



Sustainability Report 2023



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Introduction

“Each year, the ProductLife Group (PLG) Sustainability Report outlines our efforts, achievements and future goals for the integration of sustainability in our operations. Corporate Social Responsibility (CSR) is central to our future growth, as we believe in the importance of both doing good business and doing business well.

As a proud participant in the UN Global Compact (UNGC) program, we integrate the Ten Principles into all of our work. We strive to minimize our environmental impact, promote social responsibility, fight against corruption, and engage stakeholders to drive positive change. In this report you will find an overview of our sustainability approach, initiatives undertaken in 2023, reporting on KPIs, and our future goals.

Some key achievements highlighted in this report include committing to set near-term Science Based Targets (SBTi), boasting 48% women in management, reducing our global attrition rate, implementing a stricter business travel policy to reduce global emissions, and strengthening our supplier due diligence.

We are encouraged by the collective achievements we have had so far and continue to work towards our commitments. Our plans for the future are ambitious, and we hope you will join us in this journey.”



Xavier Duburcq
Chief Executive Officer (CEO)

At a Glance



PLG provides outsourcing and consulting services for life science companies around the world across the product development and marketing life cycle.

In 2023, PLG provided services and consulting to hundreds of companies globally.

This includes
7 out of the world's top 10
Pharmaceutical companies

The group is headquartered in France, but has a global ambition.

PLG has grown organically and through acquisitions in key markets including
6 acquisitions in 2023

Together these companies and our partners comprise a team of over
1700 collaborators globally



Our Sustainability Approach

PLG promotes long term value creation while considering the Environmental, Social, and Governance (ESG) related impacts of our operations within the areas of human rights, labor rights, environment and business ethics in accordance with the United Nations Global Compact (UNGC) principles.

Overview of the UNGC Principles

Support and respect human rights	Uphold the freedom of association and the recognition of the right to collective bargaining	Eliminate all forms of forced and coerced labor	Operate good governance practices in particular relation to anti-bribery and corruption	Undertake initiatives to promote greater environmental responsibility	Eliminate discrimination in respect of employment and occupation

PLG's Commitments

- To conduct business in full compliance with all applicable laws
- To integrate UNGC principles and ESG issues into decision making processes across our organization
- To engage with stakeholders, including employees, customers, suppliers, investors and local communities to understand, prioritize, and address their concerns related to ESG issues
- To implement a governance structure that provides the appropriate levels of oversight for ESG issues
- To transparently disclose on material ESG issues and our progress towards upholding our commitments

Alignment with the UN's Sustainable Development Goals (SDGs)

	Our services further enable our customers' efforts to improve health and well-being around the world
	PLG promotes gender equality across all levels of our organization with a focus on improving representation of women in management
	We are committed to transparent corporate sustainability reporting, good business practice, and sustainable procurement
	Our environmental efforts align with the UN's call for global greenhouse gas emissions reductions



CSR Governance and Leadership

PLG recognizes the importance of integrating sustainability into our corporate governance framework. We have done so through our CSR Manager, PLG Social Ambassadors, and dedicated CSR Steering Committee.

With oversight from PLG’s Executive Committee, this group includes representatives from the highest level of management, employee representatives, and representatives from all key business units required to monitor and make progress towards our sustainability commitments.

This ensures our commitments are both stakeholder centered, as well as backed by internal influence and decision-making power.



CSR Manager

Sponsor: CHRO

- Facilitate and implement CSR governance
- Organize actions following PLG’s CSR road map
- Report to internal and external stakeholders
- Monitor CSR objectives and implement new initiatives with the support of the departments involved
- Assist in ensuring targets, goals and KPIs are met
- Propose strategic ideas to position PLG as an industry leader in CSR
- Lead the PLG Social Ambassadors program

PLG Social Ambassadors (PLGSA)

Sponsor: CSR Manager

- Provide employee perspective on CSR & ESG issues
- Plan & Implement company-wide CSR initiatives
- Act as CSR ambassadors internally & externally

CSR Steering Committee

Sponsor: CEO

- Members: CSR Manager (facilitator), CHRO, HR Shared Services & People Analytics Director, Director of IT, CFLO, Procurement Manager, Business Travel Lead
- Define group-level CSR objectives
 - Validate ideas/propositions of actions and budget
 - Ensure CSR Governance is followed
 - Oversight of execution of approved projects/programs/activities



PLG Social Ambassadors (PLGSA)

The PLGSA program is a volunteer initiative at PLG which aims increase the sense of purpose and belong amongst employees at PLG through engagement with CSR related issues. PLGSA members serve a one year term, during which they assist in the ideation and execution of at least four global CSR initiatives.

They also serve as both internal and external ambassadors for CSR work at PLG, bringing employee feedback to our CSR Steering Committee and disseminating information to their colleagues.

In 2023, PLGSA actions included CSR Week, Wellness Week, Tree Planting, and PLG Week. All of these initiatives focused on different areas of CSR and engaged employees around the world.



The program was expanded at the end of 2023 to include a larger group of PLGSAs in 2024 with representatives across five continents from over a dozen countries.

Case in Focus: CSR Week 2023

In October 2023, the PLGSA team hosted our Annual CSR Week.

The program included a variety of topics and boasted hundreds of participants from around the globe.

The schedule for the week of events is depicted below.

<p>Monday</p>  <p>Celebrating Success 2022 Sustainability Report Launch</p>	<p>Tuesday</p>  <p>Health & Wellbeing Tips & Tricks for a Balanced Work Life</p>	<p>Wednesday</p>  <p>Virtual Guided Yoga Practice Live Digital Event</p>	<p>Thursday</p>  <p>New Business Travel Policy Launch Emissions in Focus</p>	<p>Friday</p>  <p>Looking Forward The Future of CSR at PLG</p>
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Environment

In alignment with principles 7, 8, and 9 of the UN Global Compact, as well as SDG 13, PLG aims to minimize the environmental impact of our operations, as well as the operations of our suppliers. We are also committed to supporting our customers in their environmental efforts by aligning with their goals and providing services that increase efficiency & reduce paper consumption.



Science Based Targets initiative (SBTi)

In 2023, PLG formalized our climate change mitigation efforts by committing to setting near-term emissions reductions targets in line with the 1.5 degree pathway as part of the SBTi.

SBTi enables companies to set ambitious emission reduction targets in line with the latest climate science.

PLG must submit near-term emissions reduction targets to the SBTi for validation by 2025.

Resource Conservation & Waste Management

We are committed to active monitoring of power and water consumption to identify opportunities to reduce usage. PLG uses green energy schemes and implements high-efficiency lighting & HVAC in our facilities where possible.

PLG is committed to cultivating a culture of environmental stewardship amongst our employees.

We are committed to reducing the waste generated by our operations through implementation of paperless practices, employee engagement & training, and ensuring all of our facilities sort waste for recycling.

Our Green IT Strategy

As a services provider and hybrid workplace, our actions regarding IT equipment procurement, use, and disposal are of key importance in minimizing our environmental impact.

Therefore, we have integrated the following into our environmental policy:

- A commitment to leveraging data centers that have committed to the Climate Neutral Data Centre Pact
- Prioritizing products and suppliers with green certifications and CSR commitments during IT procurement
- Migrating services and infrastructure to the cloud to reduce energy consumption associated with on-premise data centers
- Reduce e-waste by reselling, donating, or recycling IT equipment that is no longer in use

Business Travel & Commute Emissions Reductions

Reducing business travel & employee commute are key levers in our emissions reduction strategy. We continue to promote remote work, have implemented a stricter business travel policy, and invested in a new corporate travel partner, Navan, to more accurately track our business travel emissions.



Measuring Our Environmental Impact

To monitor our progress towards our environmental commitments, we report annually on the metrics below and have set several targets relating to this sustainability area. The scope of data for the KPIs and targets for 2023 is all entities who were part of PLG by the end of the 2023 calendar year.

Differences between the scope of 2023 and 2022 data are described on the following page.

A detailed breakdown of our 2023 GHG Methodology is available in Appendix A of this report.

Indicator	2022	2023	Target (if applicable)
GHG Emissions ¹	3300 tCO ₂ e	5784 tCO ₂ e	Reduce based on SBTi Near-Term Target with 2023 Baseline (target setting & validation pending)
GHG Intensity per Employee ²	4.3 tCO ₂ e	4.89 tCO ₂ e	5% Reduction of Year-Over-Year Emissions per Employee between 2023 and 2028
Emissions from Business Travel ³	841.5 tCO ₂ e	612.48 tCO ₂ e	20% Reduction of Emissions from Business Travel by 2026 (with 2023 Baseline)
Total Energy Consumption ⁴	-	529266 kWh	TBD
Office Facilities Sorting Waste	100%	76%	100% of Office Facilities Sorting Waste by 2026

1. You can find a detailed breakdown of our GHG methodology in Appendix A of this report.

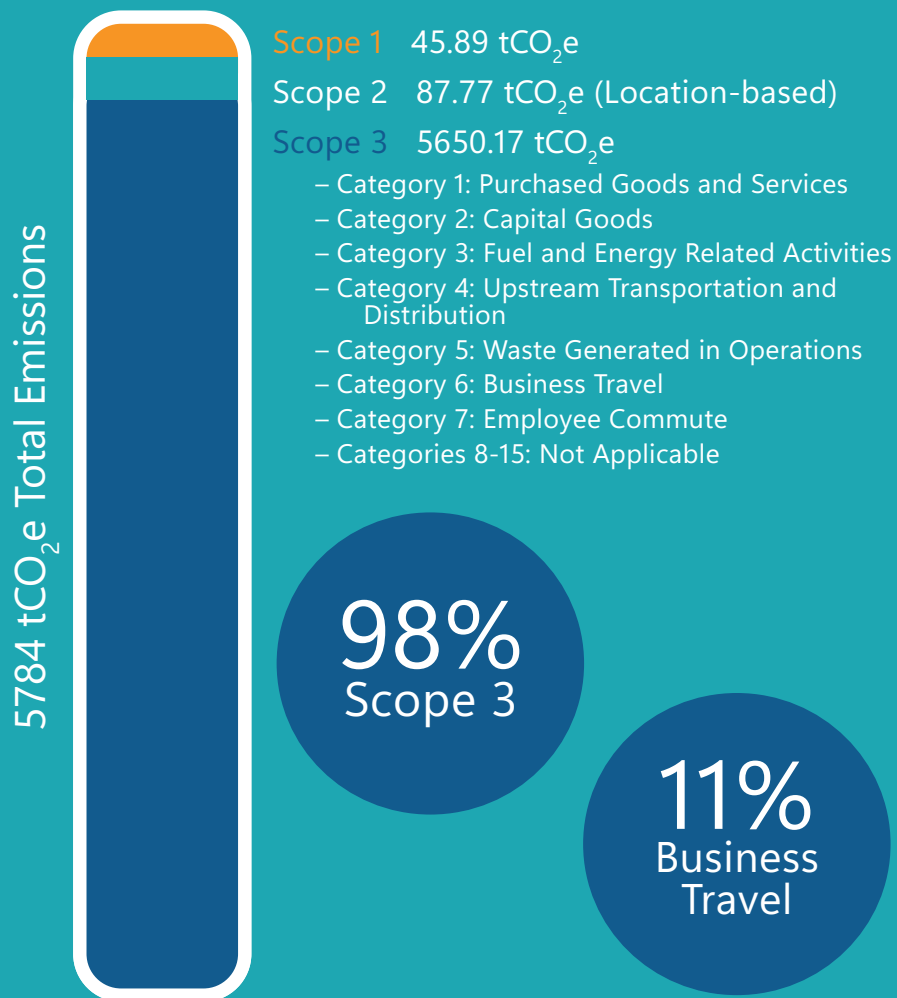
2. Calculated by dividing the total tCO₂e by the average number of FTEs at PLG across the year. ProductLife Group's participates in an external audit of this KPI, which includes review of both the carbon footprint and the average FTEs across the year. In 2023, the audit was carried out by Endrix (<https://www.endrix.com/en/>).

3. In 2022, Business Travel and Employee Commute were grouped together. In 2023, in alignment with the GHG protocol they have been reported separately.

4. Reflects electricity and heating data included in Scope 2 of our GHG emissions calculations.



Overview of 2023 GHG Emissions



Notes on Our 2023 Data

In 2023, PLG expanded the scope of our environmental and GHG emissions reporting to cover all legal entities (including those purchased through acquisitions) by the end of the calendar year. PLG acquired 6 entities in 2023, who alongside PLG’s legacy entities are represented in this reporting for the first time. Furthermore, 2023 reporting of GHG emissions includes a broader and more accurate accounting of our Scope 3 emissions.

These improvements are reflected in the emissions levels reported in 2023, in comparison to 2022.

Since the 2023 data most accurately reflects our operations and recent growth, it serves as the baseline for the future targets detailed in this report.

There is a detailed breakdown of our methodology in Appendix A of this report.

Furthermore, PLG’s GHG Intensity per employee was audited by an accredited external auditor for the first time in 2023.

We look forward to working towards our GHG Intensity reduction targets, and are currently working to finalize our near-term targets to send for validation as part of the Science Based Targets initiative.



Labor & Human Rights

In alignment with principles 1 through 5 of the UN Global Compact, as well as SDG 5, PLG is committed to ensuring no PLG entity is complicit in human rights abuses, eliminating all forms of forced labor (including child labor, eliminating discrimination across our organization, promoting gender equality across our operations, and upholding the freedom of association and collective bargaining for our employees.



PLG Prioritizes the Health & Safety of Our Employees

We commit to providing all employees with a safe working environment by working collaboratively with employees to conduct frequent health and safety risk assessments.

Working Conditions

PLG commits to providing all employees with good working conditions by ensuring that they have adequate wages, working hours, and benefits.

Zero Tolerance for Child or Forced Labor

PLG prohibits the usage of child or forced labor across all stages of employment and maintains a zero-tolerance policy towards human trafficking and modern slavery.

Respecting the Rights of Employees to Exercise their Freedom of Association, Expression, and Collective Bargaining

All PLG employees have the right to form, join, or refrain from joining labor unions or other organizations without fear of retaliation.

Diversity, Equity and Inclusion (DEI) at PLG

We are committed to providing an environment of equal treatment, fairness, and respect for all employees. This includes fostering a culture of inclusion and diversity, that is free from harassment and discrimination.

This includes monitoring progress and setting DEI related targets. Our French headquarters tracks and monitors our Gender Equality Index score annually.

Career Development & Training

PLG is committed to the continuous development of employee skills and capabilities. We provide comprehensive onboarding to familiarize new employees with available resources and opportunities.

Our PL Academy offers industry-leading digital training programs, including trainings on sustainability topics. We facilitate professional development through internal networks and knowledge-sharing.

PLG also supports additional external training to enhance employees' skills to best equip them to succeed in their roles as needed.



Measuring Our Social Performance

To monitor our progress towards our social commitments, we report annually on the metrics below and have set several targets relating to this sustainability area. The scope of data for the KPIs and targets below includes PLG entities whose data is tracked as part of PLG's Employee Relationship Management System, unless otherwise stated.

Indicator	2022	2023	Target (if applicable)
Number of Work-Related Accidents	-	0	Report Beginning in 2023, Target of Zero
Number of Work-Related Accidents Resulting in Death	-	0	Report Beginning in 2023, Target of Zero
Percentage Of Women in the Workforce	55.6%	71%	TBD
Percentage Of Women in Management ¹	40%	48%	At least 45% women in management by 2029
Gender Equality Index (ProductLife France)	84	77	Out of 100 - Improve Pay Gap Indicator Score
Unadjusted Gender Wage Gap	-	32.35%	Report Beginning in 2023, TBD
Employee Breakdown by Age			
Under 30	21%	25.33%	
Between 30 and 50	68%	62.24%	
Over 50	11%	12.43%	
Attrition Rate	18.1%	15.66%	Reach and maintain 18% or less
New Joiner Attrition Rate ¹	28.7%	21%	Reach 15% or less by 2029
Meaningful Conversations Implementation Rate	89.1%	85.4%	TBD
Average Training Hours Per Employee ²	-	5.25 hours	Report Beginning in 2023, TBD
Human Rights Related Violations Reported via PLG's Whistleblower Scheme	0	0	Target of Zero

1. BROADER SCOPE: Includes all legal entities part of PLG by end of year. PLG participates in an external audit of this KPI starting in 2023. In 2023, the audit was carried out by Endrix (<https://www.endrix.com/en/>).

2. It should be noted this number only reflects training taken by PLG employees at fully integrated entities in our company's online learning management system, PL Academy. Data regarding training taken by employees externally, or as part of PLG's quality management system not included in this figure.



Ethical Business Practice

Our ethics and anti-corruption efforts extend beyond regulatory compliance. In alignment with principle 10 of the UN Global Compact, PLG is committed to upholding high ethical business standards and working against corruption in all its forms, including extortion and bribery. Furthermore, PLG is committed to ensuring our organization's information security policies, processes, and safeguards ensure the protection of both our information as well as customer data.

Ethics Commitments

We commit to the prevention of bribery, to avoid conflict of interest, to act in full transparency and condemn any illegal actions to gain an advantage, to never take part in any money laundering, to respect the rules and principles of fair competition, and to the responsible management of confidential information.

PLG Group Code of Practice

Our Code of Conduct outlines our standards for all employees. Employees must sign this document to solidify their commitment to ensuring integrity, transparency, and respect remain at the forefront of our work.

Whistleblowing System

PLG's Whistleblower System plays a key role in promoting transparency and accountability. We encourage all employees to report violations through our dedicated whistleblowing channel without fear of retribution. Employees may choose to report anonymously on issues including, but not limited to, corruption, information security concerns, fraud, harassment, and more.

Information Security

PLG complies with all applicable privacy and data protection laws, and is aligned with industry standards to ensure the protection, security, and lawful use of all information and personal data.

Measures taken to ensure information security at PLG include, but are not limited to:

- Employee awareness training to prevent information security breaches
- External audits of control procedures to prevent information security breaches
- Vulnerability scans and penetration testing conducted yearly for high-value internet exposed assets
- Incident response procedure (IRP) to manage breaches of confidential information in alignment with GDPR
- Implementation of a records retention schedule
- Measures to protect third party data from unauthorized access or disclosure
- Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information in alignment with GDPR



Our Ethics & Anti-Corruption Performance

To monitor our progress towards our social commitments, we report annually on the metrics below and have set several targets relating to this sustainability area.

Indicator	2022	2023	Target (if applicable)
Percentage of Independent Board Members	25%	25%	TBD
Percentage of Employees Who Have Signed the Code of Conduct	100%	100%	Target of 100%
Ethics Violations Reported via PLG's Whistleblower Scheme	0	0	Target of Zero



Case in Focus: IT Awareness Training

As part of PLG's journey towards obtaining ISO/IEC 27001 certification, PLG has launched a comprehensive IT security awareness training and assessment program.

By time of publishing, 73% of all PLG employees worldwide have completed an IT Security Training

We look forward to providing additional progress towards this certification in next year's report.



Sustainable Procurement

In alignment with SDG 12 and the SA8000 Standard, PLG aims to promote sustainable consumption and production patterns throughout our own operations and value chain through our sustainable procurement efforts and policies. This includes favorable consideration for suppliers with robust environmental, labor & human rights, and/or corruption risk management systems.



Our Sustainable Procurement Policy

This policy outlines our commitment to social, ethical, and environmental responsibility in our procurement processes. It defines the principles, expectations, and responsibilities for our suppliers to ensure compliance and promote sustainability throughout the supply chain.

Supplier Due Diligence & Rating Scheme

PLG's procurement due diligence process includes a supplier questionnaire. The CSR portion of this questionnaire is reviewed by our CSR Manager who gives each supplier a rating.

Suppliers who receive an F rating are not approved for collaboration, while others receive a grade from A to D. D-rated suppliers are provided a CSR improvement plan.

Supplier Code of Conduct

Suppliers must comply with ProductLife Group Supplier's Code of Conduct and ensure the compliance of their subcontractors. Other health, safety, and environmental requirements may be imposed based on specific project or customer requirements.

Supplier Audits

To work with PLG, suppliers must agree to be audited at request. Audits based on CSR are completed by the quality team and the CSR Manager, and can be done on-site or virtually.

Procurement Team Training

PLG will expand training of the procurement team on CSR issues in the supply chain to better enable their work.

We have set the following commitments and targets in 2023, which we will reported from 2024 onwards

- 100% of Management of Supplier Due Diligence to include CSR Provisions by end of 2025
- 100% of Management of Tier 1 Supplier Due Diligence to include CSR Provisions by end of 2025
- 100% of Suppliers with Supplier Code of Conduct as Contract Clause by end of 2026
- 90% of employees from the procurement team trained on CSR issues in the supply chain by 2025



Looking Forward

“This report provides an overview of our progress so far, but there is still work to be done. Below, I’ve outlined the places we have been putting our focus in 2024.

Our team is working towards submission of our near-term targets for validation as part of the Science Based Targets initiative. In the meantime, we have already implemented new Environment and Business Travel policies in an effort to curb emissions in 2024, as business travel is one of our larger Scope 3 emissions categories. Moving forward, we will develop a thorough strategy on how to reach both our carbon intensity targets and science-based targets.

As a people business, we are proud of our work in the area of labor & human rights, and DE&I. We continue to invest in the employee experience to improve our employee retention worldwide. Although we have reached our target for women in management earlier than anticipated, we must continue to retain these managers and ensure there are sustained opportunities for female advancement across our organization.

Sustainable Procurement is the area where the most progress is left to be made, but under the leadership of PLG’s Procurement Manager the CSR profiles of dozens of suppliers have already been reviewed. We look forward to reporting more concrete data in this area in 2024.

Finally, we recognize that our employees are the drivers behind our ambitions. We must continue providing additional CSR training and equipping them to help us reach our goals. To do so, we will utilize the ProductLife Academy platform and the resources provided by the UN Global Compact Academy.

On behalf of the CSR Steering Committee, we look forward to continuing to update our stakeholders on our progress towards transforming PLG’s CSR policies and commitments into practice.”



Naomi Jade Kellogg
CSR Manager



Appendix A 2023 GHG Reporting Methodology

ProduceLife Group (PLG) reports greenhouse gas (GHG) emissions in partnership with Klappir Green Solutions hf (Klappir).

Introduction

Klappir's methodology adheres to the following guidance, frameworks, and EU directives:

- 2019 ISO 14064-1 "Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals"
- GHG Protocol Global Standardized Frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions
- 2019 "ESG Reporting Guide 2.0 - Nasdaq"
- EU Corporate Sustainability Reporting Directive ("CSRD")
- European Sustainability Reporting Directive ("ESRS")

This enables PLG to measure and manage GHG emissions within an internationally recognized frameworks.

In regard to creating and maintaining a robust ESG management system, PLG's approach is based in the following principles in alignment with the GHG Protocol Principles:

- **Relevance:** GHG sources, data and methodologies are appropriate to the needs of the intended user are selected.
 - **Completeness:** All relevant GHG emissions are included.
 - **Consistency:** Meaningful comparisons in GHG-related information is enabled.
 - **Accuracy:** Bias and uncertainties are reduced as far as is practical.
 - **Transparency:** Sufficient and appropriate GHG-related information are disclosed to allow intended users to make decisions with reasonable confidence.
-



Emissions are reported on a calendar year basis (1 January to 31 December).

Recalculation will be considered dependent upon significance to GHG emissions with updates disclosed.

According to the GHG Protocol, emissions from operations should fall under one of the three scopes listed below:

- Scope 1 accounts for direct GHG emissions from a company's operations. Direct emissions occur from sources that are owned or controlled by the company.
- Scope 2 accounts for indirect GHG emissions relating to electricity consumption and heating. Emissions of this type do not occur within organizational boundaries of the company and are therefore considered to be indirect.
- Scope 3 accounts for indirect GHG emissions from a customer's value chain. Scope 3 includes 15 categories divided into upstream and downstream emissions.

Emissions are reported in carbon dioxide equivalents (tCO₂e), which standardizes the climate effects of different GHGs.

PLG utilizes a range of calculation methods for emissions reporting depending on data availability. Primary data is considered to be data provided by suppliers related to specific activities, such as activity data or supplier-specific emissions. Secondary data is not from specific activities and includes industry-average data. As part of continuous improvement, PLG aims to increase the proportion of primary activity data used in GHG reporting over time, as methods to do so become available.

A detailed methodology for PLG's GHG reporting across scopes and categories follows this introduction.



Scope 1

Scope 1 accounts for direct GHG emissions from a company's operations. Direct emissions occur from sources that are owned or controlled by the company.

Direct emissions from PLG's commercial fleet are calculated using fuel purchasing records. Fuel purchased by C&P Engineering and Life Bee are included in the 2023 baseline calculation.

Grey fleet travel, or travel related to business activities done by employees in their own private vehicles, is accounted for in Scope 3, as part of business travel.

We are aware of one boiler on site at our Commercial Eyes Melbourne Office, however, we were unable to obtain data for this location for 2023. We aim to obtain this data in 2024. However, the emissions from this activity are likely insignificant in size.

Scope 2 (Location-based)

Scope 2 accounts for indirect GHG emissions relating to electricity consumption and heating. Emissions of this type do not occur within organizational boundaries of the company and are therefore considered to be indirect.

PLG leases office spaces around the world to perform our activities. Due to the nature of our business, we have included all of these leased office spaces as part of our operational boundaries in Scope 2. This data is calculated using the location-based accounting approach.

Electricity use for charging electric vehicles is not included in this calculation due to data unavailability. We hope to include this information in next year's GHG emissions reporting.

The table on the following page outlines the data available from all of the office facilities across our entities globally.



Table 1. Office Facilities Scope 2 Overview

Table Key

- A green check (✓) indicates direct activity-based data availability
- A yellow check (⚠) indicates a site where activity-based data was unavailable for 2023 and an estimate was made based on the square meters of the location
- A red ex (x) indicates a location where data was not available and an estimation was unable to be made
- A blacked out field indicates that the field was not applicable (fx. Because the building does not have heating, or the heating is electrical and is therefore accounted for under electricity)

	Facility Location	Electricity	Heating
PLG Legacy			
ELC Prague	Prague	(✓)	(✓)
ELC India	Ahmedabad, Gujarat	(✓)	
PLG Belgium	Dilbeek	(✓)	(✓)
PLG Germany	Haan	(✓)	(⚠)
PLG Italy	Milan	(✓)	(⚠)
PLG Mauritius	Ebene, Mauritius	(✓)	
PLG Paris	Courevoie	(⚠)	
PLG Switzerland	Basel	(✓)	(✓)
PLG Tunisia	Tunis	(✓)	
PLG UK	Cambridge	(✓)	(✓)
PLG Vaulx en Velin	Vaulx en Velin	(✓)	
Pharma IT (Denmark)			
SPACES Nycartsberg	Copenhagen	(✓)	(✓)
COBIS Tagensvej	Copenhagen	(✓)	(✓)
SKELBÆKGADE	Copenhagen	(✓)	(✓)
Pharma D&S			
Cassina de' Pecchi	Florence	(✓)	(⚠)
Napoli	Milan	(✓)	(⚠)
Roma	Rome	(✓)	(⚠)
Scandicci	Naples	(✓)	(⚠)
C&P Engineering			
Genova	Genova	(x)	(x)
Mirandola	Mirandola	(✓)	(⚠)
Roma	Rome	(⚠)	(⚠)
Scandicci	Scandicci	(✓)	(✓)
Zweirs Regulatory Consultancy			
	Oss, Netherland	(✓)	(⚠)
Cilatus			
	Dublin, Ireland	(✓)	(✓)
LifeBee			
	Milan	(✓)	(✓)
Commercial Eyes			
Melbourne	Melbourne	(✓)	(x)
Sydney	Sydney	(⚠)	(x)
RNi			
	Old Office, Angers	(✓)	(⚠)
	New Office, Angers	(✓)	(⚠)
Strategiqua			
Coworking 1	Nantes	(⚠)	(⚠)
Coworking 2	Montrouge	(⚠)	(⚠)
Coworking 3	Tours	(⚠)	(⚠)
Coworking 4	Bordeaux	(⚠)	(⚠)
Coworking 5	Ramonville	(⚠)	(⚠)
Coworking 6	Lyon	(⚠)	(⚠)
Intexo			
Rome	Rome	(✓)	(⚠)
Milan	Milan	(x)	(x)



Scope 3

Scope 3 accounts for indirect GHG emissions from a customer's value chain. Scope 3 includes 15 categories divided into upstream and downstream emissions. PLG strives for completeness, and follows the principles of relevance, completeness, accuracy, consistency, and transparency.

Therefore, in the case that a category or estimate is not included, it is for one of the following reasons and is disclosed below:

- Some categories are not applicable to our business model
- We are unable to estimate emissions due to lack of data or other limiting factors.
- Some scope 3 activities are expected to be insignificant in size.

Category 1 and 2: Purchased goods and services and capital goods

PLG uses the average spend-based estimation method to calculate emissions associated with purchased goods and services and capital goods.

These categories were used to sort each purchase into categories based upon the North American Industry Classification System (NAICS).

Each NAICS category was assigned a corresponding emissions factor in Klappir and total spend (in euros) was multiplied by each factor. All entities use a unified categorization system in PLG's financial reporting.

The exception to this, are the entities LifeBee and Commercial Eyes who were acquired by PLG in late 2023. These entities' spend categories have been harmonized to the best of their ability.

Operational spend is excluded when it does not relate to a purchased good or service and has no attributable emissions associated with it, for example, tax payments, royalties, etc.

Category 3: Fuel and energy-related activities

Depending on data availability both spend-based and activity-based methods were used. This category represents an insignificant amount of emissions overall, but can be considered fully counted.

Category 4: Upstream transportation and distribution

PLG uses common postal services to infrequently send mail and/or small packages to customers. When the exact mode of transportation used in this deliveries is known, an activity-based estimate is made.

If the exact mode of transportation used in these deliveries is unknown, emissions from postal services are included in Category 1 calculations.



Category 5: Waste generated in operations

PLG's office facilities produce waste. Where possible, this data was included in the inventory. Waste data availability is largely dependent on geography. We strive to increase the amount of data we can provide in this category in upcoming years, however, as our activities are not waste-heavy we estimate the emissions from these activities to be insignificant in size.

Waste data was available from the following office locations:

- ELC Prague
- PLG Mauritius
- PLG UK
- Pharma IT – SPACES
- Pharma IT – COBIS Tagensvej
- Pharma IT – Skelbækgade
- Commercial Eyes - Melbourne

Category 6: Business travel

All business travel booked through PLG's central travel agency is accounted for using the activity-based method for air, rail, bus, and hotels. For car travel, emissions from taxis and ride-sharing applications are calculated using activity based methods when possible, and spend based methods in the remaining cases. For subsidiaries using their own travel agencies, data is also available. Subsidiaries not using a travel agency (due to low volume of business travel) are not in this inventory and can be considered inconsequential to the total GHG inventory.

Category 7: Employee commuting

Employee commuting data was collected via a survey for each entity across PLG. Employees provided the number of days traveled, distance traveled, and mode of transportation. Using this information an estimation was made for each employee using emissions factors found in the Klappir platform. In instances where employee commute data was missing (fx. If an employee departed the company before the survey was released, but worked for the firm in 2023), an emissions estimate was added based on the average employee commute profile for each specific entity. Emissions in this category are considered to be from secondary data.

Category 8: Upstream leased assets

Assessed and not relevant. All leased assets are accounted for in Scope 2 to more accurately reflect PLG's operating model.

Category 9: Downstream transportation and distribution

Assessed and not applicable. In its capacity as a consultancy, PLG does not produce or sell tangible goods to be transported or distributed.

Category 10: Processing of sold products

Assessed and not applicable. In its capacity as a consultancy, PLG does not produce or sell tangible goods.



Category 11: Use of sold products

Assessed and not relevant. In its capacity as a consultancy, PLG does not produce or sell tangible goods. While our consultancy and development services may result in emissions, this amount is insignificant in relation to our broader emissions profile.

Category 12: End-of-life treatment of sold products

Assessed and not applicable. In its capacity as a consultancy, PLG does not produce or sell tangible goods.

Category 13: Downstream leased assets

Assessed and not applicable. PLG does not lease assets downstream.

Category 14: Franchises

Assessed and not applicable. PLG does not operate through any franchises.

Category 15: Investments

Assessed and not relevant. PLG is asset light and only invests in the acquisition of similar companies (life science consultancies). Acquired company emissions for 2023 are reflected in the other Scope 1-3 categories to ensure our GHG Inventory reflects the actual activities occurring within PLG.

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Credits

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