Worldwide Clinical Trials

Worldwide Clinical Trials Annual ESG Report

2025

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Worldwide Clinical Trials

A Message from our CEO



Alistair Macdonald

Chief Executive Officer

Worldwide Clinical Trials

At Worldwide Clinical Trials, our purpose is simple: improving lives. Every day, we work alongside customers, investigators, sites, and patients to advance innovative therapies and bring new treatment options to those who need them most.

In 2025, we continued to invest in the capabilities that will drive our long-term success, strengthening our people, expanding our clinical leadership, advancing our technology, and growing our geographic reach. We also enhanced quality and operational excellence across the organization, including accelerating implementation of our electronic Quality Management System. In parallel, we completed our first comprehensive greenhouse gas emissions inventory – covering Scope 1, Scope 2, and relevant Scope 3 emissions – establishing a baseline to better understand and manage our environmental impact.

As we grow, we remain committed to building a business that operates responsibly and creates long-term value. During the year, we strengthened our ESG data collection and reporting, retained our EcoVadis Bronze Medal, and committed to developing science-based emissions reduction targets. These efforts supported the development of this inaugural ESG Report.

This report reflects both the progress we have made and the work still ahead. Sustainability, like every aspect of our business, requires clear priorities, accountability, and a commitment to continuous improvement. We are focused on building the right foundations and delivering meaningful progress for our employees, customers, patients, suppliers, and communities.

Looking ahead, we will continue investing in our strategy pillars while staying focused on what matters most: improving lives. Thank you to our employees around the world for your dedication, expertise, and commitment. Your work makes a meaningful difference for patients every day.

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2. About Worldwide

Working with passion and purpose every day to improve lives



About Worldwide

At Worldwide, our purpose is grounded in improving lives through the advancement of clinical research. Our mission, vision, and values guide how we work with customers, patients and one another across our global organization.

Who We Are

Worldwide Clinical Trials (Worldwide) is a global contract research organization (CRO) that partners with biotechnology and pharmaceutical companies to develop innovative therapies. We provide comprehensive clinical development services spanning Phase I-IV clinical trials, bioanalytical laboratory services, post-approval studies and real-world evidence generation.

Anchored in our scientific heritage, Worldwide combines deep therapeutic expertise with global operational capabilities to help sponsors navigate the complexities of clinical development and bring new treatments to patients around the world. We have experience in a diverse range of therapeutic areas, including oncology, neuroscience, rare disease, cell and gene therapy, cardiovascular and metabolic diseases and immune-mediated inflammatory diseases.

We take a collaborative and flexible approach to clinical research, recognizing that every sponsor, program and patient population is unique. By working closely with our customers, we develop tailored solutions that help advance therapies from discovery to reality.

What Makes Us Different

We're personal: We're committed to customized needs for every clinical research program we launch, and our clients know our team by name.

We're accessible: We're accessible. No matter where our clients are, you can connect with us when you need us.

We're united with you: We believe working together to harness great ideas will lead us to a healthier world.

By The Numbers

Worldwide's global reach, therapeutic experience and experienced workforce enable us to support customers and clinical trial participants around the world.

3,500+ employees

75+ countries supported

65+ countries with regulatory experience

55+ countries with operational capability

30 offices and facilities

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Certifications, Recognition and Quality Commitments

Worldwide is committed to maintaining the quality, compliance and information security standards that support our customers, employees, clinical trial participants and stakeholders.

In 2025, we maintained the established certifications and compliance programs that underpin our laboratory operations, technology environments and quality systems. These programs operate on defined inspection or audit cycles, where applicable, or represent continuous compliance obligations integrated into our Quality Management System.

Certifications, accreditations and compliance programs maintained in 2025 are summarised below:

Information Security and Technology

- SOC 1 Type 2
- SOC 2 Type 2
- ISAE 3402 Compliance
- Cybersecurity Liability Insurance

Compliance and Validation

- FDA 21 CFR Part 11
- GAMP 5

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In addition, Worldwide's performance continues to be recognized through Industry Standard Research (ISR) benchmarking and related industry awards, reflecting our commitment to quality, service delivery and customer satisfaction.



Worldwide has been recognized through the CRO Leadership Awards program since 2014, reflecting consistent sponsor recognition for quality, expertise and service delivery. Based on market research conducted by Industry Standard Research (ISR) and presented by Life Science Leader and Clinical Leader, the awards benchmark CRO performance across key service categories. In 2024, Worldwide achieved top rankings across five core categories and was recognized as a Champion in four categories for significantly exceeding industry benchmark averages.



2025 CRO Leadership Awards were not presented following changes to the industry survey methodology and awards program structure.

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3. About This Report

Understanding the scope, approach, and reporting foundations



About This Report

We are pleased to present Worldwide Clinical Trials' inaugural Environmental, Social and Governance (ESG) Report, highlighting our approach to sustainability and our progress across the topics most relevant to our business, stakeholders and long-term success.

As a global contract research organization (CRO), we recognize that operating responsibly extends beyond delivering high-quality clinical research services. Sustainability considerations, including ethical business conduct, patient wellbeing, employee engagement, environmental stewardship and responsible governance, support our mission to improve lives and help create long-term value for our stakeholders.

Progress During 2025

This report marks an important milestone in Worldwide's sustainability journey. In 2025, we strengthened our sustainability program through enhanced governance, ESG data collection and reporting processes. We also retained our EcoVadis Bronze Medal and committed to developing science-based greenhouse gas emissions reduction targets through the Science Based Targets initiative (SBTi).

Reporting Scope and Boundaries

Unless otherwise stated, the information in this report relates to Worldwide's global operations for the period 1 January 2025 to 31 December 2025. Worldwide applies an operational control approach to define reporting boundaries, and data has been compiled from relevant business functions and operational locations based on the best information available at the time of publication.

Reporting Frameworks and Standards

This report has been prepared with reference to the GRI Standards. The GRI Content Index in the appendix identifies the selected GRI Standards and disclosures reported, together with the location of the relevant information. The report also draws on the GHG Protocol and TCFD, where relevant.

Prior Restatements

As Worldwide Clinical Trials' inaugural Sustainability Report, no previously reported sustainability information has been restated.

External Assurance

The information presented in this report has not been subject to external assurance. Data was collected from relevant business functions and reviewed through internal quality assurance processes.

Looking Forward

We remain committed to strengthening ESG governance, improving data quality and transparency, and continuing to evolve our sustainability program in support of our employees, customers, patients, suppliers and communities. We will report progress on an annual basis.

Contact Information and Feedback

We welcome stakeholder feedback and are committed to continuously improving our sustainability reporting and performance. Questions or comments regarding this report may be directed here.

Key ESG Milestones

2025

- EcoVadis Bronze Retained
- Sustainability governance enhanced
- SBTi committed
- First Scope 1 – 3 GHG inventory completed

2026

- First CDP disclosure to be completed
- Inaugural 2025 ESG Report published

2027

- SBTi submitted

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4. Our Sustainability Approach

Embedding sustainability into how we operate, govern and create long-term value.



Why Sustainability Matters to Worldwide

Sustainability at Worldwide is rooted in our mission to accelerate the development of therapies that improve and save lives. As a global CRO, we recognise that long-term success depends on conducting research responsibly, supporting our people, protecting patient interests, maintaining strong governance and managing our environmental impacts. By integrating ESG considerations into our operations and decision-making, we seek to create value for patients, customers, employees and communities while supporting the future of healthcare innovation.

Protecting patient interests

Supporting our people

Strong governance and ethics

Creating long-term value

Environmental responsibility



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ESG Governance

Worldwide's ESG program is overseen by the ESG Sub-Committee (established 2026), which reports quarterly to the Corporate Compliance Committee. Sponsored by the Chief People Officer, the Committee provides cross-functional oversight of ESG performance, risks, policies and compliance activities. Day-to-day sustainability management is led by the Director of Strategic People Initiatives, supported by a dedicated Sustainability Specialist.

The ESG Sub-Committee is the principal governance body responsible for reviewing Worldwide's annual ESG Report, including the material topics and reported sustainability information. The final report is submitted through Worldwide's established approval process and approved by the Chief People Officer. The Board of Directors receives an update on the sustainability program annually during the fourth quarter, or more frequently as needed.



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Stakeholder Engagement

Engaging with stakeholders helps Worldwide understand emerging issues, identify risks and opportunities and strengthen decision-making across the business. Worldwide identifies stakeholder groups based on their relationship to our activities and the extent to which they may affect, or be affected by, our operations and business relationships. We engage regularly with a range of stakeholders through formal and informal channels.

Stakeholder Group	Engagement
Employees	Employee surveys, the Pulse intranet platform, town hall meetings and all-hands meetings help Worldwide gather feedback, communicate updates and support employee engagement. In future reporting years, we will track the number of Town hall meetings where at least 50% of employees were present as a KPI.
Customers	Sustainability questionnaires, RFIs and EcoVadis disclosures help Worldwide understand customer expectations and demonstrate ESG performance.
Patients and Advocacy Groups;	Through engagement with patient advocacy organizations and patient communities, Worldwide seeks to better understand patient needs, healthcare access challenges and barriers to clinical research participation. These insights support patient-centered approaches to study design and trial delivery and help inform decisions that create positive outcomes for patients and clinical trial participants.
Suppliers	Supplier questionnaires, the Vendor Code of Conduct and Sustainable Procurement Policy promote responsible business practices across the supply chain.
Regulators	Worldwide maintains ongoing engagement with regulatory authorities through regulatory submissions, inspections, audits and compliance activities, helping to ensure adherence to applicable regulations and evolving industry requirements.
Investors	Worldwide engages with investors and its parent organization through ESG reporting activities, including participation in the Novata platform, to provide transparency on sustainability performance.

Our Four Pillar Framework

Worldwide's sustainability approach is built around four interconnected pillars that reflect our business priorities, stakeholder expectations and long-term objectives.



People

Our employees are the backbone of our company. We support our employees through professional development, wellbeing, engagement and inclusion while fostering a culture where individuals can thrive.

Planet

Sustainable growth starts with environmental responsibility. We manage our environmental impacts, improve resource efficiency and address climate-related risks and opportunities.

Principles

Compliance, ethics and transparency guide our decisions. We maintain the highest standards of quality, ethics, governance, compliance and responsible business conduct.

Partners

We build progress with those who share our values. We work collaboratively with customers, vendors, patients, communities and industry stakeholders to advance therapies and create positive outcomes.

Together, these four pillars provide the framework through which Worldwide manages sustainability risks, opportunities and impacts while supporting its mission to improve lives.

Materiality Assessment

In August 2024, Worldwide completed an impact assessment with Nexio Projects to identify the sustainability-related topics most relevant to our operations, value chain and stakeholders. The assessment evaluated Worldwide's business context, industry trends, sustainability reporting frameworks and stakeholder input to help prioritize ESG topics and support the continued development of our sustainability program.

Assessment Methodology

The assessment process included company research, benchmarking against relevant sustainability frameworks and peers, identification of disclosure topics, stakeholder validation, impact identification and impact scoring. The assessment considered both actual and potential impacts, including positive and negative impacts associated with Worldwide's operations, value chain and business relationships. Impacts were assessed based on their scale, scope, likelihood and ability to be remediated, helping to identify the topics most significant to Worldwide and its stakeholders.

Stakeholder validation was conducted through an alignment meeting with Worldwide's sustainability professional, where potential topics were reviewed in the context of Worldwide's operations and business model. Similar topics were then consolidated, including the merging of "customer privacy" and "information security" into a single topic for Worldwide's context.

The assessment was not conducted as a formal double materiality assessment. However, it provides an important foundation for identifying and prioritizing Worldwide's sustainability impacts and will support future enhancements to our approach as sustainability reporting expectations continue to evolve.

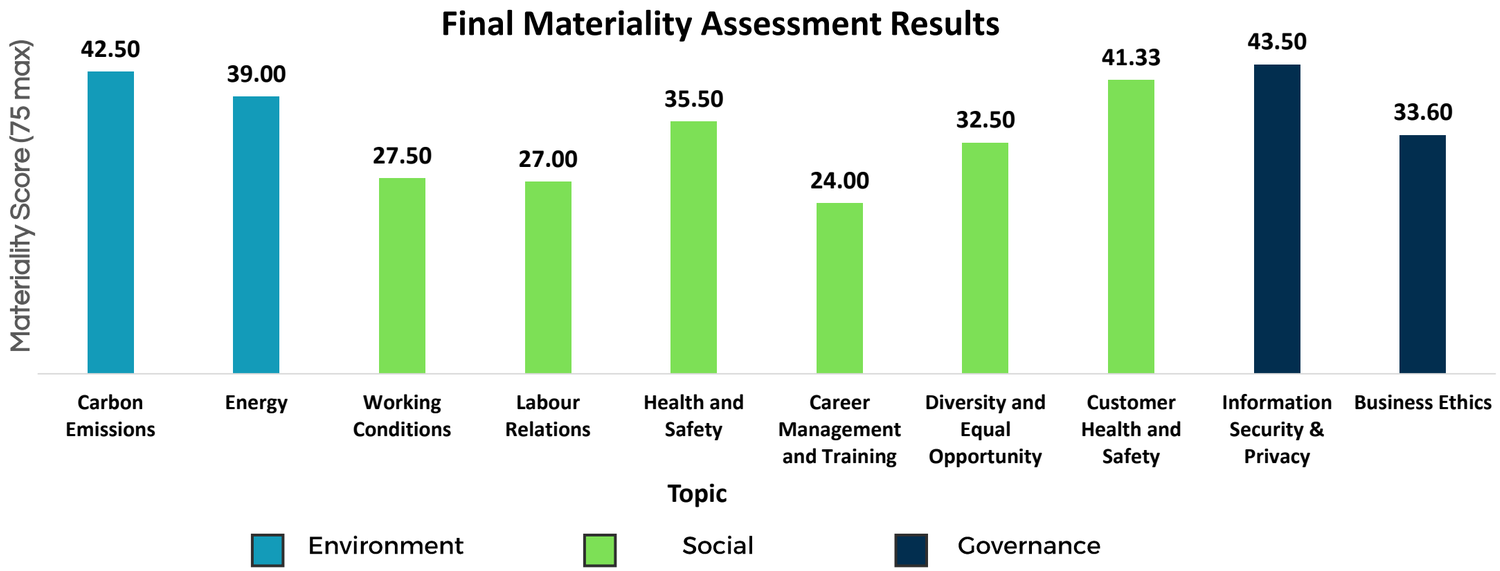


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Materiality Assessment

Topics were prioritized based on the significance of identified impacts, considering both actual and potential positive and negative impacts. The assessment identified ten material topics, reflecting areas where Worldwide has, or may have, significant sustainability-related impacts and where proactive management can support long-term value creation. Topics determined to have less significant impacts were excluded from the final material topic list.

The highest-scoring topics included information security and privacy, carbon emissions, customer health and safety, energy, health and safety, and business ethics. These priorities are reflected throughout this report and inform our approach across our People, Planet, Principles, and Partners pillars.



Material Topics by Pillar

Planet
- Carbon emissions
- Energy

Principles
- Information security and privacy
- Business ethics

People
- Working conditions
- Labour relations
- Health and safety
- Career management and training
- Diversity and equal opportunity

Partners
- Customer health and safety

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Sustainability and Enterprise Risk Management

Effective risk management is essential to Worldwide's ability to deliver high-quality clinical research services, maintain stakeholder trust and support long-term business success. Sustainability-related topics, including environmental, social and governance (ESG) considerations, can influence business performance, operational resilience, regulatory compliance and stakeholder expectations, making them an important consideration within the broader risk management landscape.

Risk management activities are embedded across several areas of Worldwide's operations.

Technology and information security risks are managed through the IT Risk Council and the IT Risk Register, which serves as the primary mechanism for identifying, assessing and managing technology-related risks. The IT Risk Register also provides a formal escalation pathway for significant risks to the Enterprise Risk Management program for enterprise-level oversight and governance.

Quality and operational risks are managed through established Quality Management System (QMS) processes, including risk management plans, study risk management activities, study risk assessments, computer system risk assessments, site electronic system assessments and vendor risk mitigation planning. These controls help support patient safety, data integrity, regulatory compliance and operational effectiveness across clinical research activities.

Worldwide has also completed a climate risk assessment aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This assessment provides greater visibility into potential climate-related risks and supports the ongoing development of our sustainability program.

As our sustainability program continues to mature, Worldwide recognizes the importance of aligning ESG considerations with broader Enterprise Risk Management (ERM) activities. Integrating sustainability-related risks into existing governance and risk management processes supports informed decision-making and helps strengthen organizational resilience.

Technology

- IT Risk Register & Risk Council
- Computer System Risk Management Plan (RMP)
- Security Vendor Assessments **(TPRM)**

Quality and Operational

- Study Risk Management
- Study Risk Assessment Process
- Vendor Risk Mitigation Plans
- Vendor QA Audits

Strategic and Enterprise

- Climate Risk Assessment
- Enterprise Risk Management Program

ESG Ratings, Disclosures and Commitments

Worldwide is committed to enhancing transparency and accountability through recognized ESG disclosure frameworks, ratings and sustainability initiatives.

EcoVadis

Worldwide participates in the EcoVadis sustainability assessment, which evaluates environmental, labor and human rights, ethics and sustainable procurement performance. During 2025, Worldwide retained its EcoVadis Bronze Medal, recognizing continued progress in integrating sustainability considerations across the business.

Science-Based Targets Initiative

Worldwide has committed to developing and submitting science-based greenhouse gas emissions reduction targets for validation by the Science Based Targets initiative (SBTi) by 2027. This commitment will support the development of our long-term climate strategy and emissions reduction roadmap.

CDP

As part of our commitment to enhanced climate transparency, Worldwide will complete its inaugural CDP disclosure in 2026, covering climate-related governance, greenhouse gas emissions, risks, opportunities and environmental performance for the 2025 reporting period.

Novata

Worldwide reports ESG performance to investors through the Novata platform. Novata supports the collection, management and monitoring of ESG data, helping facilitate transparency and consistency in reporting to our parent organization and investors.

At the time of publishing this report, Worldwide had recently became a signatory of the United Nations Global Compact (UNGC).

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5. Principles

Upholding the ethics, quality, and governance that underpin our business.



Governance and Ethics

Worldwide is committed to the highest standards of ethical conduct, ensuring employees and representatives comply with applicable laws and act with integrity, honesty, and fairness.

Anti-Bribery and Anti-Corruption

Worldwide maintains a zero-tolerance approach to bribery and corruption. Our Global Anti-Corruption and Anti-Bribery Policy applies to employees, directors, board members and third parties acting on Worldwide's behalf.

Speak Up Culture

Our corporate culture promotes trust, honesty, and respect, and we operate with complete integrity. To truly support our employees and maintain a safe working environment, Worldwide encourages employees to report suspicions of misconduct ('whistleblowing'). Worldwide operates a confidential EthicsLine through which employees can raise concerns anonymously where permitted by law. Worldwide prohibits retaliation against individuals who raise concerns in good faith. This resource is available to all employees in every language. Employees may also seek advice concerning ethical conduct and the application of relevant policies through their manager, Compliance, Legal or the People team.

Governance and Oversight

Ethics and compliance activities are supported through established governance processes and leadership oversight. Regular policy reviews, training activities and compliance monitoring help ensure ethical business practices remain embedded within Worldwide's operations and decision-making processes.

Conflict of Interests

Employees are required to disclose actual, potential, or perceived conflicts of interest. Expectations are supported through policies, training, reporting mechanisms, and ongoing monitoring.



Metric	Target	2024 Performance	2025 Performance	Status
Employees trained on business ethics	95%	99.9%	99.8%	Maintained
Confirmed corruption incidents within ownership of the entity	0	0	0	Maintained

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Data Privacy and Information Security

Worldwide is committed to protecting the confidentiality, integrity, and availability of information across the organization. This commitment is essential to safeguarding patient, customer and business data, maintaining trust, and enabling Worldwide's goals and long-term success.

Information Security Program

Our Information Security Policy establishes a framework for protecting data, systems and technology resources against unauthorized access, loss, misuse or disruption. The policy defines the principles, responsibilities and controls that support the security of Worldwide's scientific, operational and corporate activities.

Data Privacy Program

Worldwide's Data Privacy Program promotes the responsible handling of personal data through governance, oversight and compliance with applicable privacy laws and regulations, including GDPR.

The mission of the Data Privacy department is to ensure that Worldwide Clinical Trials and its corporate affiliates comply with all legal, regulatory, ethical and contractual obligations related to the protection of personal data; meet or exceed customer expectations through industry-leading privacy processes; and protect the rights and freedoms of clinical trial participants.

Our Global Privacy Policy demonstrates our commitment to the Seven Principles of Data Privacy by employing a program of accountability and continuous improvement, and to provide adequate notice and transparency of our privacy practices to data subjects.

Standards, Compliance and Governance

Worldwide's information security program is informed by recognized industry standards, frameworks and regulatory requirements. Supporting policies, procedures and technical controls help protect information assets and support compliance obligations across the organization.

Standards, Regulations and Certifications Referenced

- ISO/IEC 27001:2022
- ISO/IEC 27002:2022
- NIST guidance
- ITIL v4
- ICH E6 (R3)
- FDA 21 CFR Part 11
- EU Annex 11
- General Data Protection Regulation (GDPR)

Data Privacy and Information Security Performance

Metric	Target	2024 Performance	2025 Performance	Status
Employees trained on information security	95%	Figure unavailable	99.2%	Achieved
Successful phishing reporting rate	40%	44.3%	40.65%	Achieved

Quality and Clinical Integrity

Worldwide is committed to conducting clinical research in accordance with the highest standards of quality, compliance and scientific integrity. Our Quality Management System (QMS) provides the framework through which we protect patient safety, preserve data integrity, and support reliable study outcomes.

Our quality manual outlines our quality activities, governance methods, commitments, and quality management system (QMS) framework – ensuring we consistently maintain appropriate processes to protect the safety, rights, and well-being of patients and preserve data integrity in compliance with applicable laws, regulations, guidelines, and GxP in the clinical trials we conduct. Our approach to quality management is guided by four key pillars:

Worldwide QMS

Worldwide maintains a risk-based QMS that provides a structured framework for monitoring quality performance, managing risk and tracking key quality indicators.
Its framework consists of 10 quality system elements (QSEs). There is a shared responsibility across the organization to devise, implement, and maintain suitable processes to ensure the quality and effectiveness of deliverables and services under the QMS, including continuous process improvements, and functional area representatives serve as subject matter experts (SMEs) for their respective functions on our QSE governance committees.

Continuous Improvement

Continuous process and performance improvement is one of the foundations of our quality management system (QMS). As new information emerges, we continually adapt our quality management processes to achieve quality outcomes using the “plan-do-check-act” methodology.

Personal Accountability

We encourage open communication from front-line employees to management and act upon the issues and topics discussed. Leadership teams across the organization are kept informed of issues and are responsible for implementing ways of working that enable compliance and encourage best practices.

Governance

Quality governance at Worldwide is supported through executive oversight, cross-functional governance committees and individual accountability. Executive Quality Reviews (EQRs) provide senior leadership oversight of key quality indicators, performance trends, quality risks and continuous improvement activities. Cross-functional governance committees monitor quality objectives, operational performance and emerging risks, while employees at all levels are responsible for supporting compliance, raising concerns and promoting quality throughout the organization.

Human Rights

Worldwide is committed to respecting internationally recognized human rights and promoting fair, ethical, and responsible business practices throughout our operations. Our Code of Conduct, policies, and procedures support fair treatment, equal opportunity and respect for all individuals while reinforcing our commitment to ethical business conduct and responsible employment practices.



Modern Slavery and Labor Practices

Worldwide maintains a zero-tolerance approach to modern slavery, forced labor, child labor and human trafficking. Our policies and procedures are designed to help identify and assess potential risks that could result in the unfair exploitation or unethical treatment of individuals. We are committed to promoting ethical labor practices and conducting business in a manner that respects the dignity and rights of all people.

Human Rights in Our Supply Chain

Worldwide extends these expectations throughout its supply chain. Our selection of vendors is guided by our Vendor Relationship Management Policy and our Sourcing and Procurement Policy, which prohibits the use of vendors who engage in exploitative labor practices. Through our procurement and vendor management processes, we seek to engage with suppliers that share our commitment to responsible business practices and continuous improvement.

From 2026, we will track total hours of functional skills training provided as a human rights and working conditions KPI.

Sustainable Procurement

Worldwide is committed to integrating sustainability into its procurement processes and recognizes that we can have a positive impact on our Vendors and through positive collaboration we can create shared values. Through our Sustainable Procurement Policy and Vendor Code of Conduct, we aim to integrate sustainability considerations into our procurement activities while supporting organizational goals and responsible third-party vendor management.

Sustainable Procurement Policy

Worldwide's Sustainable Procurement Policy establishes objectives to incorporate sustainability into procurement decisions while maintaining an efficient, transparent and competitive sourcing process. The policy promotes responsible supplier relationships, encourages continuous improvement and supports the integration of ESG considerations into purchasing activities.

As our procurement program evolves, we are working to further incorporate environmental considerations, including energy efficiency, greenhouse gas emissions, biodiversity and environmental impacts, into supplier evaluation and sourcing processes.

Vendor Code of Conduct

Worldwide's Vendor Code of Conduct sets clear expectations for suppliers, contractors and other business partners. Vendors are expected to operate ethically, comply with applicable laws and regulations, maintain appropriate confidentiality protections and conduct business with integrity and transparency.

Our current sustainable procurement progress is outlined in the table on the right.

Sustainable Procurement KPIs

Metric	Target	2024 Performance	2025 Performance	Status
Targeted vendors that have their own Supplier or Vendor Code of Conduct, or have read, understood, acknowledged and signed the Worldwide Vendor Code of Conduct	85%	38%	98%	Achieved
Targeted vendors that comply with anti-bribery and anti-corruption policies	95%	95%	99%	Maintained

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6. Purpose (Advancing Health)

Applying scientific expertise, operational excellence and patient insight to help advance therapies that improve lives.



CNS & Rare: Translating Patient Insights into Trial Delivery

Turning community perspectives into practical recruitment and retention planning

Patient insight informed a joined-up strategy across education, referral, practical support and continued engagement, helping sites and families understand what participation may involve.

For a complex autoimmune CAR-T basket study, patient perspectives helped the team consider how information, referral pathways and practical support could be tailored across distinct disease communities.

1 Listen

Gather perspectives across pMS, sLE, and AIE communities to understand information needs, practical barriers and expectations.

2 Understand

Identify concerns relating to CAR-T risk, lymphodepletion, hospitalisation, infection, washout, monitoring and 15-year follow-up.

3 Design

Develop diagnosis-specific education, study Q&A, patient materials and structured hub-and-spoke referral pathways.

Support

Plan caregiver inclusion, travel and lodging, upfront reimbursement, responsive communication and home-health options.

Patient & Site Solutions

- Patient education and study website
- PI-facing study Q&A
- Advocacy and HCP referral toolkit
- Travel, lodging and upfront reimbursement
- Caregiver inclusion and two-way communication
- Home-health and remote visit options

Geographic Site Distribution: 50 Sites

United States | Japan | Germany | Spain | United Kingdom | Australia

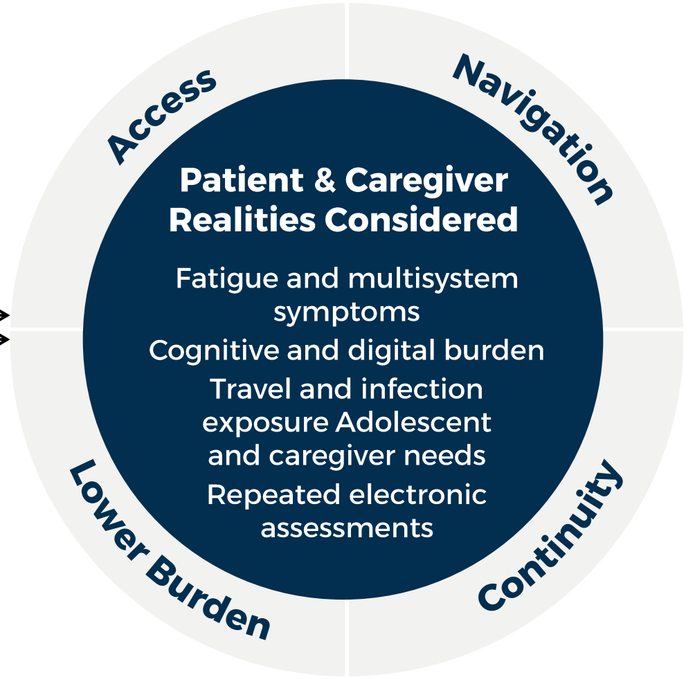
Designing Participation around Life with Mitochondrial Disease

A connected recruitment and retention model for a global MELAS study

The proposed approach considered patient and caregiver needs from initial awareness through ongoing participation, with coordinated hand-offs between advocacy outreach, patient navigation, sites and practical support.

Advocacy-Informed Reach
Advocacy landscape assessment, community engagement planning, conferences, social intelligence and patient-friendly materials linked to study education.

Navigation and Referral
A central, multilingual navigator pathway for enquiries, protocol-aligned pre-screening, secure document transfer and qualified referral to sites.



Patient-centred Support

Flexible Participation
Home nursing for suitable visits, coordinated sample shipment, travel and reimbursement support, and study or caregiver guides.

Continued Engagement
Clear reminders, patient-status tracking, escalation pathways and site follow-up to support assessment completion and continued participation.

Geographic Site Distribution: 60 Sites
Country mix: 11 Countries
Regions: North America | Canada | Europe | APAC

Designing a Patient-Centered Global Strategy Around the Reality of Cancer Cachexia

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Comprehensive, evidence-informed approach to solve a narrow and time-sensitive patient-identification challenge

1

Understand the patient and care pathway

- Mapped where newly metastatic and progressing patients may be identified across oncology care
- Assessed differences in cachexia recognition and weight-history documentation

2

Evaluate ways to identify patients earlier

- Assessed site records, pre-screening workflows, and oncology referral networks
- Evaluated optional data-supported identification and connection to sites within the treatment window

Eligible Patient with Cancer Cachexia

Metastatic CRC or NSCLC with protocol-defined cachexia

Narrow Identification Window

Cycle 1 Completed — Identify and Screen — Before Cycle 2 Begins

3

Design support around participation needs

- Developed accessible education for patients, caregivers, and sites
- Planned support for participation logistics and continued engagement

4

Prioritize what can work in practice

- Evaluated options against patient value, evidence, feasibility, and cost
- Advanced relevant support while removing overlap and lower-value elements

Structured, Proactive Patient And Site Support

Patient & Site Education
Videos, tailored materials, and centralized study access

→

Site & Referral Activation
Dedicated teams supporting site planning, referral pathways, and outreach

→

Retention & Participation Support
Navigator support, diary compliance, retention materials, and reimbursement

Bringing Real-World Perspectives Into Study Planning

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Patient perspectives, healthcare expert insights, and representation planning inform practical study strategies

Listen Broadly
Patient and healthcare expert perspectives

Interpret Evidence
Patient journeys, barriers, and population needs

Apply Practically
Recruitment, referral, representation, and participation planning

1 Patient Perspectives

Understanding lived experience

Study Or Indication

Progressive Multiple Sclerosis (pMS)

What Patients Shared

"I'd be interested in doing a trial – if I could get there. **Time**, **location** and **transport** are the real barriers. But if I could get to **any new therapy**, even though it was new to the market, I would be really keen to give it a go."

How Insight Informed Planning

Home Health Nursing Support
Travel Concierge Support
Site Location

2 Healthcare Expert Insights

Testing assumptions against real-world care pathways

✓ Idiopathic inflammatory myopathy

Direct Discussion

Clarified specialist referral routes, diagnostic delays, participation burden, and experienced-center requirements.

✓ Chronic cough

Expert Discussion

Identified fragmented care pathways, relevant specialist touchpoints, and patient-sensitive communication needs.

✓ Pediatric histiocytic disorders

Targeted Outreach

Clarified how specialist consultation may occur and supported a broader referral-pathway strategy.

3 Diversity Action Planning

Translating representation goals into practical measures across therapeutic areas

1. **Population evidence**
   Epidemiology, demographic context, and prior-study data
2. **Enrollment goals**
   Representative objectives aligned with the intended population
3. **Practical measures**
   Site planning, recruitment routes, access, and burden
4. **Monitor and adapt**
   Review progress, identify gaps, and refine measures

Patient Health and Safety

At Worldwide, ensuring patient health is the most significant objective in a clinical study. Drug safety and risk management are key contributors to safeguarding patients.

1 Expert Physician Support

Board-certified Medical Monitors and Pharmacovigilance Physicians provide oversight from study design through delivery, including protocol and informed consent contributions, risk assessments, site support and medical data review.

2 Comprehensive Safety Services

Safety teams review and manage suspected serious adverse events, individual case safety reports, queries and reconciliation, alongside adverse-event coding, safety narratives and aggregate reporting.

3 Data Monitoring and Risk Mitigation

Data monitoring committees and safety monitoring boards support independent oversight. Medical data, laboratory values and adverse events are reviewed to identify emerging trends and risks.

4 Transparency, Technology and Governance

Modern safety applications, collaboration tools and cloud infrastructure support efficient case management, real-time safety visibility, scalable solutions and proactive risk identification.



Committed to safety from study design through delivery

Safety Capabilities at a Glance

SAE management	Safety Expertise	Adverse-event coding	Aggregate reports	Data Monitoring	Streamlined Approach
Receipt, review and case management	Recognized experts in SAE migration and rescue opportunities	MedDRA and WHO Drug standards	Including development safety updates	Data monitoring committee / safety monitoring board (DMC/DSMB)	Working to eliminate redundant processes

Worldwide Clinical Trials

7. People

Supporting and empowering our employees to thrive and succeed



How Our People Focus Will Come To Life

It is our people who make Worldwide the groundbreaking and truly exceptional CRO that it is.

Worldwide Clinical Trials



Centers of Excellence
Innovate and benchmark to ensure we have competitive and effective global people processes and programs.





Business Partners
Unleash the power of our talent to optimize the performance of the business



Regional Partners
Attract and engage the best talent when and where they are needed through close partnership with global leaders



People Services
High-quality and efficient delivery of repeatable people transactions.

Talent Attraction and Retention

Worldwide's ability to deliver high-quality clinical research depends on attracting talented people with the specialist skills and experience needed across our global organization. During 2025, we continued to strengthen our recruitment processes, employer brand and inclusive hiring practices while investing in technology to improve the candidate and hiring manager experience.

563
Positions Filled Globally
2025

51
Days Average Fill Time
2025

140
Referral Hires
2025

25%
Of all Hires, Referrals
2025

2025 Talent Acquisition Highlights:

Hiring Manager Training: Fair & Inclusive Hiring

- Introduced Hiring Manager Interview Training focused on structured interviewing, unconscious bias awareness, and objective candidate evaluation
- Strengthened consistent and inclusive hiring practices across the organization

Recruitment Process Improvements

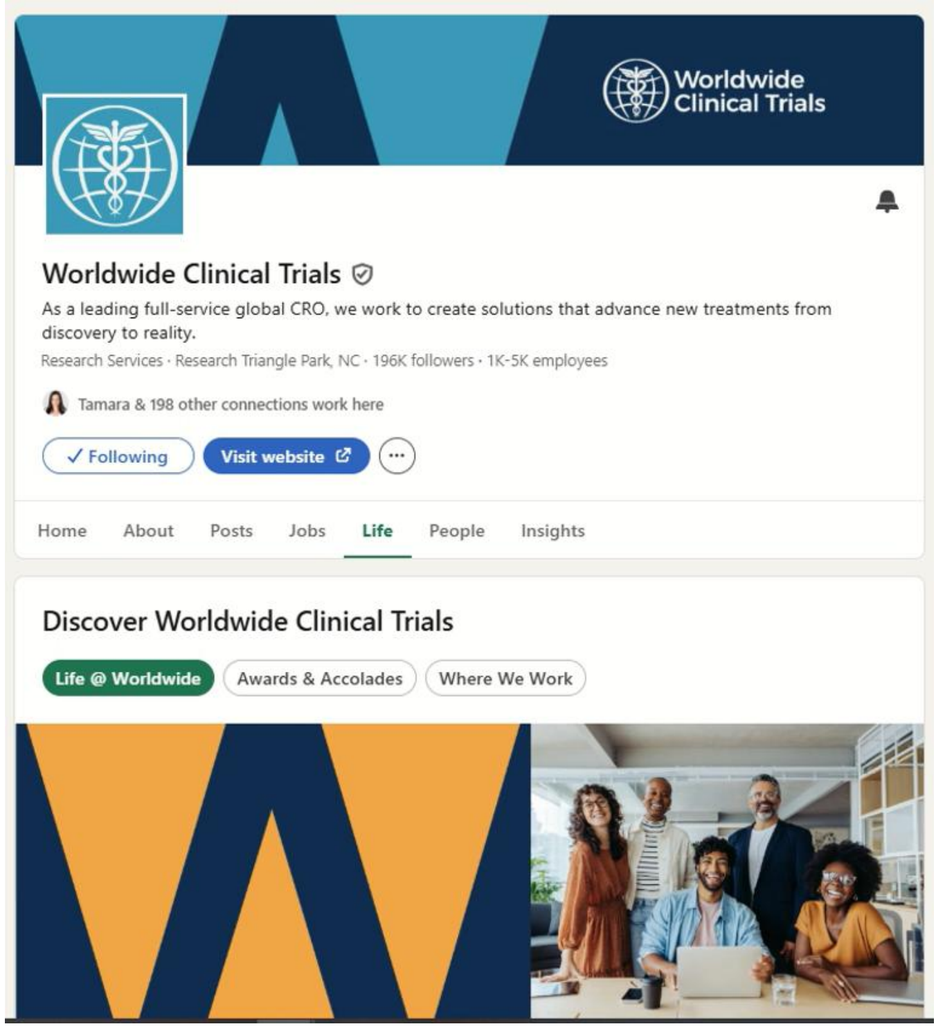
- Expanded Power BI recruiting dashboards to provide greater visibility into hiring performance, pipeline health, referrals, and sourcing trends
- Improved recruiting governance and process efficiency through workflow and reporting enhancements

Referral Program

- Launched a centralized Referrals Hub providing self-service resources, FAQs, referral metrics, and success stories
- Employee referrals accounted for 25% of all hires, strengthening employee participation in talent attraction efforts

Talent Attraction & Employer Brand

- Expanded LinkedIn employer brand presence on Linkedin Life page with 154K+ page views and 48K+ visitors
- Implemented LinkedIn and Workday integrations to improve candidate and recruiter experience



Learning and Development

The Global Organizational Learning & Development Team provides innovative, best in class training and development programs to ensure our employees have the tools to drive tangible business results, provide exceptional customer service, and thrive in their role and beyond. They are responsible for Performance (RPM), Compliance Training, Functional Technical and System Training. Our Culture and Engagement Team are responsible for Professional Development Training.

Global Learning Survey

In 2025, 215 people leaders and **895 team members** participated in our Global Learning Survey (a 25% increase from 2024). The survey concluded that:

- **Presentation skills and meeting facilitation** are among the most valuable personal development skills for our staff.
- **AI literacy, tech tools / systems**, and regulatory training were the most requested focus areas.
- **81% of employees value microlearning**, with leaders and team members favoring live sessions and self-paced online courses.

Worldwide Clinical Trials

Resources for Learning and Development

Staff at Worldwide have access to numerous resources to assist with learning and development. This includes:

- Reimagining Performance Management (RPM)
- The LEAD platform
- The GROW platform
- Busuu language training
- Worldwide Learning Centre (LMS)
- The SMI source platform

Learning and Development KPIs

Metric	Target	2024 Performance	2025 Performance	Status
Employees who received regular performance reviews	95%	98.64%	99.29%	Maintained
Employees who completed coaching surveys	95%	91.86%	93.71%	2% improvement

Inclusion and Belonging

Worldwide Clinical Trials and its affiliates, parent companies and subsidiaries are committed to fostering a respectful, safe, and inclusive workplace where all individuals are treated with dignity, fairness, and professionalism. We value and foster a workplace culture and environment that emphasizes mutual respect, trust, collaboration, and unique, diverse contributions. Worldwide is committed to providing all employees with a respectful, inclusive, and safe working environment. We do not tolerate harassment, discrimination, or any mistreatment of employees in the workplace or in work-related situations.

The Inclusion & Belonging Council is a diverse group of employees from across Worldwide who are passionate about fostering a culture where everyone feels valued, respected, and empowered. They help lead the inclusion and belonging groups to provide guidance, amplify voices, and drive initiatives that create meaningful change. Their mission is to champion inclusion and belonging in all aspects at Worldwide.

We have communities for peri/menopause, LGBTIQA+ Allies, working parents and caregivers, military connected and BIPOC (black, indigenous, people of color). All staff are also trained on diversity, equity, and inclusion.

Inclusion and Belonging Performance

Metric	Target	2024 Performance	2025 Performance	Status
Employees trained on inclusion and belonging	95%	99.7%	98.1%	Maintained



Occupational Health, Safety and Wellbeing

The health, safety and wellbeing of our employees is fundamental to Worldwide's success. We are committed to maintaining safe workplaces, supporting employee wellbeing and fostering a culture where our people feel supported, engaged and empowered to perform at their best.



Health and Safety

Worldwide maintains health and safety policies, procedures and risk management processes designed to identify and mitigate workplace hazards and support safe working practices across our global operations. Health and safety requirements are implemented at both the corporate and local level, supported by jurisdiction-specific health and safety policies, workplace risk assessments, safety inspections, employee training and ongoing monitoring activities. Risk assessments are reviewed periodically and when activities, working practices or workplaces change, helping to identify appropriate control measures and support continual improvement.

Wellbeing

Our wellness committee commits to inspire, create and help integrate an environment that supports making healthy choices for employees and their families, and to encourage habits of wellness, by taking a holistic approach by focusing on mental, physical, financial and emotional wellbeing.

All employees at Worldwide are provided with resources to improve wellness in and out of work. We have also rolled out ‘wellness Wednesdays’, challenges, an annual wellbeing calendar and a monthly wellness newsletter.

Health, Safety and Wellbeing Performance

Metric	Target	2024 Performance	2025 Performance	Status
Operational locations for which an employee health and safety risk assessment has been conducted	100%	58%	65%	12.1% improvement

Charitable Donations

Supporting organizations that improve the wellbeing of patients, communities and employees is closely aligned with Worldwide's mission to work with passion and purpose every day to improve lives.

Worldwide is committed to supporting charitable organizations that reflect our corporate values and create meaningful social impact within the communities where we operate. During 2025, we continued to evolve our corporate charitable donations program, establishing a structured and transparent approach to charitable giving that enables greater employee participation and helps ensure contributions align with organizational priorities and community needs.

The evolved program will encourage employees to nominate charitable organizations for consideration, with nominations reviewed based on factors such as community impact, alignment with company values and strategic priorities. Employees are also given opportunities to participate in the selection process, helping shape where charitable contributions are directed.

By encouraging employee involvement and supporting causes that align with our mission and values, we aim to maximize the positive impact of our charitable giving while strengthening connections with the communities we serve.

Charities Supported in 2025

- **World Wildlife Fund (WWF)**
- **Médecins Sans Frontières**
- **American Heart Association**
- **Action Against Hunger**
- **UNICEF**



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8. Planet

Managing environmental impacts and building resilience for the future.

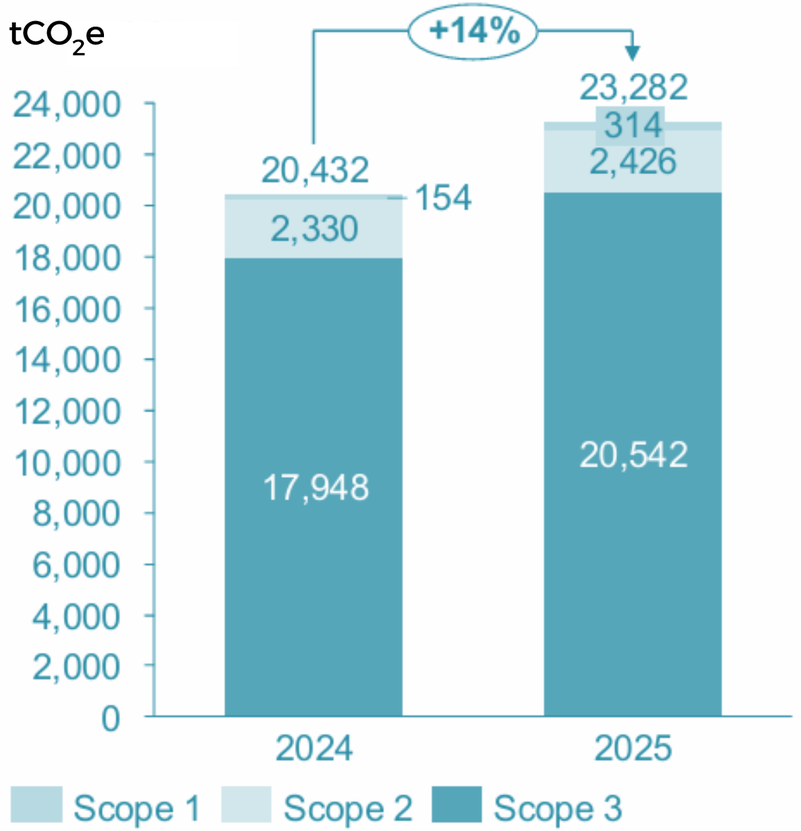


Climate Strategy and Greenhouse Gas Emissions

Worldwide is committed to developing a climate strategy that aligns with our business objectives, stakeholder expectations and evolving regulatory requirements. Understanding our greenhouse gas (GHG) emissions is an important early step in identifying opportunities to reduce our environmental impact and support informed decision-making. As our decarbonization plan is developed, we will aim to reduce our emissions from our baseline.

Worldwide measured greenhouse gas emissions across Scope 1, Scope 2 and relevant Scope 3 categories in accordance with recognized reporting methodologies. In 2025, absolute emissions increased from 2024, however emissions intensity per FTE stayed the same. This assessment provided greater visibility into our carbon footprint, and the 2025 total will be used as a baseline for future climate planning and performance monitoring. Our full GHG Protocol aligned inventory is shown on page 43.

Scope	2024 Emissions (tCO_2e)	2025 Emissions (tCO_2e)
Scope 1	154.2	313.5
Scope 2	2,329.5	2,453.5
Scope 3	17,947.7	20,542.3
Grand total	**20,431.4**	**23,309.3**
Emissions per FTE	**5.4**	**5.4**



Building the Foundations for Future Climate Action

- First comprehensive GHGP inventory completed
- Climate-related risks assessed
- Enhanced ESG governance and reporting processes
- ESG bronze medal retained
- SBTi commitment announced
- CDP disclosure planned for 2026
- Climate strategy development underway
- LED lighting with PIR sensors, and other energy-efficiency measures installed
- Assessing supply chain decarbonisation through our Sustainable Procurement Policy and Vendor Code of Conduct

Climate Change Risks

Headline Transition Risks:

- Increased regulatory reporting requirements and uncertainty for emissions and climate risk.
- Investment in sustainable technology and climate safeguards.
- Risk of losing market share to competitors with lower-emission operational models.

Headline Extreme Weather Event Risks:

- Extreme heat is the most significant risk under both an SSP 2 - 4.5 and an SSP 5 - 8.5 scenario.
- Pluvial flooding is the second most significant risk under both an SSP 2 - 4.5 and an SSP 5 - 8.5 scenario.
- Heavy precipitation risk experiences an increase from 2023 to 2050 under the SSP 2-4.5, while it remains steady and very low under SSP 5-8.5.

Climate Change Opportunities

Headline Opportunities:

- Smart resource management
- Low carbon materials and supplies
- Sourcing renewable electricity or renewable energy certificates and on-site energy generation
- Enhanced reputation and ability to attract shareholders and customers through climate leadership
- Sustainable supply chain development for low-carbon procurement
- Climate-resilient infrastructure
- Digital and remote capabilities
- Business continuity planning

Worldwide Clinical Trials

Sustainable Operations

Worldwide recognizes that operational sustainability plays an important role in reducing environmental impacts, improving resource efficiency and supporting responsible business practices. While our climate program continues to evolve, we are committed to identifying practical opportunities to enhance environmental performance across our global operations.

Waste

We seek to minimize waste generation and promote responsible waste management practices wherever practicable. This includes supporting recycling programs, reducing unnecessary resource consumption and identifying opportunities to improve waste diversion rates.

Waste streams are managed in accordance with applicable regulatory requirements and operational procedures, including the appropriate handling and disposal of hazardous and non-hazardous waste where relevant.

Energy Consumption and Efficiency

Worldwide is evaluating opportunities to improve energy efficiency across its facilities and operations. These efforts support both environmental performance and operational effectiveness by reducing energy consumption and associated greenhouse gas emissions.

During the 2025 reporting year, we completed the following energy efficiency improvements:

- Relocation and refurbishment of our Nottingham office. This included the installation of LED lighting and PIR occupancy sensors, cavity insulation, ventilation and air conditioning alterations.
- LED Lighting installation in our San Antonio facilities.

Biodiversity

Biodiversity is not considered a material operational impact for Worldwide Clinical Trials. We recognize, however, that animal testing can have biodiversity implications and may raise ethical considerations. We therefore remain committed to not conducting animal testing as part of our operations.

Sustainable Operations Performance

Metric	Target	2024 Performance	2025 Performance	Status
Total energy consumption from renewable sources	20%	4.44%	1.41%	Decreased
Total number of trials which have included animal testing	0	0	0	Maintained
Total waste from company operations diverted from landfills	15%	4.30%	3.31%	Decreased*

**The waste diversion figure is calculated using waste data from the Nottingham site, which is currently the only location where detailed disposal route data is available. Based on this data, all of Nottingham company waste is diverted from landfill. The KPI shown above therefore represents the proportion of total company waste that is known to be diverted from landfill through Nottingham operations. As disposal route data becomes available for additional sites, we expect the overall company waste diversion figure to increase and reporting accuracy to improve.*

Worldwide Clinical Trials

9. Looking Ahead

Building on our progress and strengthening our sustainability journey.



Progress to Date and Looking Ahead

Our sustainability program is advancing rapidly as we continue to grow alongside our partners.

2024

Governance
Formed Sustainability Committee and appointed Head of Sustainability. The Committee provides an update to the board annually.

Baseline
Completed Impact Materiality Assessment – identified key themes and improvement areas.

Policies & Practices
Implemented new policies and training on environmental awareness, ethics, information security, labor & human rights and sustainable procurement.

Data Tracking
Created KPI dashboard and waste management register to begin tracking sustainability metrics against internal targets.

Novata
Participate in investor-led surveys that track key industry KPIs and benchmark year-over-year performance.

2025

Board Update
Review strategy with the board of directors to ensure sustainability is integrated into business strategy.

Supplier Engagement
Working with top vendors to sign the Worldwide Vendor Code of Conduct or have equivalent ethics, environmental, and human rights policies.

Energy Efficiency
Began energy audits in UK facility to identify energy efficiency improvement areas with plans to expand best practices to additional facilities.

Scope 3 – Spend-Based
Conducted first spend-based scope 3 carbon footprint assessment.

EcoVadis
Completed second submission, significantly improved our baseline score and achieved a bronze medal.

Climate Risk
Conduct climate risk and opportunity assessment in line with TCFD.

2026

SBTi
Submitted SBTi target commitment

ESG Committee
Continue to strengthen ESG governance and oversight through the ESG Sub-Committee.

Sustainability Specialist
Continue to build internal sustainability capabilities and resources.

CDP
Complete inaugural CDP submission.

United Nations Global Compact
Endorse the 10 principles on ethics, labor and human rights, environment and anti-corruption

EcoVadis
Complete third submission with goal to continue improving our score.

First ESG Report
Publish inaugural ESG annual report for the 2025 period.

Future Sustainability Priorities

At Worldwide, our purpose is grounded in improving lives through the advancement of clinical research. Our mission, vision and values guide how we work with customers, patients and one another across our global organization.



People

We will continue to invest in our employees through professional development, wellbeing initiatives and an inclusive workplace culture. Key areas of focus include strengthening employee engagement, expanding learning and development opportunities, fostering belonging and inclusion, and supporting the attraction and retention of talent across our global workforce.



Planet

We will continue to advance our environmental program through enhanced greenhouse gas emissions reporting, climate-related governance and ongoing climate strategy development. Key priorities include completing our inaugural CDP disclosure, improving environmental data management processes and continuing to assess climate-related risks and opportunities across the business.



Principles

Maintaining strong governance, ethics, quality and compliance will remain central to our approach. During 2026, we will continue to strengthen ESG governance, promote ethical business conduct, enhance data privacy and information security practices, support quality and clinical integrity programs, and further embed sustainability considerations within procurement activities.



Partners

We will continue to collaborate with customers, suppliers, patient advocacy organizations and other stakeholders to better understand expectations and create positive outcomes. Areas of focus include supporting patient-centered research, strengthening responsible supplier engagement and continuing to incorporate stakeholder feedback into our sustainability program.

As stakeholder expectations, reporting requirements and industry practices continue to evolve, Worldwide remains committed to strengthening its sustainability program and improving transparency across environmental, social and governance topics. Through continued collaboration, accountability and innovation, we aim to strengthen ESG performance and create long-term value for our employees, customers, patients, suppliers and communities.

Worldwide Clinical Trials

Worldwide Clinical Trials

10. Data Tables and Indexes

Performance data, framework references and supporting information.



Greenhouse Gas Emissions Inventory

Emissions Source	2024	2025
Scope 1		
Stationary combustion	154.2	155.0
Fugitive emissions	0	158.6
Scope 1 Total	154.2	313.5
Scope 2		
Electricity (market-based)	2,303.9	2,611.2
Electricity (location-based)	2,303.9*	2,425.9
Heat, steam and cooling	25.6	27.6
Scope 2 Total (location-based)	2,329.5	2,453.5
Scope 3		
Purchased goods and services	11,301.2	11,779.3
Capital goods	291.9	378.7
Fuel and energy-related activities	596.4	605.4
Upstream transportation and distribution	59.0	126.7
Waste generated in operations	23.4	22.0
Business travel	3,677.5	5,013.9
Employee commuting	1,987.5	2,585.4
Upstream leased assets	0	0
Downstream leased assets	10.8	30.9
Total Scope 3	**17,947.7**	**20,542.3**
Total Scope 1 and 2	**2,483.7**	**2,767.0**
Grand Total	**20,431.4**	**23,309.3**
Total Emissions / FTE	**5.4**	**5.4**

Workforce Metrics

Worldwide Clinical Trials

Employees by Gender and Region

Region	Female		Male		Data Unavailable		Total
Year	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	
North America	1,063	30	469	11	23	-	1,596
Central and Southeastern Europe	633	20	216	8	2	5	884
Western Europe	383	53	189	8	2	3	638
Latin America	116	-	45	-	-	-	161
Asia-Pacific	71	2	30	3	4	-	110
Eastern Europe	62	1	28	-	-	-	91
Middle East and North Africa	27	4	2	0	1	-	34
Total	2,355	110	979	30	32	8	3,514

Workforce Metrics

Worldwide Clinical Trials

Employees by Employment Type (Female and Data Unavailable)

Region	Female					Data Unavailable	
	Contractor	Fixed Term	PRN	Regular	Total	Contractor	Total
North America	23	1	24	1,045	1,093	23	23
Central and Southeastern Europe	15	5	-	634	654	7	7
Western Europe	27	4	-	404	435	5	5
Latin America	-	-	-	116	116	-	-
Asia-Pacific	3	1	-	69	73	4	4
Eastern Europe	4	3	-	56	63	-	-
Middle East and North Africa	4	-	-	27	31	1	1
Total	76	14	24	2,351	2,465	40	40

Workforce Metrics

Worldwide Clinical Trials

Employees by Employment Type (Male)

Region	Male					Total
	Board Member	Contractor	Fixed Term	PRN	Regular	
North America	1	32	-	7	440	480
Central and Southeastern Europe	-	10	-	-	214	224
Western Europe	-	11	1	-	185	197
Latin America	-	-	-	-	45	45
Asia-Pacific	-	11	1	-	21	33
Eastern Europe	-	8	4	-	16	28
Middle East and North Africa	-	-	-	-	2	2
Total	1	72	6	7	923	1,009

Greenhouse Gas Emissions Data Methodology

Overview

Worldwide partnered with Nexio Projects to assess its greenhouse gas emissions for the calendar year ending 31 December 2025. The inventory was prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064.

Accounting Principles

The inventory was developed in accordance with the GHG Protocol principles of:

- Relevance: reflecting Worldwide's emissions and supporting users' decision-making.
- Completeness: accounting for relevant emissions sources within the defined boundary.
- Consistency: applying methodologies that support meaningful comparison over time.
- Transparency: disclosing methodologies, data sources and material assumptions.
- Accuracy: seeking to minimize uncertainty and avoid systematic over- or under-reporting.

Emissions Scopes

- Scope 1: Direct emissions from sources under Worldwide's operational control, including stationary fuel combustion and refrigerant leakage.
- Scope 2: Indirect emissions associated with purchased electricity, heating, steam and cooling.
- Scope 3: Other indirect emissions arising across Worldwide's value chain, including purchased goods and services, capital goods, business travel, employee commuting, waste and relevant leased assets.

Emission Factors

Emissions are reported in tons of carbon dioxide equivalent (tCO_2e) and were calculated using recognized emission factors and Global Warming Potential (GWP) values aligned with the Greenhouse Gas Protocol.

Base Year

Worldwide selected 2025 as its GHG emissions base year because the inventory includes selected Catalyst data for baselining purposes and provides a more representative basis for future performance monitoring. The Catalyst acquisition was completed in 2026. Comparable 2024 Catalyst data were unavailable.

Calculation Approach

Emissions were calculated by applying recognized and current emission factors to available activity data. Supplier-specific, activity-based and spend-based calculation methods were used depending on the nature and availability of source data. Where primary data was unavailable, reasonable estimates and documented assumptions were applied. Results are presented in tons of carbon dioxide equivalent, or tCO_2e.

Greenhouse Gas Emissions Calculation Boundaries and Assumptions

Worldwide Clinical Trials

Control Approach

Worldwide applies the operational control approach, accounting for 100% of greenhouse gas emissions from operations over which it exercises operational control.

Organizational Boundary

The 2025 inventory encompasses Worldwide's controlled global offices, warehouses, depots and relevant serviced-office locations. The inventory also includes eight Catalyst locations that were not reflected in the 2024 calculation, while the Saint Petersburg depot was removed from the 2025 boundary following its disposal. These boundary changes affect year-on-year comparability.

Operational Boundary

The inventory includes:

- Scope 1 emissions from natural gas, diesel and refrigerant leakage.
- Scope 2 emissions from purchased electricity and thermal energy.
- Relevant Scope 3 categories, including purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation, waste, business travel, employee commuting, homeworking and relevant leased assets.

Key Calculation Assumptions

- Natural gas consumption was estimated for seven offices using average consumption intensity per square meter from locations with available data.
- Electricity consumption was estimated for five offices using average consumption intensity per square meter.
- A Hungarian electricity-mix factor was used as a proxy where a suitable Ukrainian factor could not be identified.
- Heating data for selected locations was converted from expenditure or estimated using country-specific energy intensity per square meter.
- Office waste was estimated using an assumption of 200 kg per attending FTE per year, allocated across five waste types with average recycling rates applied.
- Employee commuting and homeworking emissions were extrapolated from survey responses. The 2025 survey covered Catalyst personnel and remote workers and achieved a 32% response rate.

Data Exclusions and Limitations

The inventory represents the best information available at the time of calculation. While location-specific primary data was used where possible, some emissions sources relied on estimates, spend-based calculations or proxy emission factors because complete activity data was not available.

Data Limitations

- Natural gas and electricity consumption for several smaller and serviced offices was estimated using floor-area intensity.
- Thermal-energy information was limited, with expenditure-based conversion used for Kyiv and estimates applied to Warsaw and Zagreb.
- Purchased goods, services and capital goods were primarily calculated using spend-based data rather than supplier- or activity-specific information.
- Courier and delivery emissions were calculated using expenditure data.
- Office waste was estimated across most locations, although activity data was available for hazardous waste generated in Austin and San Antonio.
- Most legacy Worldwide air and car travel calculations used activity data, while parts of the Catalyst travel inventory relied on spend-based estimates.
- Downstream leased-asset data included activity data for Belgrade but a floor-area estimate for Philadelphia.

Excluded Sources and Categories

- Worldwide does not own company vehicles and therefore recorded no Scope 1 emissions from owned transport.
- Scope 3 Categories 9 to 12 were excluded because Worldwide does not sell physical products requiring downstream transportation, processing, use or end-of-life treatment.
- Categories 14 and 15 were excluded because Worldwide does not operate franchises or generate revenue from investments within the relevant GHG Protocol category definitions.
- Patient treatment costs and grants reimbursed by customers were excluded from purchased goods and services, alongside expenditure items already accounted for elsewhere or not representative of purchased goods and services, such as payroll, rent and utilities.

Comparability

The inclusion of Catalyst locations in 2025, changes to employee-commuting survey coverage and improvements in available data mean that some movements between 2024 and 2025 reflect boundary and methodology changes as well as underlying operational performance. The 2024 employee-commuting calculation was recalculated internally using an updated approach to support more consistent comparison with 2025. The original 2024 result had not previously been published.

Catalyst is included in the carbon accounting headcount in 2025 for baselining purposes.

Future Data Improvements

Worldwide will seek to improve future inventories by increasing the use of facility-, supplier- and activity-specific data, integrating Catalyst travel information into existing collection processes, improving landlord engagement and increasing participation in the employee-commuting survey.

GRI Content Index

Statement of Use	Worldwide Clinical Trials has reported the information cited in this GRI content index for the period 01 January 2025 - 31 December 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 2: General Disclosures 2021	2-1: Organizational details	2-1a: Legal name	The reporting company is Worldwide Clinical Trials Group Holdings, L.L.C.
		2-1b: Nature of ownership and legal form	Worldwide Clinical Trials is privately held company, wholly owned by Worldwide Clinical Trials Group Holdings, LLC, an entity backed by investment funds managed by Kohlberg & Company, L.L.C.
		2-1c: Location of headquarters	Research Triangle Park – Headquarters 600 Park Offices Drive, Suite 200 Durham NC 27713
		2-1d: Countries of operation	See Worldwide's Global Reach page for a full list of countries
	2-2: Entities included in sustainability reporting	2-2a: Entities included in the sustainability reporting boundary	Sustainability reporting generally covers entities within Worldwide's consolidated financial-reporting group. The 2025 GHG inventory additionally includes selected Catalyst data for the purpose of establishing a representative emissions baseline.
		2-2b: Explain differences between entities included in financial reporting and sustainability reporting	The sustainability-reporting boundary generally aligns with the financial-reporting boundary. An exception applies to the 2025 GHG inventory, which includes selected Catalyst data for baselining purposes.
		2-2c: Explain: • whether consolidation includes adjustments for minority interests • how consolidation treats mergers, acquisitions and disposals • whether consolidation differs across disclosures or material topics	Worldwide reports sustainability information using an operational control approach. Sustainability data are consolidated for entities and operations over which Worldwide has operational control. The reporting approach does not adjust reported information for minority ownership interests. The acquisition of Catalyst Clinical Research was completed in 2026 and therefore falls outside the reporting period. For the purpose of establishing a representative GHG emissions baseline, selected 2025 Catalyst data were included in the 2025 GHG inventory. The treatment of these data is explained in the GHG Methodology and Data Exclusions and Limitations sections. Unless otherwise stated, the same organizational reporting boundary applies across the disclosures and material topics included in this report. The principal exception is the 2025 GHG inventory, which uses an expanded baseline boundary that includes selected Catalyst data.

GRI Content Index

GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 2: General Disclosures 2021	2-3: Reporting period, frequency and contact point	2-3a: Sustainability reporting period, including start and end dates, and reporting frequency	About This Report, page 8.
		2-3b: Financial reporting period and, if different, the reason it does not align with sustainability reporting	About This Report, page 8. Worldwide's financial-reporting period is 1 January to 31 December 2025 and aligns with the sustainability reporting period.
		2-3c: Publication date of the report or reported information	16 October 2026
		2-3d: Contact point for questions about the report or reported information	https://www.worldwide.com/contact-us/
	2-4: Restatements of information	2-4a: Restatements from previous reporting periods and the reasons for them, and the effect of each restatement if applicable.	As Worldwide Clinical Trials' inaugural Sustainability Report, no previously reported sustainability information has been restated.
	2-5: External assurance	2-5a: Policy and practice for seeking external assurance, including governance and senior executive involvement	Worldwide has not yet established a formal external-assurance cycle for ESG reporting. Worldwide will continue to evaluate the appropriateness of external assurance as its sustainability reporting processes mature.
	2-6: Activities, value chain and other business relationships	2-6a: Sector or sectors in which the organization is active	Worldwide is a global contract research organization operating in the life sciences and clinical research services sector.
		2-6b: Description of value chain, including i) activities, products, services and markets served, ii) supply chain overview, iii) downstream entities and their activities.	Worldwide Clinical Trials partners with biotechnology and pharmaceutical companies to develop innovative therapies for complex and often under served diseases. Worldwide Clinical Trials provides comprehensive clinical development services spanning Phase I-IV clinical trials, bioanalytical laboratory services, post-approval studies and real-world evidence generation. More information is available on page 5. Downstream entities include laboratories, technology, facilities, travel, professional services and specialist clinical partners.
		2-6c: Other relevant business relationships	Other relevant business relationships include regulatory authorities, research sites, patient advocacy organizations, investors and nonprofit partners.
		2-6d: Significant changes in sectors, value chain or business relationships since the previous period	No significant changes to Worldwide's sectors, value chain or other business relationships were identified during the 2025 reporting period. The acquisition of Catalyst Clinical Research was completed in 2026 and therefore falls outside the reporting period covered by this report, with the exception of GHG emissions reporting.

GRI Content Index

GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 2: General Disclosures 2021	2-7: Employees	2-7a: Total number of employees, including a breakdown by gender and region.	Workforce metrics, pages 45 - 47
		2-7b: Employee metrics, including: i. Total number of permanent employees ii. Total number of temporary employees iii. Total number of non-guaranteed hours employees iv. Total number of full-time employees v. Total number of part-time employees	Workforce metrics, pages 45 - 47 Workforce metrics, pages 45 - 47
		2-7c: Methodologies and assumptions used to compile the data	Workforce metrics, pages 45 - 47 Workforce metrics, pages 45 - 47 Workforce metrics, pages 45 - 47 Employee information was compiled from our Human Resources Information System and represents average headcount throughout the reporting year.
		2-7d: Contextual information necessary to understand the data reported under 2-7a and 2-7b	"Data unavailable" represents employees for whom gender information was not recorded or provided in the source system.
		2-7e: Description of significant fluctuations in the number of employees during the reporting period and between reporting periods	No significant fluctuations in employee numbers were identified during the reporting period.
	2-9: Governance structure and composition	2-9a: Governance structure, including committees of highest governing body	Worldwide Clinical Trials is overseen by a Board of Directors, which serves as the company's highest governance body. Executive management is responsible for day-to-day operations. The Chief People Officer chairs a management-level Sustainability Committee comprising senior leaders from relevant functions. The committee coordinates Worldwide's sustainability program and monitors sustainability performance. More information is available on ESG Governance, page 11.
		2-9b: List of committees of highest governance body responsible for overseeing and management of impacts on economy, environment and people	Worldwide does not have a dedicated sustainability committee at the Board level. The management-level Sustainability Committee coordinates the company's sustainability program and escalates significant matters through the governance structure. The Board receives an update on the sustainability program annually during the fourth quarter, or more frequently as needed. More information is available on ESG Governance, page 11.

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GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 2: General Disclosures 2021	2-13: Delegation of responsibility for managing impacts	2-13a: i. Senior executives appointed to manage impacts ii. Responsibility delegated to other employees for managing impacts	ESG Governance, page 11
		2-13b: Process and frequency for reporting impact management back to the highest governance body	ESG Governance, page 11
	2-14: Role of the highest governance body in sustainability reporting	2-14a: Whether the highest governance body reviews and approves reported information and material topics, and the approval process	The report is reviewed by the ESG Sub-Committee and approved by the Chief People Officer under Worldwide's established approval process. The highest governance body does not directly review and approve the report.
		2-14b: If the highest governance body does not review and approve the information, explain why	Review of the ESG Report is delegated to the ESG Sub-Committee, with final approval provided by the Chief People Officer under Worldwide's established approval process.
	2-22: Statement on sustainable development strategy	2-22: Statement from the highest governance body or most senior executive on sustainable development relevance and strategy	A Message from Our CEO, page 3
	2-26: Mechanisms for seeking advice and raising concerns	2-26a: i. Mechanisms for seeking advice on implementing responsible-business-conduct policies and practices ii. Mechanisms for raising concerns about business conduct	Governance and Ethics, page 18
	2-29: Approach to stakeholder engagement	2-29a: i. Stakeholder categories engaged and how they are identified ii. Purpose of stakeholder engagement iii. How meaningful stakeholder engagement is supported	Stakeholder Engagement, page 11

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GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 3: Material Topics 2021	3-1: Process to determine material topics	3-1a: i. Process the company has followed to determine material topics, including how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships ii. Process the company has followed to determine material topics, including how it has prioritized the impacts for reporting based on their significance;	Materiality Assessment, pages 13 – 14.
		3-1b: Stakeholders and experts whose views have informed the process of determining its material topics.	Materiality Assessment, pages 13 – 14.
	3-2: List of material topics	3-2a: List of material topics.	Materiality Assessment, pages 13 – 14.
		3-2b: Changes to the list of material topics compared to the previous reporting period.	This is Worldwide's inaugural ESG Report and the first reporting period in which its material topics have been publicly disclosed. Accordingly, there are no changes from a previously reported list of material topics.
	3-3: Management of material topics	3-3a: For each material topic, describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Governance and Ethics (p.18); Data Privacy and Information Security (p.19); Quality and Clinical Integrity (p.20); Human Rights (p.21); Sustainable Procurement (p.22); Our People (p.29-34); Climate Strategy and Greenhouse Gas Emissions (p.36); Sustainable Operations (p.38).
		3-3b: For each material topic, report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Governance and Ethics (p.18); Data Privacy and Information Security (p.19); Quality and Clinical Integrity (p.20); Human Rights (p.21); Responsible Procurement (p.22); Our People (p.29-34); Climate Strategy and Greenhouse Gas Emissions (p.37); Sustainable Operations (p.39).
		3-3c: Policies or commitments regarding the material topic.	Governance and Ethics (p.18); Data Privacy and Information Security (p.19); Quality and Clinical Integrity (p.20); Human Rights (p.21); Sustainable Procurement (p.22); Our People (p.29-34); Climate Strategy and Greenhouse Gas Emissions (p.37); Sustainable Operations (p.39).
		3-3d: i. Actions taken to prevent or mitigate potential negative impacts related to material topics. ii. Actions taken to address actual negative impacts, including actions to provide for or cooperate in their remediation. iii. Actions taken to manage actual or potential positive impacts.	Governance and Ethics (p.18); Data Privacy and Information Security (p.19); Quality and Clinical Integrity (p.20); Human Rights (p.21); Responsible Procurement (p.22); Our People (p.29-34); Climate Strategy and Greenhouse Gas Emissions (p.37); Sustainable Operations (p.39).

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GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 3: Material Topics 2021	3-3: Management of material topics	3-3e: i. Processes used to track the effectiveness of actions. ii. Goals, targets, and indicators used to evaluate progress iii. The effectiveness of the actions, including progress toward the goals and targets iv. Lessons learned and how these have been incorporated into the organization's operational policies and procedures	Worldwide Clinical Trials has established a KPI dashboard to review progress against key ESG performance indicators and targets.
		3-3f: How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e)	Actions informed by stakeholder expectations, ESG disclosures, EcoVadis, CDP and SBTi commitments (page 11, page 16).

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GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 205: Anti-Corruption 2016 (selected disclosures only)	205-2: Communication and training about anti-corruption policies and procedures (selected information relevant to disclosure 205-2 only)	205-2c: Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Governance and Ethics, page 18 Includes new suppliers only.
		205-2e: Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	Governance and Ethics, page 18 A breakdown by employee category and region is unavailable for this reporting year
	205-3: Confirmed incidents of corruption and actions taken	205-3a: Total number and nature of confirmed incidents of corruption	Governance and Ethics, page 18
GRI 302: Energy 2016	302-1: Energy consumption within the organisation (selected information relevant to disclosure 302-1 only)	302-1:Total fuel consumption within the organization from renewable sources (selected information relevant to Disclosure 302-1: percentage of total energy consumption derived from renewable sources).	The % of all energy consumption within the organization that comes from renewable sources is found on page 39, Sustainable Operations. Additional elements of Disclosure 302-1 are not currently reported.

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GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 305: Emissions 2016	305-1: Direct (Scope) Emissions	305-1: Scope 1 Emissions	• Scope 1 emissions – Climate Strategy and Greenhouse Gas Emissions, page 37 • Methodology, Calculation Boundaries, Data Limitations and Assumptions - page 48 - 50.
	305-2: Energy Indirect (Scope 2) GHG Emissions	305-2: Scope 2 Emissions	• Scope 2 emissions – Climate Strategy and Greenhouse Gas Emissions, page 37 • Methodology, Calculation Boundaries, Data Limitations and Assumption - page 48 - 50.
	305-3: Other indirect (Scope 3) GHG emissions	305-3: Scope 3 Emissions	• Scope 3 emissions – Climate Strategy and Greenhouse Gas Emissions, page 37 • Breakdown by source – Greenhouse Gas Emissions Inventory, page 44 • Methodology, Calculation Boundaries, Data Limitations and Assumptions - page 48 - 50.
	305-4: GHG Emissions Intensity	305-4: GHG Emissions Intensity	Climate Strategy and Greenhouse Gas Emissions, page 37
GRI 306: Waste 2020	306-4: Waste diverted from disposal (selected information relevant to disclosure 306-4 only)	306-4a: Total weight of waste diverted from disposal in metric tons (selected disclosures only)	% of waste diverted from landfill is report on page 39, Sustainable Operations. Additional elements of Disclosure 306-4 are not currently reported.
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	308-1a: Percentage of new suppliers that were screened using environmental criteria.	100% of new suppliers were screened during 2025
GRI 403: Occupational Health and Safety 2018	403-2: Hazard identification, risk assessment, and incident investigation	403-2a: Description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks	Occupational health, safety and wellbeing, page 33

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GRI Standard	Disclosure	Subset (If Applicable)	Response / Location
GRI 404: Training and Education 2016 (selected disclosures only)	404-2: Programs for upgrading employee skills and transition assistance programs (selected disclosures only)	404-2a: Type and scope of programs implemented and assistance provided to upgrade employee skills.	Learning and Development, page 31 In 2025, employees completed 438,692 hours of compliance training. We will begin tracking functional skills training from 2026.
	404-3: Percentage of employees receiving regular performance and career development reviews (selected information relevant to disclosure 404-3 only)	404-3a: Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Learning and Development, page 31 A breakdown by gender and employee category is unavailable for this reporting year.
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	414-1a: Percentage of new suppliers that were screened using social criteria.	100% of new suppliers were screened during 2025
GRI 416: Customer Health and Safety 2016	416-1: Assessment of health and safety impacts of product and service categories	416-1a: Percentage of significant product and service categories for which health and safety impacts are assessed for improvement (selected information relevant to disclosure only)	Quality and Clinical Integrity, p.20; Patient and Customer Safety, p.34. Worldwide assesses and manages patient health and safety impacts through its risk-based Quality Management System, medical-monitor oversight, study and safety risk assessments, adverse-event management, medical-data review and independent safety-monitoring arrangements. Percentage-based coverage of significant service categories is not currently reported.