhance all our global office spaces from a sustainability perspective. We offer recycling in our offices, use reusable items for catering, and our Estenfeld, Germany office has tackled food waste by channeling biodegradable waste into a bioethanol factory. We’ve also worked on “greening” employee commuting. We encourage employees to sign up for our Job Bicycle program and to use public transportation. For example, in our Munich

office, 37% of our employees chose one of these options, while 30% did so in the Estenfeld office.

A breakdown of Clario’s emissions

Most of Clario’s emissions are related to gray electricity (86% of scope 1 and 2 emissions), with Estenfeld, Lyon, Hamburg and Brussels utilizing green electricity (14% of scope 1 and 2 emissions). Together, the St. Louis, Philadelphia and Estenfeld offices account for 65% of the total Scope 1 and 2 emissions. The St. Louis site also had the highest emissions in relative terms (per FTE) due to its high energy consumption. Seeing an opportunity to reduce Clario’s

In 2022...



carbon footprint, Clario reduced its office footprint in St. Louis opting for a smaller, more efficient building. This, along with the consolidation of two other offices, resulted in a 47% reduction in Scope 2 emissions.

Our Scope 3 GHG emissions account for most of our emissions (95.8%), where two main sources fall under this scope: transportation and distribution (44%) and purchased goods and services (41.4%).

How we are reducing our emissions

To mitigate these emissions, we are working with our shipping vendors to better understand their emissions and identify the most sustainable options. We also significantly reduced the weight of our packaging materials, reducing GHG emissions by around 50%.

We have also adopted a critical attitude towards long-distance business travel

“Coordinating the collection of essential data to determine our global emissions is significant as it emphasizes our integral role as key contributors to the company’s environmental initiatives. It showcases how each effort is intricately connected to the organization’s success. I love this!”

— Demiah Wells (he/him)
Global Facilities Manager



and continually assess whether such travel is necessary. Moving towards a more sustainable travel model is a priority for us.

On the path toward net-zero

To be in line with the Paris Agreement, we also aim to adopt science-based targets by 2024 and establish a plan to achieve net-zero emissions within Clario by 2045. As the first step in this process, in 2021 we started to internally map and measure emissions. In the practical sense, this means scoping out the emissions from our two previous companies — ERT and Bioclinica — into a unified account of total Clario emissions. In 2022, we externally validated and tracked our progress through the recognized framework set out by the Carbon Disclosure Program (CDP) for the third year in a row.

The environmental impacts of decentralized clinical trials

The industry-wide shift to more hybrid and decentralized trial elements holds the potential to improve sustainability across

the industry. An increase in the use of digital devices means reducing the amount of paper used in clinical trials — a concept Clario has been leading for more than 15 years. Additionally, by empowering remote data collection from anywhere, our Hybrid Clinical Trial solutions help reduce the need for long-distance travel to sites.

Decentralized trials involve shipping devices directly to patients. To minimize the

environmental impact of shipping, we worked with sites in Germany, the U.S., Japan and India to reduce packaging waste as much as possible. While our devices are packed according to the standards and regulations of medical supplies, we made sure packaging has detailed instructions on how to dispose of waste responsibly and how to return the devices using the original packaging.



Corporate giving

At Clario, being a good corporate citizen means regularly giving back to the communities in which we live and work. In 2022, we worked with seven different charities across the world. The charities we support may change from year to year, depending on the opportunities we see to make an impact. In general, we focus on offering material donations such as hardware, electronics, food and toys as well as monetary donations.

We also encourage our employees to volunteer for non-profit organizations, schools, or other charities through the newly formalized company-wide Outreach Hours Policy. We are happy to report that this initiative was very popular, with 280 employees volunteering 1929 hours. In 2022, we fully centralized our corporate giving process and increased the number

of volunteers and volunteer hours.

We also organize our own projects under the Save the Planet initiative to work towards greater environmental protection and corporate responsibility. This year, we collected bottle caps and empty ink cartridges to raise money for cancer aid and the chronically ill. We organized a stamp collection campaign to help an organization that works for people with disabilities and donated end-of-life (EOL) products as well as laptops and printers to charities, schools and training centers. Our efforts also involved the Save Energy Project, which encourages a more proactive approach to accountability for the environment by reducing personal energy use. In addition to cash donations, last year, we donated 15,781 pieces of hardware across 11 different charities.



11

Different charities

280

Employees volunteered

1929

Hours volunteered

15k+

Pieces of hardware donated

Upcycling of electronic devices



Maintaining the highest-level of integrity required in clinical trial research often means using the same types of devices and firmware for every patient throughout all trial locations. Regularly updating devices resulted in a stockpile of previous generations. To prevent these devices from ending up as e-waste, Clario donates them to organizations supporting underserved communities. We partnered with Angestöpselt e.V., a non-profit organization, which helps underprivileged youth develop the skills needed for education and career success through technology-based learning tools. Partnering with Angestöpselt e.V. has helped us give our electronic devices (such as laptops and tablets) a second life. It is both an environmental and social win for Clario to turn our digital technology into a valuable resource for underprivileged families.

“What particularly pleases me about this cooperation is the fact that social and ecological sustainability are so seamlessly intertwined. Together with Clario, we can live up to the Recycle - Repair - Reuse principle and make an important contribution to resource efficiency.”

— Lukas Seeber (he/him)
Chairman of Angestöpselt e.V.

Outlook for the future



In 2024, we plan to focus on the following:



Harmonizing the measurement of our **greenhouse gas emissions** and committing to **net-zero targets**



Maintaining our **strong cybersecurity** and data privacy stance



Identifying appropriate **environmental certifications** to pursue



Committing to the ethical and responsible use of **Artificial Intelligence (AI)**, by publishing our AI Responsible Use Principles imminently.



Increasing **diversity and inclusion**, specifically gender balance in leadership and better representation of people of color across the company



Continuing our focus on **ease-of-trial access** and offering more decentralized trial solutions



“Clario has set clear sustainability goals that go beyond simply maximizing profits. My contribution counts — both professionally and privately. As a Clario employee, I am proud to make a contribution to achieving the global climate goals.”

Dr. Franziska Rieß (she/her)
Director, Business Process Improvement
Germany



Conclusion

At Clario, we are committed to reducing our environmental footprint and maximizing our positive social impact, while remaining steadfast in our commitment to transparency, data protection and innovative Hybrid Clinical Trial Solutions. We make this commitment not only because it is “the right thing to do” but because as citizens of the world, we have the opportunity and the responsibility to build a more inclusive, equitable, just, safe and sustainable world for everybody.

We will continue to execute our ESG strategy with diligence and innovation, keeping our core values at the heart of everything we do: People First — always, be Courageously Curious, and Deliver Exceptional always. These three pillars are

the soul of our ESG strategy.

Thank you for taking the time to read this ESG Report. We hope it inspires you and others to think and implement the changes required to leave this world a better place for future generations. I’m a true believer that ESG is not a competition but a collaboration, and this ESG report reflects all the work that we are executing with our stakeholder community, all together.

Keep it sustainable

Mauricio

Mauricio Bolaños Araya
Sr. Manager,
ESG, Clario

Appendix



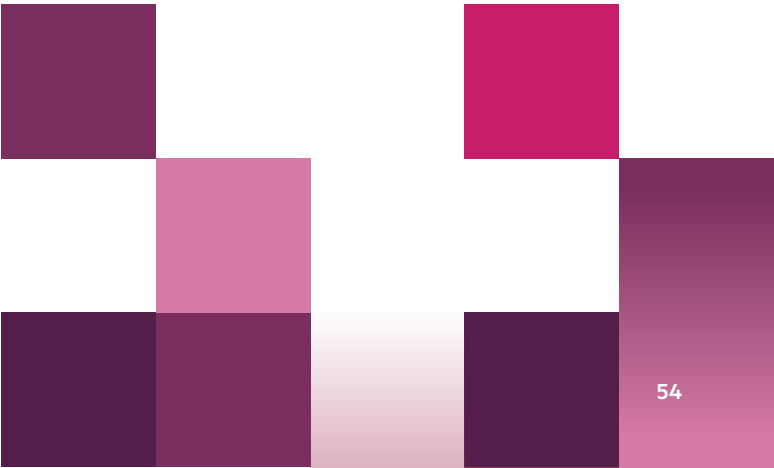
ESG KPI Table

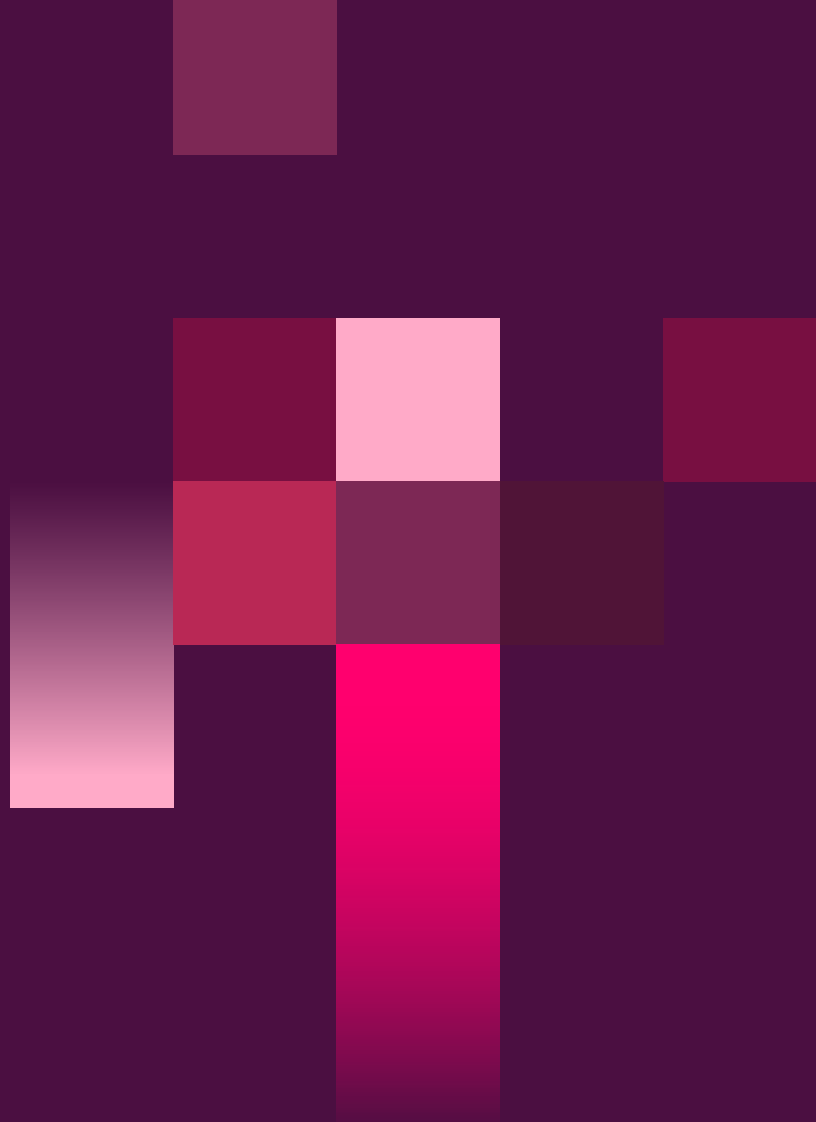
Social	2022
CEO pay ratio	30:1
# of employees	3783
# of women across the company	1,944
# of women in executive positions (director and above)	108
% of women across the company	52%
% of women in executive positions (director and above)	33%
Unadjusted gender pay gap (women / men)	97.6 cents / 1 dollar
# of people of color in the U.S. portion of the organization	632
% of people of color in the U.S. portion of the organization	32%
# of service awards given	532
# of average hours of training per employee	50
# of pulse checks	3
# of people who volunteered	280
# of hours of volunteering (outreach hours policy)	1,929
# of boomerang employees	23
# of employees below the age of 18	0
% of employees covered by collective agreements	0
# of work-related incidents	5
# of Women Peer Mentoring participants	50

Governance and compliance	2022
# of IT security audits	7
# of information security breaches	0
# of whistleblowing reports (ethical complaints through official whistleblowing procedure)	3

Environment	2022
% of total workforce that received training on environmental issues	100%

Other	2022
# of trials	1,087
# of patients in trials	282,251
# of regulatory approvals	19





About Clario

Clario is a leading healthcare research and technology company that generates the richest clinical evidence in the industry for our pharmaceutical, biotech and medical device partners. Across decentralized, hybrid and site-based trials, our deep scientific expertise, global scale and the broadest endpoint technology platform in the industry allows our partners to transform lives. Clario has the only technology platform that combines eCOA, cardiac safety, medical imaging, precision motion, and respiratory endpoints. Clario's global team of science, technology and operational experts have helped deliver over 24,000 trials and contributed to over 800 new drug approvals involving more than five million patients in 120 countries. Our innovation has been transforming clinical trials for 50 years.

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