

2025 SUSTAINABILITY REPORT



Expertise Matters.

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SECTION A



EXECUTIVE OVERVIEW

€15.2M

Revenue in 2025

140

Expert consultants (117.6 FTEs)

71%

EcoVadis score · Silver Medal

40+

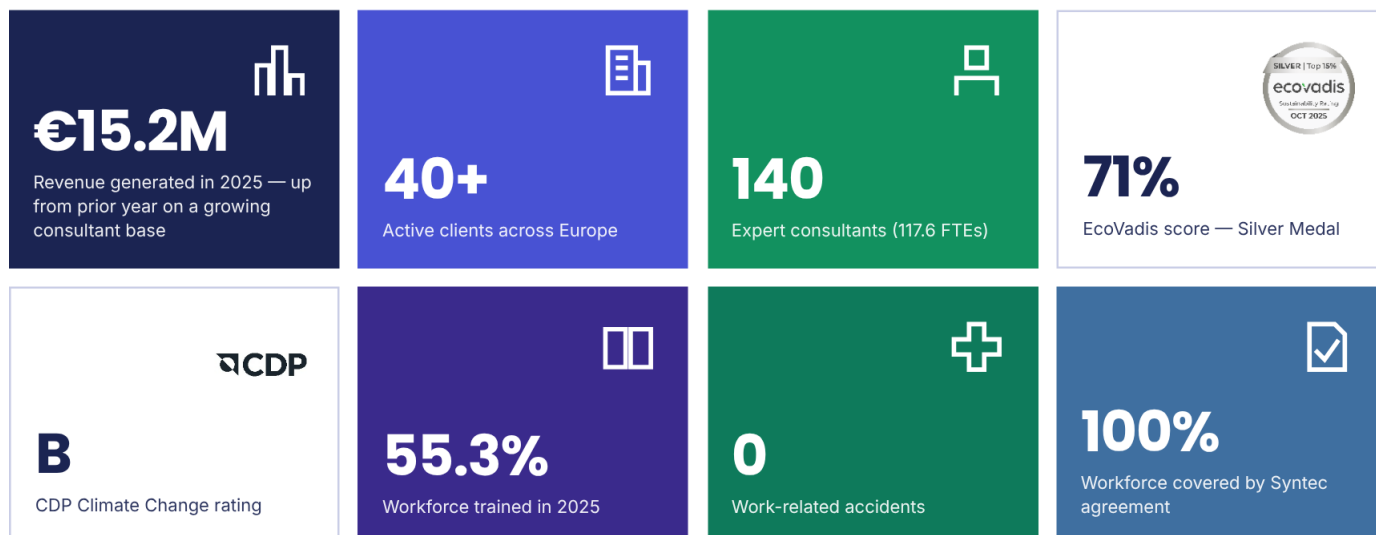
Active clients across Europe

IN THIS SECTION

A.1 CEO Foreword: Excellence with purpose

A.2 Corporate identity

2025 AT A GLANCE



A.1 CEO Foreword: Excellence with purpose

“Expertise Matters with a Sustainable Impact”

As CEO of IVIDATA Life Sciences, I believe expertise matters, and that it must now serve a sustainable impact. As a leading and expert consulting firm serving the entire healthcare ecosystem, our mission has always been to mobilize high-level scientific and technical proficiency to secure, accelerate, and optimize our clients' most critical projects. In today's rapidly evolving world, we are deeply convinced that true operational excellence cannot exist without absolute corporate responsibility.

The year 2025 marked a definitive turning point in our sustainability journey. Thanks to the continuous commitment of our teams, IVIDATA Life Sciences was awarded the EcoVadis Silver Medal with a distinguished score of 71%, up from our Bronze recognition in 2024. This milestone officially places our firm within the top 15% of the most sustainable companies in our sector globally. Coupled with our B rating from the Carbon Disclosure Project (CDP), these external validations demonstrate that our corporate program has successfully transitioned from an early stage into a highly structured, auditable, and reliable foundation.

As a proud and committed signatory of the United Nations Global Compact, our entire Corporate Social Responsibility (CSR) policy is deliberately structured around three interconnected Sustainable Development Goals (SDGs) that naturally mirror our business model and core values:



SDG 3 · Good Health and Well-being

Our daily activities in biometrics, clinical data management, and regulatory affairs directly support the research and development of safe, compliant, and life-changing treatments, particularly in oncology and rare diseases. Internally, this translates into an absolute commitment to taking care of our primary asset: our people. Through specialized corporate programs like Ma Bonne Fée and our active alignment with the Cancer@Work charter, we actively foster a workplace culture where mental, social, and physical well-being are baseline operational priorities.



SDG 4 · Quality Education

In a high-skilled knowledge economy, our continuous growth depends entirely on the continuous upskilling and empowerment of our consultants. In 2025, we significantly protected our training budgets to implement tailored career development pathways, expert mentoring initiatives, and strategic university partnerships, ensuring our Ph.D., PharmD, and Engineer profiles remain at the absolute vanguard of life sciences methodologies.



SDG 9 · Industry, Innovation, and Infrastructure

We drive sustainable innovation by transforming clinical and regulatory data into reliable, actionable information. By deploying responsible IVIDATA Life Sciences AI solutions and developing advanced programming workflows, we help our pharmaceutical clients optimize their global value chains.

Looking ahead to 2026, our trajectory is clearly mapped. Backed by our newly operationalized cross-functional ESG Steering Committee reporting directly to General Management, we are shifting our focus from simple standard compliance to active risk control and data transparency. We have structured our targets in alignment with the Science Based Targets initiative (SBTi) and are actively preparing our roadmap toward the EcoVadis Gold standard, while aligning our reporting with voluntary international frameworks (VSME).

For our investment partners, client ecosystem, and consultants, this digital report stands as a transparent pledge: sustainable development is embedded in every aspect of IVIDATA Life Sciences. It is not a separate corporate initiative but a core driver of service quality and long-term value creation.

A.2 Corporate identity

COMPANY PROFILE AND SCALE

IVIDATA Life Sciences (SAS – Société par Actions Simplifiée) is a French expert consulting firm with a European reach, operating as an essential partner across the entire healthcare ecosystem. The company mobilize high-level specialized expertise to accelerate, optimize, and secure healthcare projects, from clinical research to market launch.

IVIDATA Life Sciences expertise is structured around 3 major areas:



Biometrics & Data



Clinical & Development Operations



Regulatory Affairs & Vigilance

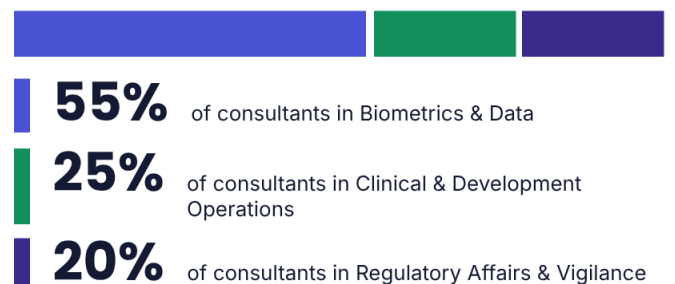
Its strength resides in the scientific proficiency of its workforce. The company deploy 140 expert consultants across France (representing 117.6 Full-Time Equivalents / FTEs). Its expert consultants are characterized by a high density of PhD, PharmD, and specialized engineering profiles. This deep technical proficiency ensures high-level problem-

solving and immediate operational delivery across complex therapeutic areas such as oncology, rare diseases, neurosciences, and immunology.

Operating from Paris and Lyon, IVIDATA Life Sciences serves leading life sciences actors across seven healthcare segments throughout Europe: Pharmaceuticals, Biotech/Medtech, Medical Devices, Health Institutions, Cosmetics, Nutraceuticals, Animal Health. In 2025, its consultants delivered tailored expert solutions across dozens of high-stakes projects for over 40 clients, including major healthcare industry leaders, establishing trusted, multi-year partnerships across the global healthcare ecosystem.

Built on strong fundamentals and steady growth, IVIDATA Life Sciences achieved a revenue of €15.20M in 2025. This financial solidity provides the foundation for its long-term investments in consultant expertise and career development, digital innovation, and sustainable business practices.

WORKFORCE BY PRACTICE AREA



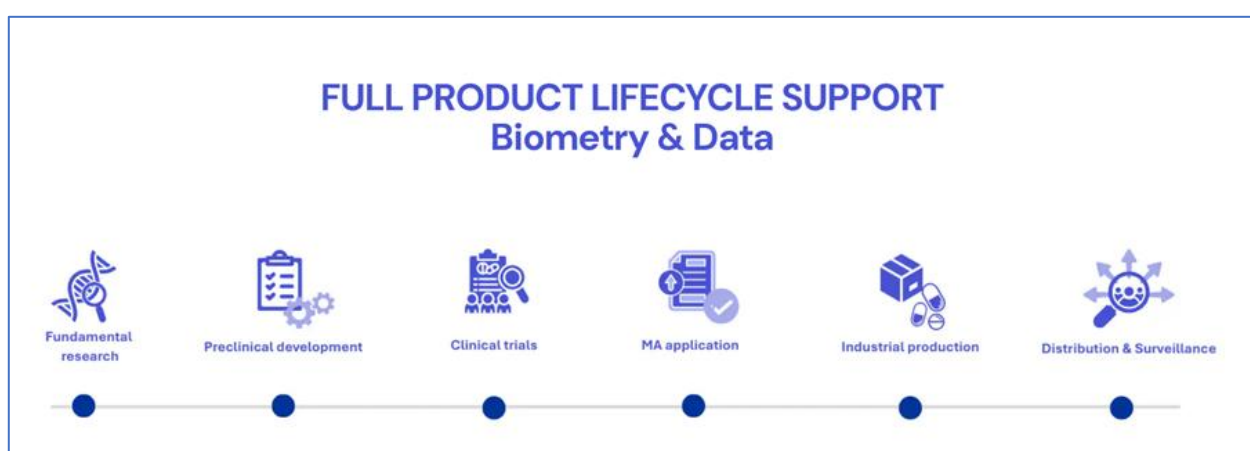
THREE BUSINESS PILLARS

The company technical capabilities and operational delivery are structured around three specialized business pillars, enabling us to accelerate, optimize and secure healthcare projects.

BIOMETRICS & DATA

From study design to results analysis, including database setup and the deployment of artificial intelligence algorithms, IVIDATA Life Sciences consultants deliver comprehensive, integrated management of biometrics needs. They ensure the quality, integrity, and security of data while strictly meeting deadlines. Transforming data complexity into clear decision-making levers, its consultants cover key roles including:

- Biostatistics
- R&D
- Clinical
- Industrial
- CMC
- RWE
- Data Science (Machine Learning, Natural Language Processing)
- Programming & App development (R, R Shiny, SAS, Python)
- Bioinformatics
- Data Management
- Market Access and Health Economics and Outcomes Research (HEOR)



■ Purple: Phases involving consultants.

■ Grey: Phases without IVIDATA Life Sciences' intervention.

CLINICAL & DEVELOPMENT OPERATIONS

From Phase I to Phase IV and into real-world evidence (RWE) studies, our experts support clients across the entire clinical lifecycle, including consumer studies, as well as early access and compassionate use programs. IVIDATA Life Sciences consultants drive projects from initiation in the Start-Up phase through to close-out, ensuring rigorous monitoring and proactive risk management. Its integrated approach guarantees operational control and compliance at every stage of development. Supported by specialized professions including:

- Medical Writing & Medical Affairs
- Project Management
- Monitoring & Promotion
- Epidemiology & RWE
- Market Access



■ Purple: Phases involving consultants.

■ Phases without IVIDATA Life Sciences' intervention.

REGULATORY AFFAIRS & VIGILANCE

From development strategy to post-marketing, IVIDATA Life Sciences consultants secure the compliance and safety of pharmaceuticals, medical devices, and cosmetics. Its regulatory activities cover the entire product lifecycle, from technical dossier writing and submissions to securing Marketing Authorization Applications (MAAs), CE Marking and advertising compliance. Concurrently, its expertise in Vigilance ensures continuous monitoring, protecting healthcare assets and optimizing market sustainability in the face of strict regulatory requirements. Specialized roles deployed across Regulatory Affairs include:

- Advertising compliance officers

- Chemistry, Manufacturing and Controls (CMC) Technical Regulatory Writing Expert
- Submissions and Registration Specialist
- Global Regulatory Affairs Consultant



- Purple: Phases involving consultants.
- Grey: Phases without IVIDATA Life Sciences' intervention.

On the Vigilance & Safety side, its operational scope comprises:

- Pharmacovigilance (PV) Case Processing Manager
- Cosmetovigilance Officer / Toxicologist
- Safety Database Administrator
- Signal Detection and Risk Management Expert
- Periodic Safety Report Writer (Safety Report Lead)
- PV Auditor (QA / PV)
- Qualified Person for Pharmacovigilance (EU-QPPV)



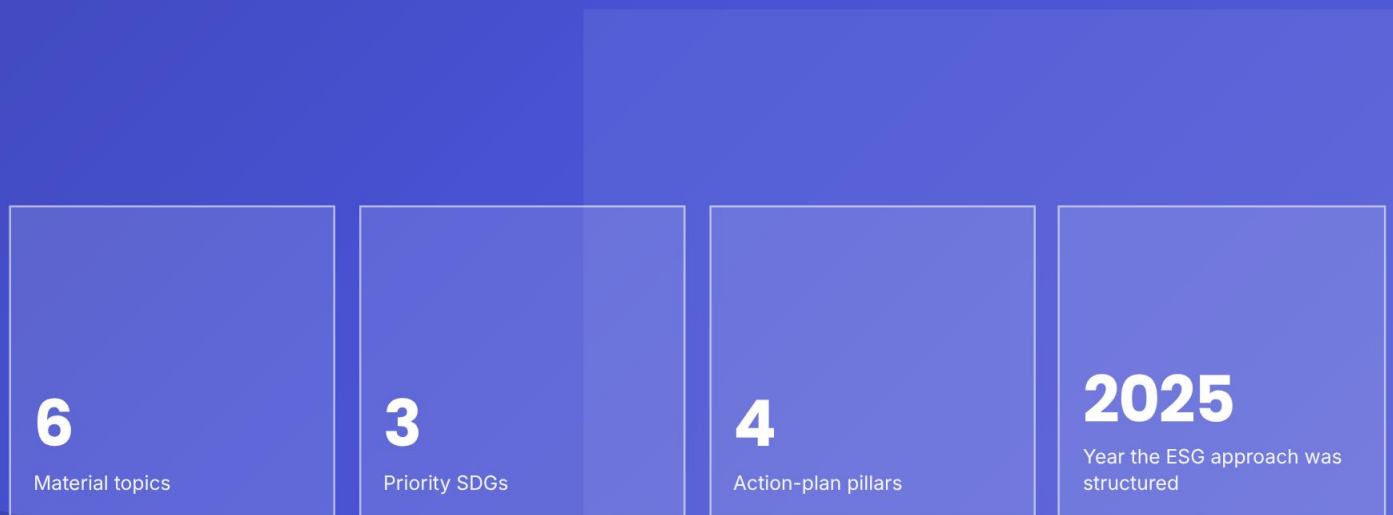
- Purple: Phases involving consultants.
- Grey: Phases without IVIDATA Life Sciences' intervention.

SECTION B

B

IVIDATA LIFE SCIENCES' SUSTAINABILITY APPROACH

IVIDATA Life Sciences is convinced that true operational excellence cannot exist without absolute corporate responsibility. In early 2025, the company took decisive steps to structure its environmental, social, and governance (ESG) approach, ensuring that its scientific and technical expertise consistently serves a positive, human, and sustainable impact. Its ambition is to build a growth model that seamlessly integrates the well-being of its stakeholders, the integrity of its value chain, and the reduction of its environmental footprint. To lay a robust, auditable foundation for this strategy, and to ensure it directs its efforts toward the areas that matter most, the firm first needed to identify the core issues where its operations have the most significant impact.



IN THIS SECTION

B.1 Materiality assessment

B.2 Sustainability strategic foundations

B.1 Materiality assessment

IVIDATA Life Sciences recognises that its activities and value chain can have direct and indirect impacts on its employees, clients, suppliers, society and the environment. At the same time, environmental, social and governance developments can create risks and opportunities that may affect the company's operations, reputation, client relationships, ability to attract and retain talent, and long-term performance.

To ensure that its sustainability approach focuses on the issues that matter most to its business and stakeholders, IVIDATA Life Sciences conducted a materiality assessment to identify and prioritise its key sustainability topics.

The assessment began with the identification of a broad range of environmental, social and governance topics potentially relevant to IVIDATA Life Sciences. This review drew on internationally recognised sustainability frameworks and principles, including the United Nations Sustainable Development Goals (SDGs), as well as sustainability topics relevant to the life sciences and professional services sectors.

The assessment also considered the specific characteristics of IVIDATA Life Sciences' business model and value

chain. These include the company's reliance on highly qualified scientific and technical talent, its work with life sciences companies and sensitive information, its use of digital infrastructure and IT equipment, business travel, and its relationships with suppliers and subcontractors.

The topics identified through this process were then assessed according to their relative importance to IVIDATA Life Sciences and its key stakeholders, including employees, clients and suppliers. The assessment considered IVIDATA's actual and potential impacts on people and the environment, as well as the sustainability-related risks and opportunities that could affect the company and its long-term development. Factors considered included stakeholder expectations, regulatory and compliance requirements, employee needs, reputational considerations, operational dependencies, and impacts arising across IVIDATA Life Sciences' value chain.

Based on this assessment and prioritisation, six topics emerged as IVIDATA Life Sciences' principal sustainability priorities:

SIX MATERIAL TOPICS

 Climate action	 Talent attraction, retention and development
 Diversity, inclusion and equality	 Business ethics
 Trust and data security	 Responsible supply chain

These six material topics form the foundation of IVIDATA Life Sciences' sustainability approach and guide the development of its policies, initiatives, objectives and performance indicators. Topics not currently identified as priorities remain part of IVIDATA Life Sciences' broader sustainability considerations and may become more significant as the company's activities, stakeholder expectations and the wider sustainability and regulatory environment evolve.

01 Climate action

As a life sciences consulting firm, IVIDATA Life Sciences' direct environmental footprint is relatively limited compared with more asset-intensive industries. Nevertheless, the company generates greenhouse gas emissions through its operations and wider value chain. In particular, Scope 3 emissions associated with IT procurement, digital infrastructure, purchased goods and services, and business travel represent an important part of its environmental footprint.

Climate action has therefore been identified as a material priority, with IVIDATA Life Sciences focusing on measuring and reducing its greenhouse gas emissions and improving the environmental performance of its operations and value chain. This approach is supported by scientifically verified reduction targets and annual CDP disclosures.

02 Talent attraction, retention and development

IVIDATA Life Sciences' ability to deliver high-quality services to its clients depends directly on the expertise and capabilities of its people. The company operates in a highly specialised market and relies on scientific and technical profiles, including PhDs, PharmDs and engineers, in an environment where competition for qualified talent is significant.

Attracting, developing and retaining these professionals is therefore central to IVIDATA Life Sciences' long-term performance and resilience. The company places particular importance on continuous learning and skills development, career progression, employee engagement and well-being, enabling its people to develop their expertise while maintaining the quality of service expected by clients.

03 Diversity, inclusion and equality

IVIDATA Life Sciences considers diversity, inclusion and equality important both to its responsibilities as an employer and to its ability to attract and retain talented professionals. A diverse workforce can bring different experiences, perspectives and expertise to the organisation, supporting collaboration, innovation and effective decision-making.

Promoting equal opportunities and an inclusive working environment also helps IVIDATA Life Sciences address potential social, reputational and legal risks while responding to the expectations of employees, clients and other stakeholders.

04 Business ethics

Operating in the highly regulated life sciences sector requires high standards of integrity, governance and professional conduct. IVIDATA Life Sciences works across multiple clients, projects and regulatory environments, making ethical business practices and compliance fundamental to maintaining the confidence of its stakeholders. Business ethics is therefore a material priority for IVIDATA Life Sciences, encompassing responsible decision-making, regulatory compliance, prevention of unethical conduct and the promotion of high standards of professional behaviour. These principles help protect the company's reputation, maintain trusted client relationships and support its long-term licence to operate.

05 Trust and data security

IVIDATA Life Sciences' activities may involve access to confidential and sensitive information relating to its clients and their activities, including data connected with patients and clinical trials. Protecting this information is essential to maintaining client trust and meeting applicable legal and regulatory requirements, including the General Data Protection Regulation (GDPR).

Data privacy, information security and responsible data management are therefore material to IVIDATA Life Sciences. Effective controls and practices in these areas help reduce cybersecurity and privacy risks, protect sensitive information and preserve the trust that underpins the company's relationships with clients and other stakeholders.

06 Responsible supply chain

Although IVIDATA Life Sciences is primarily a services business, part of its environmental and social footprint sits within its supply chain. The company relies on external suppliers and subcontractors for areas including IT hardware, software, digital services and other professional services.

Responsible supply chain management is therefore an important component of IVIDATA Life Sciences' sustainability approach. Considering environmental, social and ethical factors in supplier relationships enables the company to better understand and manage risks beyond its direct operations, including those relating to working conditions, business ethics, environmental impacts and responsible sourcing.

The materiality assessment and resulting priorities are intended to evolve alongside IVIDATA Life Sciences. The company will periodically review its material sustainability topics to ensure that they continue to reflect developments in its activities, stakeholder expectations and the broader sustainability and regulatory landscape.

B.2 Sustainability strategic foundations

A. SUSTAINABILITY POLICY

To embed the priorities identified through its materiality assessment and its alignment with the UN Sustainable Development Goals into day-to-day operations, IVIDATA Life Sciences has formalised its Sustainability Policy. Approved by Executive Management and the Sustainability Committee, the policy provides a clear framework for integrating environmental, social and governance considerations into the company's activities and decision-making, ensuring that IVIDATA Life Sciences expertise across the healthcare ecosystem is delivered responsibly, ethically and in line with its sustainability commitments. The company policy is articulated around three core commitments that reflect its human, ecological, and societal responsibilities:

- **Supporting its stakeholders** (SDG 3 – Good Health and Well-Being): IVIDATA Life Sciences places the health, well-being and inclusion of its employees, partners and clients at the heart of its approach. By fostering a safe, supportive and inclusive working environment, the company aims to enable individuals to thrive, recognising well-being as an important foundation for sustainable individual and collective performance.
- **Fostering equal access to employment opportunities, lifelong learning and skills development** (SDG 4 – Quality Education): IVIDATA Life Sciences supports employability and

professional development by providing opportunities for continuous learning, skills development and career progression. Through these efforts, the company aims to help people develop their capabilities throughout their careers while promoting equal opportunities and sustainable participation in the workforce.

- **Contributing to healthcare innovation by promoting responsible technological practices** (SDG 9 – Industry, Innovation and Infrastructure): IVIDATA Life Sciences contributes to innovation across the healthcare ecosystem by promoting the responsible and ethical use of technology in its activities and client engagements. The company's approach seeks to ensure that technological progress supports better healthcare outcomes while creating sustainable, long-term value for its clients and society.

B. SUSTAINABILITY ACTION PLAN

To operationalize the sustainability policy and strategic commitments, IVIDATA Life Sciences identifies concrete sustainability objectives on an annual basis. These objectives stem from the company's commitments and its level of sustainability maturity. For each of the actions identified, responsibilities for implementation and oversight are clearly assigned across four categories: i) social and talent management, ii)

environment, iii) ethics and governance, and iv) responsible supply chain.

FOUR CATEGORIES STRUCTURE IVIDATA LIFE SCIENCES ACTION PLAN

i Social and talent management

As an expert consulting firm, managing talent retention and well-being is a critical business imperative. IVIDATA Life Sciences workplace action plan directly addresses attrition risks while strengthening its employer brand through talent retention and attrition control, continuous upskilling and diversity, inclusion and well-being.

ii Environment

IVIDATA Life Sciences is committed to reducing its environmental footprint and supporting global climate mitigation. Guided by its commitment to set science-based targets with the SBTi and its objective to reduce Scope 1 and Scope 2 emissions by 42% by 2030 (from a 2021 baseline), its environmental action plan establishes clear governance and operational focus areas across its core activity pillars.

iii Ethics and governance

Under the ethics and governance pillar, IVIDATA Life Sciences is committed to maintaining the highest standards of corporate governance, business integrity, and risk mitigation across all operational activities and client environments.

Building on its Anti-Corruption Policy, Code of Conduct, information security policies and active whistleblower mechanisms, its strategy focuses on strengthening behavioural risk control, data integrity, and regulatory readiness.

iv Responsible supply chain

Recognizing that its social and environmental footprint extends beyond its direct operations into its value chain, IVIDATA Life Sciences is committed to engaging responsibly with all procurement partners while actively managing supply chain risks. Its supply chain action plan centers on embedding sustainability-related considerations across the entire purchasing lifecycle.

C. SUSTAINABILITY GOVERNANCE STRUCTURE

To ensure its sustainability policy is successfully operationalized across all business lines, IVIDATA Life Sciences relies on a dedicated governance structure that bridges strategic board oversight with day-to-day program execution. This governance framework ensures clear accountability, supports the monitoring and mitigation of sustainability-related risks, and facilitates the integration of ESG priorities across the organization and its value chain.

SUSTAINABILITY & ESG TEAM

Responsible for driving the day-to-day implementation of the sustainability strategy, translating strategic priorities into concrete initiatives, coordinating actions across the organization, monitoring progress, and preparing ESG reporting.

- Lucie Caillaud – Operations Manager
- Julie Sergent – Communication, Marketing and CSR Officer

EXECUTIVE COMMITTEE (COMEX)

Responsible for providing strategic direction and executive oversight of the sustainability agenda, including the review and approval of key policies, strategic priorities, and sustainability objectives.

- Julien Borderie – CEO
- David Souvenbrie – HR Director
- Florida Paradis – Administrative and Financial Manager

SUSTAINABILITY COMMITTEE

Bringing together members of the Comex and the Sustainability & ESG Team, the Sustainability Committee serves as the key coordination and monitoring body for the sustainability strategy. It reviews progress against objectives, discusses key ESG matters and initiatives, and ensures alignment between strategic priorities and operational implementation.

- Julien Borderie – CEO
- David Souvenbrie – HR Director
- Florida Paradis – Administrative and Financial Manager
- Lucie Caillaud – Operations Manager
- Julie Sergent – Communication, Marketing and CSR Officer

ACCOUNTABILITY & ROLES

Area of action	Internal owner (role)	Contribution frequency
Strategic oversight	CEO (Julien Borderie) Sustainability Committee	Quarterly
Risk assessment & ethics (i.e., cyber, corruption)	IT / Security manager (with external partner, ESJ Technologies) Operations / CSR Manager (Lucie Caillaud)	Quarterly & Annually (formalized review)
Social-related topics (i.e., career, D&I, H&S)	HR Director (David Souvenbrie)	Continuous & Bi-annual surveys
Environmental plan	Operations / CSR Manager (Lucie Caillaud)	Quarterly & Annually for assurance
Sustainable procurement	Operations and CSR manager (Lucie Caillaud) Procurement (Pauline Sichman and Fiona Migliarini) Finance (Florida Paradis)	Continuous through contracts and screening

SECTION C



THE IMPACT OF IVIDATA LIFE SCIENCES' BUSINESS MODEL

In early 2025, IVIDATA Life Sciences chose to further structure and strengthen its approach, driven by a clear conviction: its corporate responsibility lies in its ability to put expertise at the service of a positive, human and sustainable impact.

3

Priority SDGs: 3 · 4 · 9

3

Positive-impact case studies

UNGC

United Nations Global Compact signatory

To anchor its corporate responsibility in a universally recognized framework, IVIDATA Life Sciences formally aligns its sustainability strategy with the United Nations Global Compact (UNGC) principles and the 17 Sustainable Development Goals (SDGs) established under the UN 2030 Agenda for Sustainable Development.

It specifically focuses its resources on the three SDGs where its human capital and scientific proficiency create the highest tangible impact: SDG 3 (Good Health and Well-Being), SDG 4 (Quality Education), and SDG 9 (Industry, Innovation and Infrastructure).

As a specialized French consulting firm supporting healthcare professionals in accelerating, optimizing, and securing their projects across the healthcare ecosystem, IVIDATA Life Sciences delivers direct, measurable benefits for global health (SDG 3) while advancing innovation across the healthcare sector (SDG 9), a business model built to create positive impact by design.

Translating this global UN framework into operational reality, its corporate strategy embodies a sustainability commitment structured around three priority objectives: supporting its stakeholders (SDG 3), Fostering equal access to employment opportunities, lifelong learning and skills development (SDG 4), Contributing to healthcare innovation by promoting responsible technological practices (SDG 9).

POSITIVE IMPACTS IN ACTION

CASE STUDY 1

Observational Study of a Rare Lysosomal Disease: Epidemiological Analysis in France.



01

2009–2020

retrospective patient-record review period

0

directly identifiable patient data collected

01

The Healthcare Challenge

A pharmaceutical client wished to conduct an observational study in order to generate data to better understand the burden and evolution of a rare lysosomal disease. This disease is a rare disorder characterised by progressive neurological deterioration, for which no specific treatment has been approved. Drugs are being developed that target the glycosphingolipid metabolic pathway, which is implicated in many rare disorders.

02

IVIDATA Life Sciences' Scientific Solution & Expertise

IVIDATA Life Sciences deployed an integrated task force, including a specialized pharmaco-epidemiologist, Data Manager, and Medical Writer, to design a non-interventional study combining retrospective patient record reviews (2009–2020) with the French National Health Data System (SNDS) database. Its experts engineered custom matching algorithms and data identification codes while navigating complex health authority authorization processes under strict submission deadlines.

03

Ethical Compliance & Data Integrity

Conducted in strict adherence to Good Pharmaco-epidemiological Practice and the Declaration of Helsinki, the study collected zero directly identifiable patient data, safeguarding privacy throughout the data linkage process.

04

Demonstrated Societal & Scientific Impact

The study delivered vital real-world evidence (RWE) enabling the client and health authorities to optimize patient cohort selection for upcoming clinical trials, directly accelerating the development of life-saving rare disease treatments.

By structuring actionable real-world evidence that accelerates patient selection and streamlines R&D timelines for underserved rare conditions, this initiative directly embodies IVIDATA Life Sciences' commitment to advancing health outcomes and scientific innovation in line with SDG 3 (Good Health and Well-Being) and SDG 9 (Industry, Innovation and Infrastructure).

CASE STUDY 2

02

Optimising Early Post-MA Access for Rare Diseases:
Data Management and Regulatory Support.



20 months project lifecycle	10 sites	11 patients monitored over 15 months	97%+ data completion	100% regulatory deadlines met	3 contractual amendments
--------------------------------------	-------------	--	----------------------------	--	--------------------------------

01
The
Healthcare
Challenge

Early access to treatment is vital for rare disease patients facing limited therapeutic options. Following the granting of Marketing Authorization (MA) for an orphan drug, its pharmaceutical client faced critical obstacles in navigating a complex and shifting regulatory environment, responding to competent authority demands, and managing introduced regulatory complexities. Managing tight, multi-agency response times required flawless coordination to prevent delays that could directly compromise timely patient access.

02
IVIDATA Life
Sciences’
Scientific
Solution &
Expertise

To liberate client internal resources and guarantee maximum data quality, IVIDATA Life Sciences oversaw delegated data management, biostatistics, and clinical site communications. They implemented tailored operational solutions:

- Optimized Data Workflows & Dedicated Hotline: engineered a rigorous data control system with real-time email alerts across pharmacovigilance, data management, and clinical teams. A dedicated multi-channel hotline ensured a sub-4-hour response time to prescribers, 24-hour query resolution for sites, e-PRO platform management, and expedited treatment access validation.
- Regulatory & Operational Control: deployed Pasrel identification protocols in coordination with the French technical agency for information on hospitalisation (ATIH), conducted monthly pharmacovigilance (PV) reconciliations, and managed treatment orders under strict Standard Operating Procedures (SOPs).

03 Compliance & Quantitative Results

Across a 20-month project lifecycle spanning 10 sites and 11 patients monitored over 15 months, IVIDATA Life Sciences delivered exceptional operational rigor:

- **Speed & Agility:** first patient enrolment was achieved in less than one month following access approval, with average query closure times reduced to under a month and 97%+ data completion.
- **Regulatory Precision:** met 100% of regulatory deadlines, including interim summary report delivery within one month of database lock.
- **Cost Control:** kept the complex scope strictly within budget, requiring only 3 contractual amendments despite expanding client requests.

By streamlining data management workflows and ensuring strict compliance with evolving regulatory standards, IVIDATA Life Sciences expert consultants accelerated market access and delivery of life-saving orphan therapies, directly embodying its commitment to improving patient access and health outcomes in line with SDG 3 (Good Health and Well-Being).

03

CASE STUDY 3

IVIDATA Life Sciences supports the digitalization of clinical trials for a large pharmaceutical company



100%

Participant app enrolment during pilots

01

The Healthcare Challenge

In decentralized vaccine trials, collecting accurate real-world participant safety data quickly is critical. A leading pharmaceutical sponsor required a secure mobile application to capture adverse reactions directly from participants in real time, eliminating patient travel while improving data quality and reducing study setup overheads across 6 pilot studies (560–1,400 patients).

02

IVIDATA Life Sciences' Scientific Solution & Expertise

An IVIDATA Life Sciences expert consultant joined as Project Manager within an interdisciplinary task force (Clinical Data Leads, Clinical Study Managers, clinicians, translators, and logisticians) to drive end-to-end trial digitalization

- Ensured full regulatory compliance with FDA 21 CFR Part 11 and GDPR data protection frameworks.
- Standardized clinical trial data structures and automated safety alerts, ensuring immediate escalation of Serious Adverse Events (SAEs) to sponsors.
- Led comprehensive international change management, access control, and 24/7 site support while managing hybrid (paper and digital) data reconciliation.

03

Quantitative Results

Reached 100% participant app enrolment during pilots, leading to the full industrialization of the mobile solution across the client's global trial portfolio.

Through standardized digital data pipelines and automated safety reporting, IVIDATA Life Sciences consultants enable pharmaceutical companies to rapidly detect adverse treatment impacts, optimize therapeutic design, and drive technological innovation in public health in line with SDG 3 (Good Health and Well-Being) and SDG 9 (Industry, Innovation and Infrastructure).

SECTION D



BUSINESS INTEGRITY

0

Confirmed corruption incidents in 2025

0

Data breaches in 2025

2025

Information security policies formalised

IN THIS SECTION

D.1 Business ethics and corporate governance

D.2 Trust and data security

D.1 Business ethics and corporate governance

ETHICAL COMMITMENTS

IVIDATA Life Sciences has formalized a Code of Conduct which covers many business ethics-related topics:

- Regulatory compliance and business ethics
- Respect of employees and human rights
- Stakeholder relations, conflicts of interest and fair competition
- Bribery, gifts and hospitality
- Protection of the environment
- Confidentiality and intellectual property
- Internal control

These protocols detail the standards the company commits to uphold. These apply across all operations and guide the behaviour of its consultants, management, and staff. The standards embody the company's key values: proximity, humanity, expertise and commitment.

In alignment with strict regulatory requirements and international best practices, IVIDATA Life Sciences maintains a zero-tolerance policy toward bribery, extortion, facilitation payments, and any form of corruption. To operationalize this commitment, the company has formalized a dedicated Anti-Corruption Policy, approved by top management and rolled out internally. Key components of this policy include:

clear guidelines on gifts and hospitality, third-party & client environment compliance, whistleblowing & reporting channels, risk assessments & continuous training.

During the 2025 reporting period, IVIDATA Life Sciences maintained a clean compliance record: zero confirmed incidents or legal convictions for violations of anti-corruption and anti-bribery laws, and no administrative or monetary fines imposed on the company for corrupt practices or anti-competitive behaviour.

This zero-incident performance reflects the effectiveness of the company internal compliance mechanisms, leadership oversight, and continuous commitment to conducting business with absolute integrity.

TURNING PRINCIPLES INTO PRACTICE

IVIDATA Life Sciences has implemented a whistleblowing procedure to enable internal workforce members, consultants, and external stakeholders to safely report potential breaches, non-compliance issues, or ethical concerns without fear of retaliation or adverse professional consequences.

The whistleblowing policy indicates the reporting process, how to proceed and the procedure after reporting.

To further raise awareness among employees, IVIDATA Life Sciences plans to roll out a business ethics training program for all employees.

D.2 Trust and data security

DATA SECURITY PROMISE

Operating within the clinical trial space demands an absolute zero-tolerance threshold for data vulnerabilities. As an expert consulting firm supporting pharmaceutical laboratories, biotech companies, and clinical research organizations, IVIDATA Life Sciences handles highly sensitive health, patient, and clinical trial data. Maintaining robust data protection, confidentiality, and cybersecurity systems underpins its client relationships, corporate reputation, and regulatory license to operate.

As such, IVIDATA Life Sciences has committed to data security and has formalized information security policies in 2025.

In 2025, IVIDATA Life Sciences recorded no data breaches across all operational data pipelines.

PROTECTING WHAT MATTERS

Because its consultants frequently interface directly with client databases, clinical data management systems (CDMS), and biostatistics environments, its operational procedures enforce strict behavioural and technical controls.

In 2025, IVIDATA Life Sciences finalized and enacted comprehensive data protection frameworks tailored to third-party clinical IT environments. At the end

of the year, all employees completed the cybersecurity and GDPR training, thus contributing to the development of their skills and making information security (and management of sensitive data) for IVIDATA Life Sciences clients a priority on a daily basis.

To further reinforce the approach and safeguard clients' assets, IVIDATA Life Sciences plans to roll out training dedicated to GDPR and further enhance cybersecurity training.

SECTION E



CLIMATE & ENVIRONMENTAL STEWARDSHIP

As part of its Sustainability Policy, IVIDATA Life Sciences is committed to systematically assessing, monitoring, and reducing its environmental footprint, with a particular focus on climate change, energy consumption, and the use of natural resources across its operations.

175.1

TeqCO2 total carbon footprint 2025

-84.8%

Scope 1 & 2 emissions since 2021

7.7

TeqCO2 Scope 1 & 2 in 2025

-22.9%

Energy consumption 2024 → 2025

IN THIS SECTION

E.1 Energy efficiency

E.2 Green IT & waste management





IVIDATA Life Sciences has set near-term science-based targets which were approved by the Science Based Targets initiative (SBTi). In line with this commitment, the company aims to reduce its absolute Scope 1 and 2 GHG emissions by 42% by 2030 from a 2021 base year, and to measure and reduce its Scope 3 emissions.

CLIMATE PERFORMANCE

As an expert consulting firm and trusted service partner to clients, IVIDATA Life Sciences is committed to understanding and actively managing the direct and indirect greenhouse gas (GHG) emissions generated by its operations.

To measure, understand, and reduce its impact across the value chain, IVIDATA Life Sciences conducts an annual corporate carbon assessment covering Scopes 1, 2, and 3. In 2025, through fleet electrification, office energy efficiency measures, optimized business travel, and sustainable procurement, the company achieved significant carbon reduction milestones across all operational pipelines.

Greenhouse Gas (GHG) Scope	2024 Carbon Baseline	2025 Carbon performance
Scope 1	9.1 TeqCO ₂	6.1 TeqCO ₂
Scope 2	1.7 TeqCO ₂	1.6 TeqCO ₂
Scope 3	174.8 TeqCO ₂	167.4 TeqCO ₂

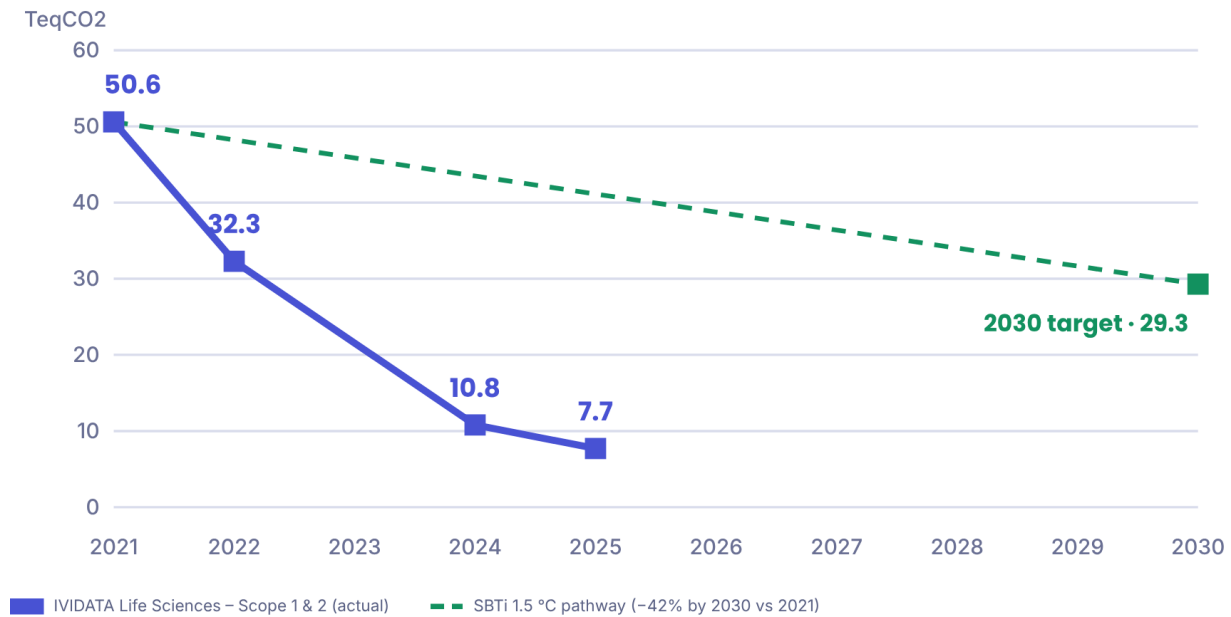
Greenhouse Gas (GHG) Scope	2024 Carbon Baseline	2025 Carbon performance
Total Corporate Footprint	185.6 TeqCO₂	175.1 TeqCO₂

The decrease in Scope 1 emissions between 2024 and 2025 is the direct result of targeted operational optimizations and a strong commitment to environmental stewardship. This reduction was primarily driven by the strategic electrification of its corporate vehicle fleet, significantly cutting its reliance on fossil fuels. Furthermore, its relocation to smaller, more space-efficient office premises has substantially lowered its footprint by reducing facility maintenance and upkeep emissions, while simultaneously driving down overall energy consumption.

Scope 1 and 2 carbon intensity stood at 0.51 TeqCO₂/M€ in 2025. Including Scope 3 emissions, the company's total carbon intensity across its full value chain was 11.5 TeqCO₂/M€ in 2025, down 5.7% from 12.2 TeqCO₂/M€ in 2024. This reduction track aligns with its defined corporate targets, engineered according to the Science Based Targets initiative (SBTi).

Since 2021, IVIDATA Life Sciences' Scope 1 and 2 emissions have decreased by 84.8% in absolute terms — from 50.6 TeqCO₂ to 7.7 TeqCO₂ — placing the company's trajectory well below its 2030 SBTi target of a 42% reduction (target: 29.3 TeqCO₂).

ABSOLUTE EMISSIONS (SCOPE 1 & 2) VS SBTI TARGET



2025 CARBON FOOTPRINT IN CATEGORIES



Purchases and support	43.6
Transportation	43.4
Operations	38.3
Offices/sites	33.8
Digital products	16.1

In 2025, its site-related emissions decreased notably following the relocation of its Paris headquarters to new premises better adapted to the company's size, operational needs, and overall energy efficiency.

IVIDATA Life Sciences has also secured a B- rating from the Carbon Disclosure Project (CDP). This score places IVIDATA Life Sciences in the top 30% of most committed companies (carbon bronze medal).

IVIDATA Life Sciences aims to maintain this positive momentum throughout 2026 by further expanding its energy efficiency and travel optimization initiatives, keeping its direct and indirect operational emissions firmly on track to

meet its SBTi-aligned 2030 reduction target.

The business model of the company as a life sciences consulting firm has no direct operational impact on biodiversity or land degradation: offices in Paris and Lyon are located in urban, multi-tenant commercial buildings, well away from protected or biologically sensitive areas. It remains attentive to indirect impact through its value chain (Scope 3 emissions) and continues to monitor it closely.

Water use and soil pollution are not material to IVIDATA Life Sciences consulting activities; the company continues to monitor the relevance of these topics as its business evolves.

E.1 Energy efficiency

To translate its climate commitments into everyday practice, IVIDATA Life Sciences implemented a range of concrete actions to reduce its energy consumption and emissions:

- Building energy-saving measures (e.g., connected heating/cooling systems, automated shutdown of lights and screens outside operational hours).
- Electrification of its vehicle fleet.
- Employee awareness and engagement: publication of a guide to eco-friendly practices for both the office and remote work (e.g., responsible use of heating and air conditioning, unplugging devices left on standby).

IVIDATA Life Sciences tracks energy consumption to ensure full transparency and accountability. As a direct result of recent energy-saving initiatives and heightened employee awareness, the company achieved a notable 22.9% reduction in total energy consumption between 2024 and 2025.

	2024 (MWh)	2025 (MWh)	Year-on-Year Trend
Total Energy Consumption	43.97	33.88	– 22.9%

E.2 Green IT & waste management

Reflecting the nature of its consulting operations, IVIDATA Life Sciences maintains a low waste footprint, consisting primarily of non-hazardous office waste, paper, and electronic assets.

To ensure responsible disposal and promote circular economy principles, the company has partnered with Cèdre, a specialized waste management provider, to systematically sort, collect, and recycle paper and office materials at its premises. While formal quantitative metrics on total annual waste volumes are currently not collected, IVIDATA Life Sciences remains committed to minimizing its resort to single-use items, and exploring enhanced waste-tracking mechanisms across its operational sites. As a digital service provider, IVIDATA Life Sciences recognizes that IT equipment represents a meaningful share of its environmental footprint. The company has committed to extending the lifecycle of its hardware, using its IT equipment for a minimum of 4 to 5 years before replacement. To optimize this process, it has partnered with a specialized IT service provider to strictly monitor and track its device inventory. This partnership ensures that functional devices are reused to the maximum

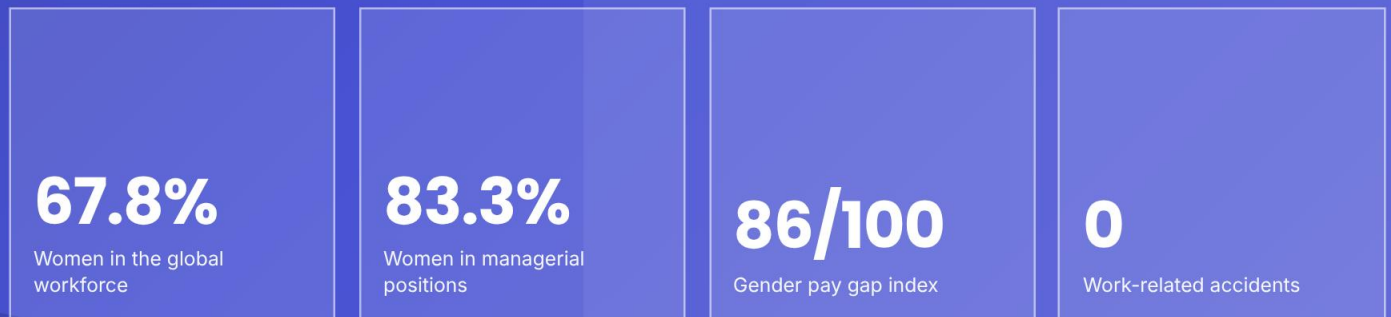
extent possible across the organization and guarantees that any equipment that is no longer operational is responsibly recycled. Building on this commitment, IVIDATA Life Sciences is developing a dedicated Green IT strategy and exploring a range of measures, including green coding, smart storage, and regular data clean-up campaigns.

SECTION F



PEOPLE AT THE HEART OF ITS SUCCESS

Recognizing that its expert consultants constitute its primary asset, IVIDATA Life Sciences thrives on fostering an inclusive, high-performing corporate culture where knowledge transfer and health are baseline priorities. Having committed to the well-being, health, inclusion and development, the company has dedicated a part of its sustainability action plan to social issues and talent management.



IN THIS SECTION

F.1 Diversity, inclusion and equality

F.2 Talent attraction, retention and development



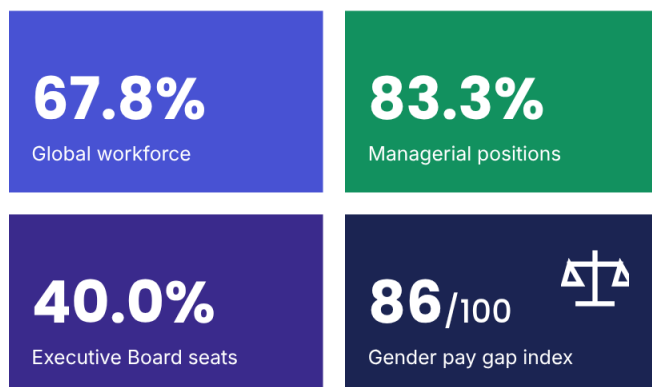
F.1 Diversity, inclusion and equality

IVIDATA Life Sciences has formalized a Diversity and Inclusion Policy. As part of this policy, the company has committed to:

- ✓ **Promote a culture based on mutual respect and recognition.**
- ✓ **Respect and promote the principle of non-discrimination and equal opportunity.**
- ✓ **Work together to eliminate all barriers or unconscious biases that could hinder a culture of diversity and inclusion.**
- ✓ **Prevent and end bullying, harassment, and any form of discriminatory behaviour.**

To reinforce these commitments, IVIDATA Life Sciences has also signed the Charte de la Diversité.

FEMALE REPRESENTATION ACROSS IVIDATA LIFE SCIENCES WORKFORCE



As a consulting firm in the healthcare and life sciences sector, its largely female workforce mirrors the demographics of the industry. This balance also holds at the top of the pay scale, where women make up a significant share of the 10 highest earners. Beyond overall representation, the real marker of success is whether women can move into leadership positions unhindered.

As the 2025 key figures show, the company turns its strong baseline representation into real decision-making power: women are even more present at managerial level and hold a balanced share of seats on the Executive Board.

IVIDATA Life Sciences is continuously intensifying its efforts to improve its performance within the gender pay gap index, and it remains fully committed to professional equality, employee well-being, and parental support.

As part of its 2026 roadmap, IVIDATA Life Sciences is developing formal mentorship programs aiming at empowering underrepresented groups and supporting their professional growth. To guarantee the effectiveness of these policies, the firm monitors key performance indicators (KPIs), allowing for data-driven adjustments and transparent progress tracking.

Finally, recognizing its broader impact as a specialized consulting firm, IVIDATA Life Sciences actively champions equitable, inclusive, and diversified

recruitment. By embedding these principles directly into its talent acquisition processes, the company not only strengthens its own corporate culture but also promotes these essential values throughout the wider healthcare ecosystem.

F.2 Talent attraction, retention and development

IVIDATA Life Sciences is committed to attracting, developing and retaining highly qualified employees by investing in continuous learning, career development and employee wellbeing. These commitments strengthen the quality of its services while contributing to the long-term availability of specialised talent within the healthcare ecosystem.

As a consulting firm built on deep scientific and regulatory expertise, IVIDATA Life Sciences' ability to deliver for clients depends on the continuous upskilling of its consultants. The company is committed to deploying formal training programmes, career development pathways and knowledge sharing sessions delivered by its experts. This ongoing investment in learning and skills development contributes directly to SDG 4 (Quality Education), reflecting the company's commitment to lifelong learning and equitable access to professional development.

To operationalize this commitment, IVIDATA is formalizing structured career development procedures to provide clear progression opportunities for all its consultants. While 55.3% of the workforce received formal training in 2025, the company is actively deploying a comprehensive workplace action plan to significantly expand this reach. Moving into 2026, the firm is increasing its overall training budget to support a dual-learning approach: creating specific training programs designed internally by its own experts, alongside collaborations with external training companies to provide greater educational depth. Furthermore, IVIDATA actively cultivates the next generation of specialized talent through strategic partnerships with engineering, biology, and pharmacy schools, and deploying mentorship programs.

In a competitive market for scientific and regulatory expertise, attracting and retaining talent starts with a solid foundation of pay and working conditions. All employees are compensated above the applicable French minimum wage (SMIC), and 100% of IVIDATA Life Sciences' workforce is covered by the Syntec collective bargaining agreement (Convention collective nationale des bureaux d'études techniques, IDCC 1486).

Beyond professional advancement, IVIDATA Life Sciences actively supports the physical and mental well-being of its

workforce. During the 2025 reporting period, IVIDATA Life Sciences recorded zero work-related accidents, injuries, or fatalities among its consultants, reflecting the low physical-risk profile of its office-based consulting activities. The company has nevertheless established strategic partnerships with organizations like Cancer@Work and Ma Bonne Fée to assist employees facing complex health or personal situations. Furthermore, the firm promotes daily wellness through comprehensive employee benefits, notably partnering with WellPass to provide all staff with seamless access to sports and fitness classes, alongside regular team-building events and participation in charity runs.

To guarantee that its initiatives effectively meet the evolving needs of its teams, IVIDATA Life Sciences deeply values employee feedback and continuously strives to improve its workplace environment. As such, the company plans to launch a formal employee satisfaction survey, aiming for a response rate above 90%. The insights gathered through the survey will feed directly into the HR action plans, ensuring that priority measures reflect employee expectations. To assess the effectiveness of the initiatives implemented, the company will track a set of key performance indicators (KPIs), targeting a reduction in voluntary turnover to 15% or below.

SECTION G



RESPONSIBLE SUPPLY CHAIN

1

Responsible Purchasing Policy formalised in 2025

2

Next steps: Supplier Code of Conduct and ESG supplier screening

IN THIS SECTION

G.1 Extending Commitments Across the Supply Chain

G.2 Going forward: Taking Supplier Engagement Further



G.1 Extending Commitments Across the Supply Chain

IVIDATA Life Sciences recognizes that its sustainability commitments extend beyond its own operations to encompass its supply chain. The Company is committed to engaging and partnering responsibly with its suppliers and business partners, while working to mitigate the environmental and social impacts associated with its indirect operations.

In 2025, IVIDATA Life Sciences has formalized a Responsible Purchasing Policy to guide its procurement practices and decision-making process. This policy provides a framework for integrating ESG considerations across the procurement lifecycle, supporting procurement teams in making responsible purchasing decisions.

G.2 Going forward: Taking Supplier Engagement Further

To further structure its approach, IVIDATA Life Sciences plans to formalize a Supplier Code of Conduct setting out the standards and practices it expects suppliers to

uphold. The document will allow the company to work with partners aligned with its principles and commitments. The company aims to have at least 80% of critical suppliers sign and commit to the Code by 2026, rising to 100% by 2027.

In parallel, IVIDATA Life Sciences plans to embed ESG criteria directly into its supplier selection process, with the aim of screening every new supplier against environmental and social standards before engagement.

SECTION H



ABOUT THIS REPORT

2025

Reporting period: January – December

GRI

Prepared with reference to the GRI Standards

B1–B11

VSME Basic Module

GHG

GHG Protocol · Scopes 1, 2 and 3

IN THIS SECTION

H.1 Methodology

H.2 Reporting Index

H.3 Contacts

H.1 Methodology

This document constitutes IVIDATA Life Sciences' first annual Sustainability Report. It has been prepared to communicate the company's Environmental, Social, and Governance (ESG) performance, strategic objectives, and roadmap transparently to its stakeholders.

The data and activities detailed in this report cover the fiscal and operational year from January 1, 2025, to December 31, 2025.

This report covers IVIDATA Life Sciences (SAS, SIREN 794 189 928) on a standalone basis. As an independent subsidiary within the broader IVIDATA Group, IVIDATA Life Sciences is not required to consolidate its sustainability data with other Group entities; no other IVIDATA Group entities are included within the scope of this report, and no consolidation adjustments were necessary. The scope covers all direct operations of IVIDATA Life Sciences, primarily conducted from its Paris and Lyon offices, and a workforce of 140 consultants (117.6 FTEs).

IVIDATA Life Sciences has no franchisees, licensees, or joint venture partners relevant to this report.

This report has been prepared with reference to the GRI standards and is informed by the basic module of the VSME standard, so that stakeholders can rely on data that is transparent and comparable. All data was collected, consolidated, and verified internally by the company's ESG Committee, under the supervision of Executive Management and the Human Resources Department.

The carbon footprint of IVIDATA Life Sciences was conducted in accordance with the GHG Protocol and covers Scope 1, 2 and 3. Emission factors used were primarily sourced from the ADEME Base Carbone®, supplemented where necessary by internationally recognized sources. The carbon footprint assessment is carried out annually by the ESG and CSR team using the specialist platform HelloCarbo, based on activity data supplied by the Operations, Finance, and Human Resources departments. The results are then reviewed and validated by the Head of Operations and CSR and by Executive Management. IVIDATA Life Sciences uses 2021 as the baseline year against which its reduction trajectory is measured. In line with its commitment to set science-based targets with the Science Based Targets initiative (SBTi), IVIDATA Life Sciences aims to reduce its absolute Scope 1 and 2 GHG emissions by 42% by 2030.

H.2 Reporting Index

GRI INDEX

This GRI Content Index has been prepared to support transparency and clarity in IVIDATA Life Sciences' sustainability reporting. It outlines where relevant disclosures in accordance with the Global Reporting Initiative (GRI) Standards (2021) can be found within this report.

GRI CONTENT INDEX

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GRI 2-6	Activities, value chain and other business relationships	6/38	A.2 Corporate identity / H.1 Methodology
GRI 2-9	Governance structure and composition	15	B.2 Sustainability strategic foundations
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	15	B.2 Sustainability strategic foundations
GRI 2-13	Delegation of responsibility for managing impacts	155	B.2 Sustainability strategic foundations
GRI 2-22	Statement on sustainable development strategy	4	A.1 CEO Foreword: Excellence with purpose
GRI 2-27	Compliance with laws and regulations	25/26	D.1 Business ethics and corporate governance / D.2 Trust and data security
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GRI 305-1	Direct (Scope 1) GHG emissions	28	E. Climate & environmental stewardship

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B1	B1-03: Scope of the report: individual basis or consolidated (including subsidiaries)	38	H.1 Methodology
B1	B1-04: List of subsidiaries included in the report	38	H.1 Methodology
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B1	B1-12: Description of sustainability-related labels or certifications obtained (including, if applicable, the certifying or issuing bodies, the date, and the rating/score)	4	A.1 CEO Foreword: Excellence with purpose
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B5	B5-08: Total nature-oriented area off-site	–	Not applicable
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B6	B6-01: Total water withdrawal	–	Not available
B6	B6-02: Amount of water withdrawn from sites located in areas of high-water stress	–	Not available
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B7	B7-02: Details on how the company applies circular economy principles	31	E.2 Green IT & digital responsibility
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B7	B7-04: Total annual waste generation (non-hazardous)	–	Not available
B7	B7-05: Total annual waste diverted to recycling or reuse	–	Not available

Standard	Disclosure	Page	Section
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H.3

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