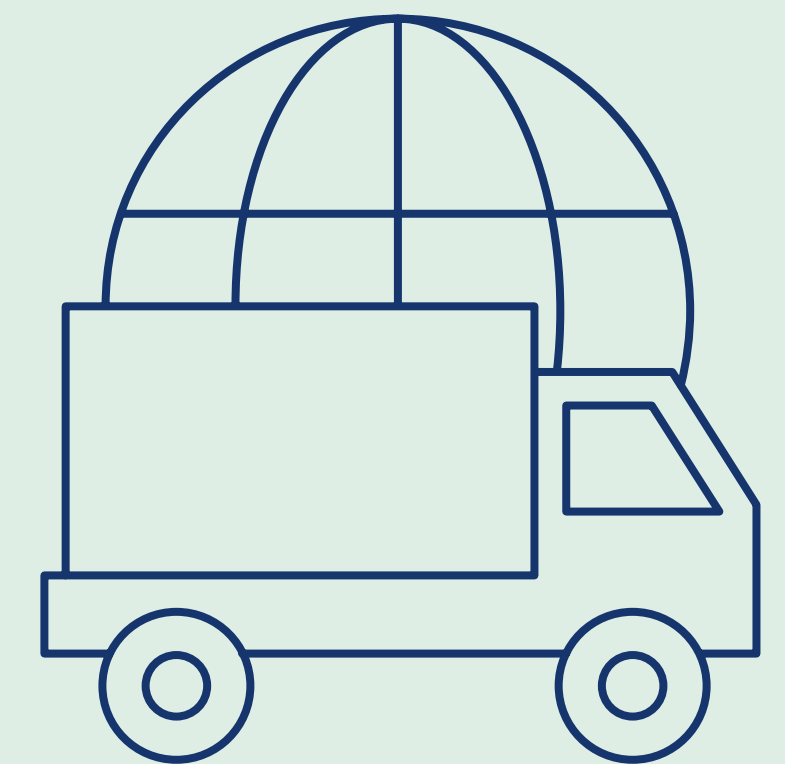
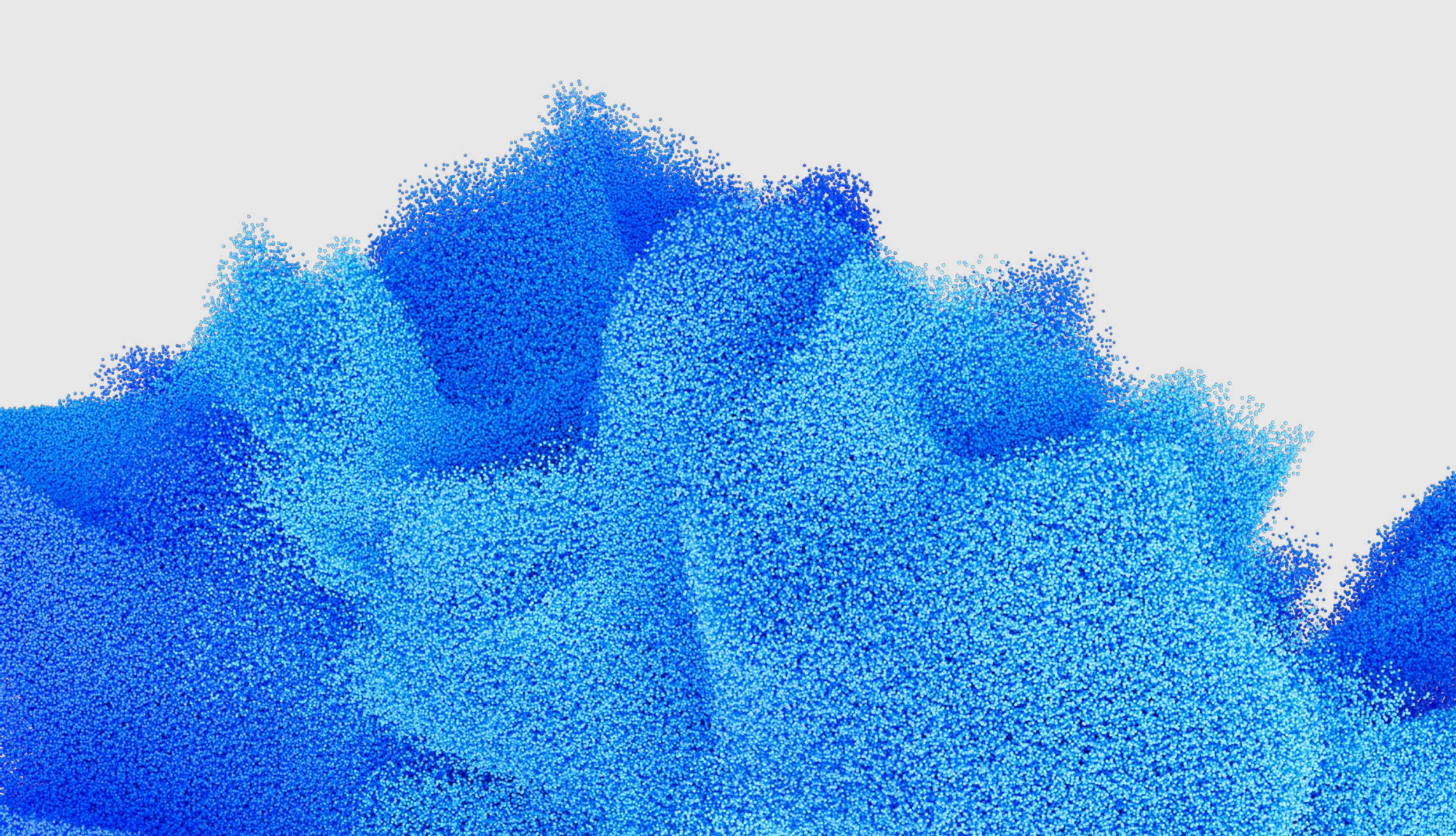




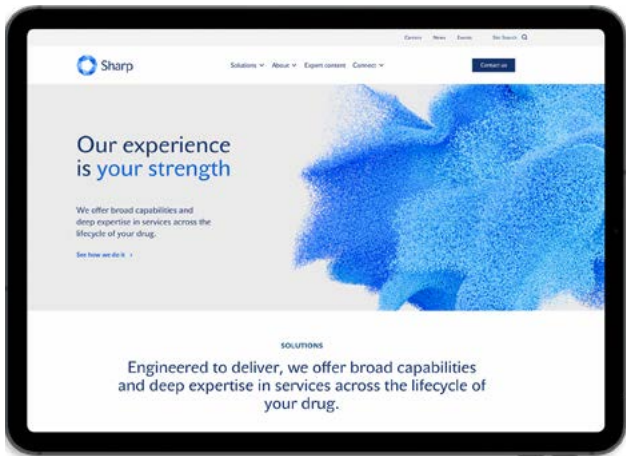
# Sustainability Report 2025

Our experience is your strength





We are pleased to present our inaugural Sustainability Report. This report outlines our progress to date on sustainability, provides an assessment of our current position in 2024, and signals our ambition for each of our key pillars; Environmental Stewardship, Social Impact and Responsible Leadership.



Read more online



[sharpservices.com](https://sharpservices.com)



01

Sharp  
& Sustainability





## Sharp at a Glance

We partner with pharma clients offering solutions and support from pre-clinical clinical trials through to commercial launch, delivering creative, fully compliant packaging, clinical trial and sterile manufacturing solutions.

Sharp is a leading provider of commercial packaging, clinical services and sterile manufacturing to pharma and biopharma with a heritage that spans over 70 years.

We have over 2,500 colleagues working across a network of nine GMP and FDA registered production facilities in the US, UK, Belgium and The Netherlands.

Together we are dedicated to offering solutions that safeguard our clients drug products as if they were our own, because we understand that the work we do every day **helps make lives better.**

70+

Years of Experience

9

GMP & FDA Registered Facilities

4

Countries of Operation:  
Belgium, The Netherlands, US, UK

2500+

Employees Globally




# Our Breadth of Services

Sharp’s full complement of integrated solutions are offered through three business units: Sterile Manufacturing, Clinical Services and Commercial Packaging, each with a specific area of expertise:

Our sterile manufacturing business offers sterile injectable development and manufacturing services including 100% isolator-based sterile filling for injectable formats.

Our commercial packaging business delivers rapid, multi-country product launches in a wide variety of packaging formats and ancillary services such as serialization, and packaging design.

Our clinical services business supports clients with a path to market through each stage of their clinical studies from pre-clinical right through to commercial launch.

CTM

**Clinical Services**

- Pre-clinical through to commercialization
- Formulation development
- Analytical research
- ID testing
- Stability studies
- Clinical manufacturing & packaging
- Global storage & distribution network
- Interactive Response Technology (IRT)



**Sterile Manufacturing**

- Pre-clinical through to commercialization
- Sterile filling of vials, cartridges, & syringes
- Lyophilization
- Stability studies
- Analytical services
- Formulation development
- Lyo cycle development
- Terminal sterilization
- Method development



**Commercial Packaging**

- Primary and secondary packaging solutions
- Assembly, labeling & kitting of multiple packaging formats
- Biologic, biosimilar & cold chain expertise
- Global leader in serialization solutions
- Specialist package design
- Specialty distribution services
- QP services
- Foreign-Trade Zone
- Function testing





# Understanding our Commitment: A Message from our President & CEO

At Sharp, we recognize our responsibility to operate in ways that protect resources, support our people, and deliver lasting value to patients and communities.



For us that means we are conscious of our impact and the finite nature of resources as we operate our global business. As a leading commercial packaging, clinical services and sterile manufacturing organization we have a responsibility to all our people: our employees, their families, our clients and our communities as we continue to ensure that sustainability is firmly integrated into our strategy and reflected in our priorities across our organization.

Our operational decision making is also influenced by several key disclosure frameworks that Sharp has aligned to, including the Carbon Disclosure Project (CDP), the United Nations Global Compact, and arguably the most important and challenging - Science Based Targets. SBT requires committed organizations to map a clearly defined path to emissions reductions in line with the Paris Climate Agreement. Sharp has now validated our science-based targets, marking a significant and evidence-based step in our journey to reduce our environmental impact and to embed environmental responsibility into our long-term strategy.

Since 2020, we have measured and reported our social and environmental impacts through voluntary assessment frameworks such as CDP and Ecovadis and that groundwork has paved the way to establishing measurable targets across a variety of areas that we know have material impact for Sharp. We have made positive progress in several areas; increasing our waste diversion rate, improving the energy efficiency of our facilities and equipment, and exploring alternative sources of energy in our operations. In recognition that Scope 3 emissions are where we can have the greatest impact, we are focused on collaborating with our clients and our value chain to deliver more sustainable packaging solutions.



**“We listen and learn from our diverse and talented team through our Voice of Employee engagement survey which offers us valuable feedback on all aspects of our operations”**

With over 2500 colleagues working together at Sharp, we know that our biggest strength is our people. We recognize our responsibility to invest in and develop our people—both professionally and personally. We are committed to creating opportunities that help our people grow, contribute meaningfully, and to thrive. We respect the communities in which we live and work, and so we strive to ensure that through our actions and our purpose-driven work, we make a lasting and positive impact both within our organization and beyond.

Looking forward, we will continue to listen and collaborate with our stakeholders to focus on environmental stewardship, on our social responsibilities, and to model responsible leadership by upholding the highest standards for our business so that collectively we can deliver on our purpose, to help make lives better.

Sincerely,



**Kevin Orfan**  
President & CEO



Automated filling line at Sharp Sterile Manufacturing



# Our Approach to Sustainability



We are guided by our commitment to delivering on our Science Based Targets (SBTi), understanding that we have much to do and moving forward, we intend to drive progress through engagement and collaboration with our clients, our industry partners and of course, our people.

This inaugural Sustainability Report marks an important step for Sharp. While it is the first time we have consolidated this information in a public report, much of the work described here has been underway at Sharp for a number of years. Our goal has been to establish the foundations, processes, and governance structure required to ensure sustainability is integrated into day-to-day decision-making across Sharp. Although we have work to do, we are proud of the progress we have made and embrace the journey and challenges ahead.

We have aligned our approach with internationally recognized sustainability frameworks, set Science-Based Targets, and started embedding sustainability into our processes. These measures are helping to ensure Sharp’s continued growth and ambition remains aligned to the expectations of all our stakeholders.

The three pillars of our sustainability strategy – Environmental Stewardship, Social Impact, and Responsible Leadership – provide a clear framework for action. We have sought independent verification of our data, and fostered collaboration between Sharp functions, industries and value chain associations. We have strengthened



governance and accountability through regular reporting to Sharp’s Sustainability Steering Committee and the Sharp Board, as well as other external oversight entities. Our Senior Leadership Team and Executive Sponsor work in close coordination, supported by the SMIG (Sustainable Materials Innovation Group) our Environmental, Health & Safety teams and leaders of each Sharp facility. This network ensures that sustainability considerations will continue to be embedded across Sharp’s operational levels.

This inaugural report is intended to represent a baseline for sustainability at Sharp. It outlines the progress we have made, reflects where we are today and outlines the targets and objectives that will guide our journey in the years ahead. Our focus remains to delight our clients by delivering quality and compliant contract services that result in tangible positive outcomes, improve our resilience, ensure that sustainability creates value, enhancing Sharp’s long-term success and ultimately help make lives better.



# Foundational Commitments & Strategic Priorities

Our sustainability strategy has been developed in alignment with Sharp’s values and to support the achievement of organizational objectives. Our strategy development process mapped our values and the insights from our Double Materiality Assessment (DMA) to the UN Sustainable Development Goals (UN SDGs).

	Environmental Stewardship	Social impact	Responsible Leadership
Executive Sponsor	<b>Rob O’Beirn</b> SVP Sharp Clinical and Sharp Europe	<b>Ray Reilly</b> SVP Human Resources	<b>Samantha Wilson Jones</b> General Counsel and Corporate Secretary
Strategic Intent	Accelerating the decarbonization of our operations and value chain, achieving Net Zero by 2050 through strategic industry and client collaboration, sustainable design innovation, and responsible sourcing	Fostering a work environment that prioritizes inclusion, requires fair and equitable talent actions and invests in purpose driven partnerships in our diverse communities	Operating within a transparent governance framework that underpins sustainable growth and ensures accountability and effective oversight
Aligned with UN SDG	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
Section Reference			



# Double Materiality Assessment

Sustainability is broad in scope and covers a wide range of inter-related topics that can be interpreted in different ways by different stakeholder groups based on their outlook, attitude to organizational risk and business ambitions.

It is important therefore, when developing a sustainability strategy, to fully understand what topics are of material interest to Sharp and to our stakeholders. A double materiality assessment (DMA) captures the views of a company’s internal and external stakeholders and uses their insights to create a balanced prioritization of sustainability topics from both perspectives of materiality; impact materiality; and financial materiality to inform and guide strategic direction.

Having completed the DMA process, Sharp is also prepared for potential requirements of Corporate Sustainability Reporting Directive (CSRD) regulations in the European Union should Sharp fall in scope in the future.

The insights gathered in our DMA directly shapes our strategy, allowing us to balance the views of all our stakeholder groups – our clients, our suppliers, our people across Sharp, and the communities in which we operate, where we have an opportunity to make a positive impact.



**Our sustainability report and strategy are guided by the outcomes of our double materiality assessment, ensuring we focus on the topics most significant to our business and our stakeholders.**





Our DMA Methodology

Step 1. Shaping the content

Sharp engaged a third party to undertake a double materiality assessment. A detailed review of the SASB Materiality Matrix (from four key and relevant sectors, Biotechnology & Pharma, Health Care Distribution, Medical Equipment & Supplies and Containers & Packaging), and an assessment of our key clients' and peers' materiality assessment outcomes allowed us to establish our 'long list' of material topics that were most relevant to our stakeholder groups.

Step 2: Engagement

A representative cross-section of internal and external stakeholders was invited to participate in a series of independently led, in-depth interviews based on our long list of material topics and undertaken by an independent third party. These participants were from organizations that had regular, on-going interaction with Sharp. The following were subject to interview:

- Internal stakeholders: Senior Leadership Team (SLT), CEO, CFO, CCO and Facility Directors
- External stakeholders: key clients, value chain partners and trade union representatives

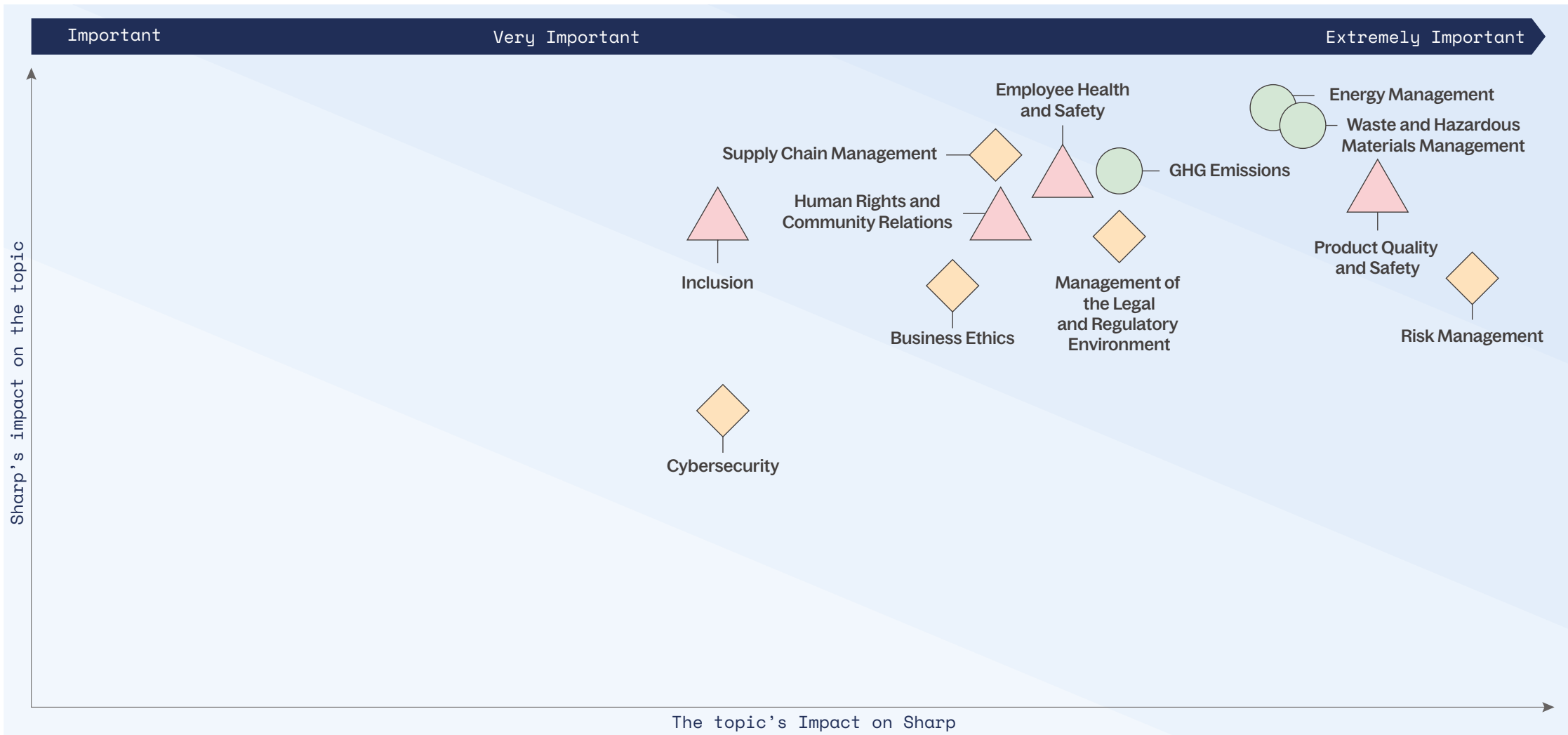
Each interviewee was provided with a detailed factsheet clarifying the material topics before their interview. A bespoke survey was developed to gather the views of Sharp employees globally using an accessible survey platform which assured access for participants whether they were office or production based.

Step 3: Scoring

The interviews were scored in line with the thresholds. Definitions were chosen to align to the conceptual double materiality guidelines outlined in the European Sustainability Reporting Guidelines (this is a working paper but was best practice at the time of undertaking the assessment).

Step 4: What did we learn and how did we validate it?

In November 2023 the results of the double materiality assessment were formerly presented to the Sharp Sustainability Steering Committee. A group led by Sharp's President & CEO sustainability sponsor, along with those members of the SLT with responsibility for Environment Stewardship, Social Impact and Responsible Leadership of sustainability. The methodology, data collation and results were formally presented and accepted by the committee.



The results illustrate the key material topics across our three pillars of sustainability



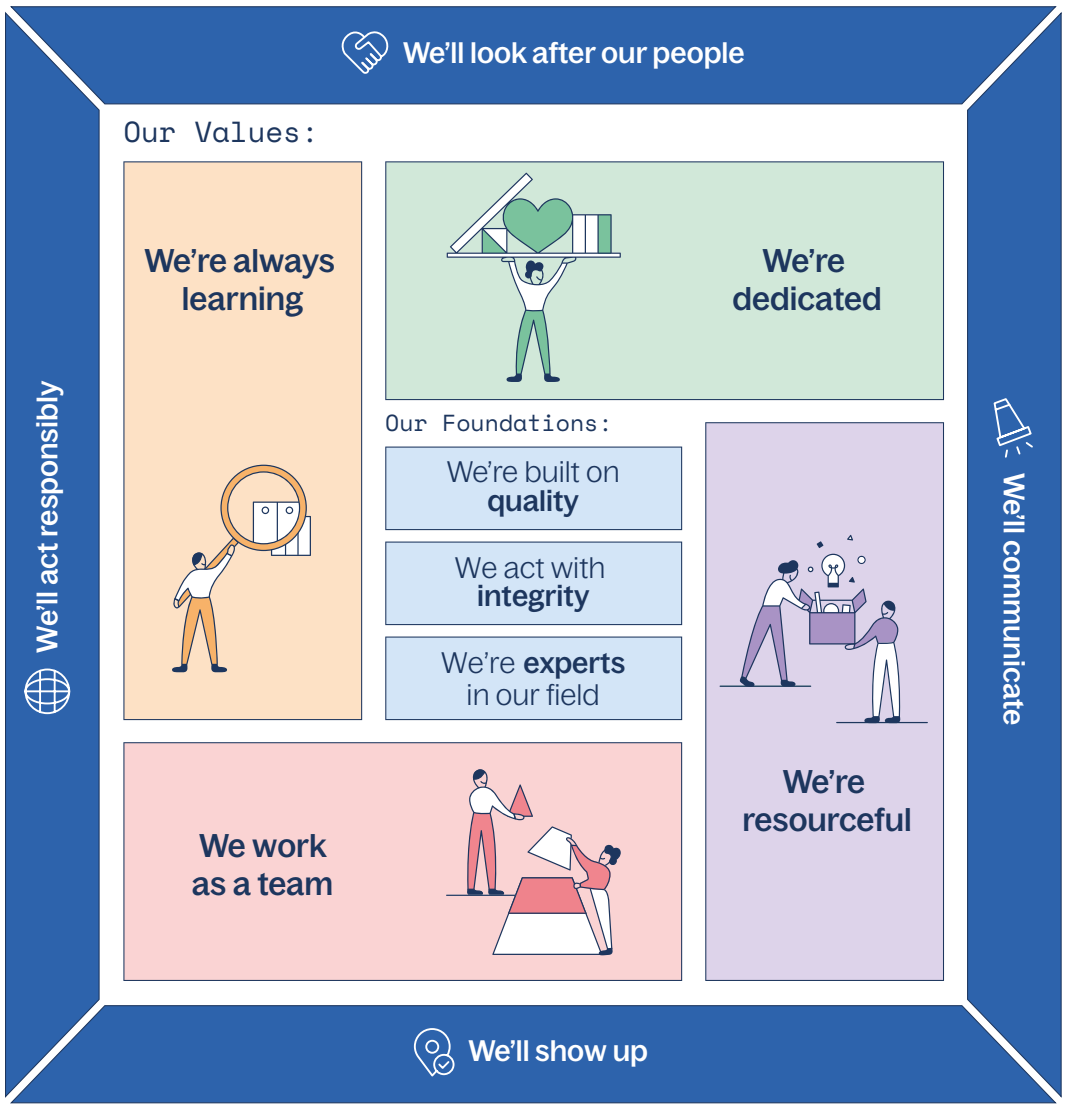
# Sharp Purpose & Values

At Sharp, we believe it is a privilege to work in the life science industry, and we all deeply care about the positive impact our work can have on patients’ lives. Many of us feel it brings an extra layer of meaning to what we do every day, adding clarity to our work. From supporting our Sharp colleagues to acting responsibly toward the environment, our customers, and the communities in which we operate, our purpose helps to guide us today and into the future.

## Introducing our Values

In 2024 Sharp undertook a comprehensive discovery process engaging a broad range of stakeholders to identify and carefully articulate our core values – those day-to-day behaviors that Sharp recognizes as most important to us as part of our culture. Our values framework offers a common understanding of what represents the best of us. Over 400 people across our company contributed their stories in conversations and workshops, each one bringing their own unique perspective of life at Sharp - from the production room floor right through to the board room. A selection of suppliers, partners and clients were also invited to share their contributions enabling us to capture a holistic - and realistic - view of Sharp.

Our framework illustrates the three layers of our values system: What’s naturally expected of us (our foundations), the core behaviours that make us Sharp (our values) and finally how our people leaders will help demonstrate and support our culture (our management commitments).



**We're dedicated**

Our customers and patients depend on what we do. It's a big responsibility, and we live up to it by being reliable, consistent and determined.

**We're resourceful**

Our work will present challenges and changes. And we know how, and when, to be agile in response. We adapt, anticipate, and solve problems fast when required.

**We're always learning**

Health and science don't stand still, and neither do we. We're curious. And we treat every project as a chance to learn and innovate — as individuals and as an organization.

**We work as a team**

Great things are rarely done alone. We're one team working towards shared goals, and we act like it. We collaborate and support each other across all of Sharp's levels and locations.



# United in our Purpose: To Help Make Lives Better

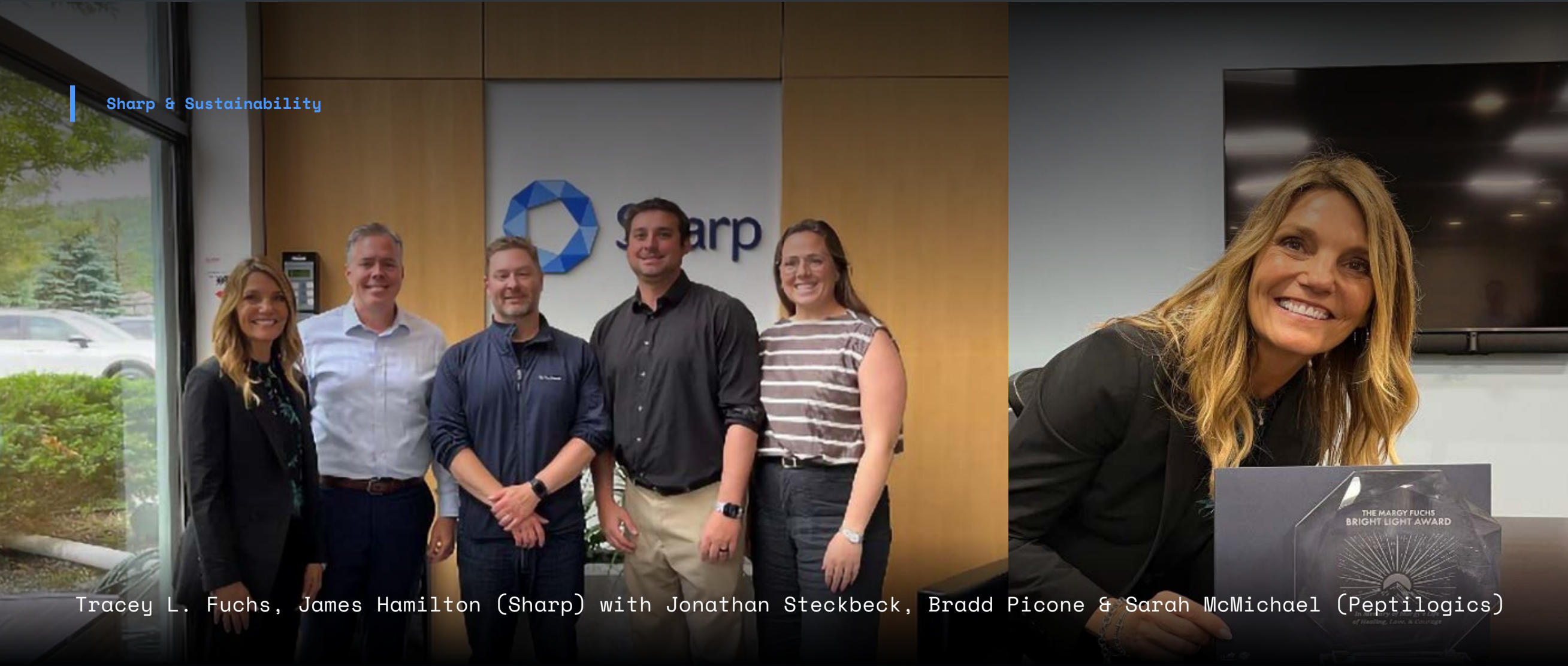
Sharp has just over 2500 employees across the US, UK, and Europe most of whom come to work every day at one of our nine GMP facilities, and some of whom work partially remotely from their homes. All are united in the Purpose of their work, to help make lives better.

We recognize the work we do every day directly supports the delivery of services that bring drug therapies and investigational medicinal products (IMPs) for our clients, to the patients that need them. There is no greater motivation to come to work every day than knowing that there are patients with medical needs waiting for their medicine to be filled, labelled, packaged and distributed from one of our facilities. The weight of this responsibility is something that all Sharp colleagues share. Our Purpose, however, is deliberately broader in its scope, as we recognize we also have a responsibility to the people we work with, our families, and the communities in which we operate.

By acting responsibly and connecting with our role in Environmental Stewardship, Social Impact and Responsible Leadership, our Purpose is brought to life at Sharp.



**By acting responsibly and connecting with our role in Environmental Stewardship, Social Impact and Responsible Leadership, our Purpose is brought to life at Sharp.**



Tracey L. Fuchs, James Hamilton (Sharp) with Jonathan Steckbeck, Bradd Picone & Sarah McMichael (Peptilogics)

## Case study: Working with Purpose

### Sharp Sterile & Peptilogics

In June 2024, Sharp Sterile Manufacturing hosted their client Peptilogics - a clinical-stage biopharma company – at their facility in Lee, MA for an employee ‘Lunch & Learn’. CEO & founder of Peptilogics Jonathan Steckbeck and his team gave an inspiring presentation for the Sharp team about the impact of Peptilogics’ novel, broad-spectrum anti-infective peptide therapeutic (PLG0206). It is currently being investigated in clinical studies as a potential treatment for prosthetic joint infection (PJI), a historically difficult to treat condition with a severe unmet need.

These client-led lunch & learn events are a powerful reminder why the work we do every day matters. Tracey Fuchs from Sharp’s Clinical Services team was invited by Peptilogic to join the event where they presented her with the ‘Margy Fuchs Bright Light Award’, in memory of her late mother, Margy. Margy was a PJI patient who fought bravely but ultimately passed away due to the disease.

“Thank you to the entire Peptilogics team for not only honoring my mom’s legacy but for doing so in a way that gives purpose to the pain she endured and hope to patients and families facing PJI”.

Our work at Sharp matters, because we know behind every medicine there is a patient in need.

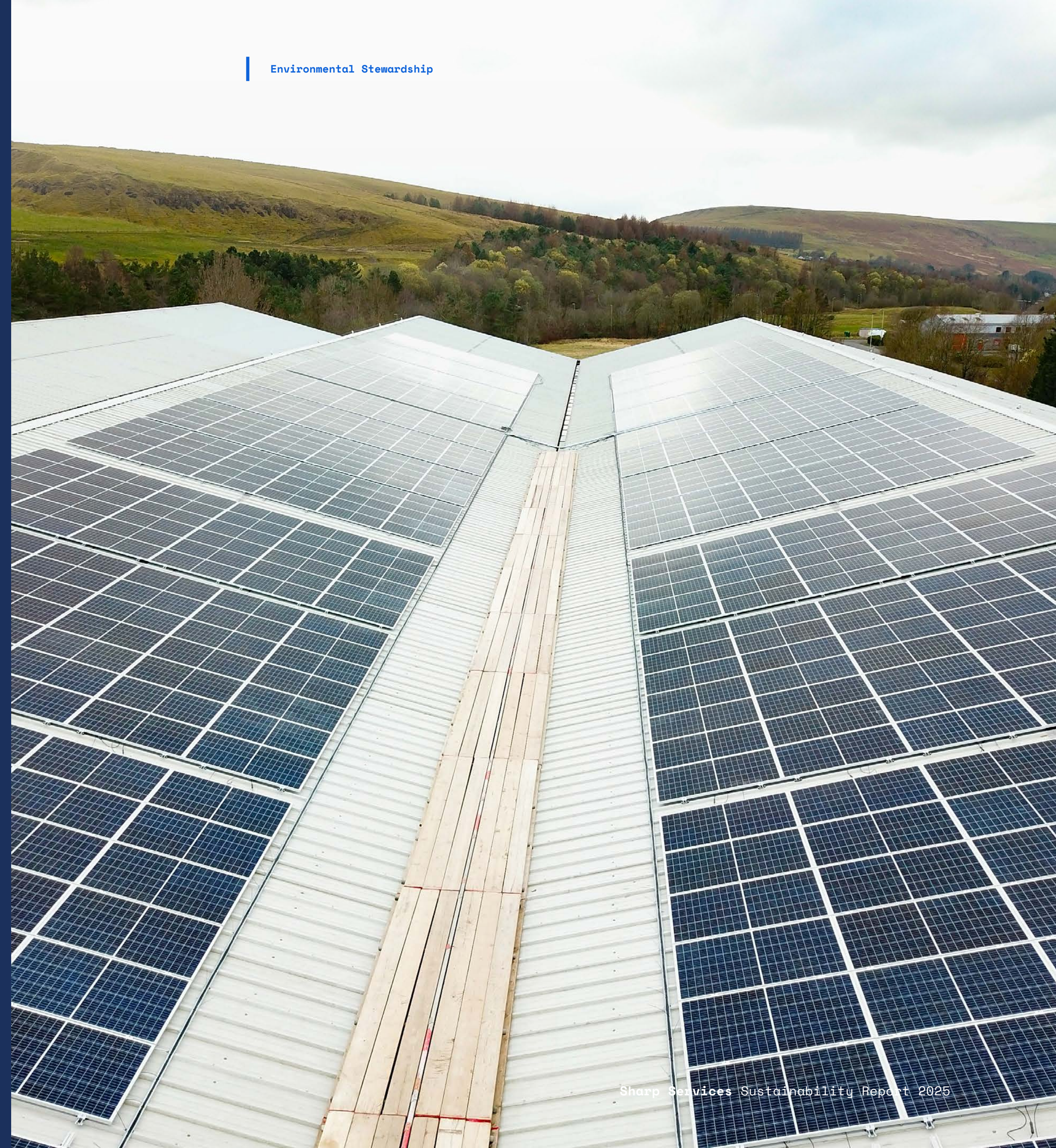
\*\*PLG0206 is an investigational drug that has not been approved by the FDA.



# 02

## Environmental Stewardship

Accelerating the decarbonization of our operations and supply chain, achieving Net Zero by 2050 through strategic industry collaboration, sustainable design innovation, and responsible material sourcing.





# Performance Data & Metrics

Sharp commenced sustainability data collation and disclosure in 2020. However, 2021 is not considered to be an accurate measure of routine operations at Sharp (due to continued impact from COVID). As a result we consider 2023 to be more accurate and is therefore our baseline year. During this period Sharp undertook a detailed scoping assessment of GHG Scope 3 categories supported and verified by an independent third party. The data presented below is considered to be an accurate representation of our operations.

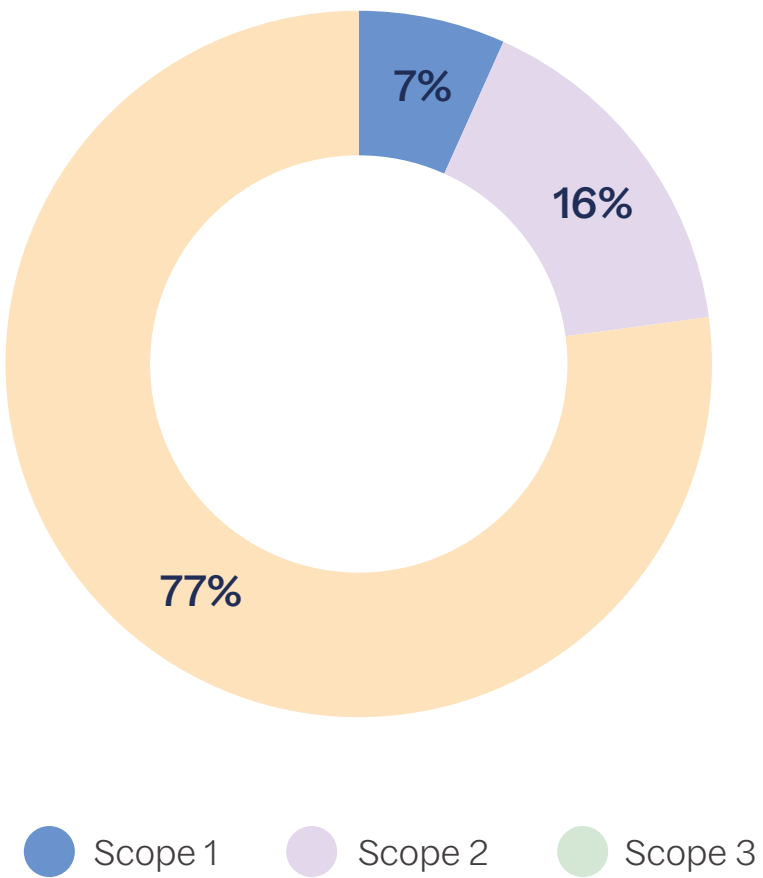
Our emissions are calculated in-line with ISO 14064-1 standard utilising DEFRA, IEA and USEEIO emission factors calculated by an independent third party under limited assurance.

The Company’s Scope 1 and Scope 2 Green House Gas (GHG) emissions are primarily attributable to the energy consumed to operate our global network of facilities through natural gas and purchased electricity. We have production operations in the United States, The Netherlands, the United Kingdom and Belgium. This geographic distribution influences our overall emissions profile, as regional differences in facility size, operational intensity, and the carbon intensity of local energy grids contribute to variations in both absolute and site emissions. Sharp do not operate an in-house logistics or transportation fleet of any significant scale; as such, emissions from these activities are negligible within our operational boundary. Our emissions profile therefore reflects the efficiency of our facilities and the carbon intensity of the energy we procure.

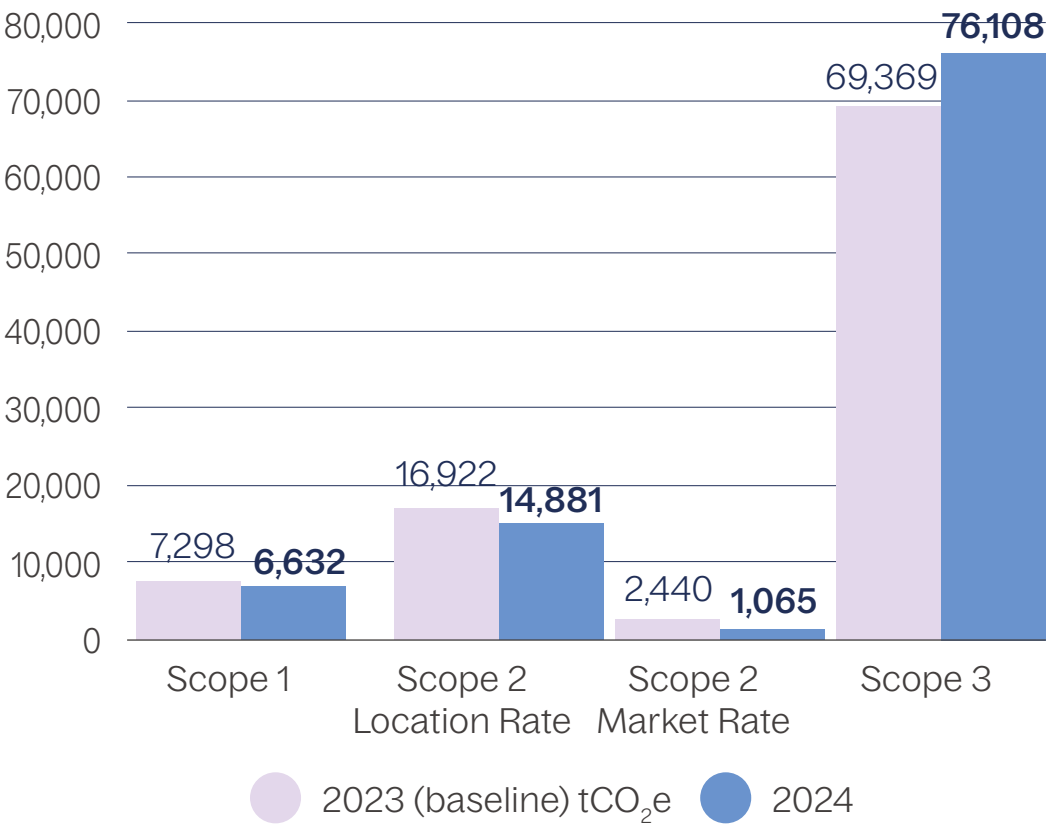


**Our emissions profile reflects the efficiency of our facilities and the carbon intensity of the energy we procure.**

Emissions by Scope (2024)



Emission data by year (tCO<sub>2</sub>e)





# Scope 1

Scope 1 emissions represent less than 7% of Sharp’s total GHG footprint, with the majority arising from the use of natural gas to power heating systems across our facilities. While these direct emissions are a relatively small portion of our overall energy profile, Sharp remains committed to reducing their impact through targeted investments in cleaner technologies and low-carbon alternatives.

Between 2023 and 2024 we have seen a 6% (or 666 tCO<sub>2</sub>e) decrease in Scope 1 emissions across our organization. Through a combination of a general reduction in consumption of fossil fuels across our network (including natural gas, F-gases and liquid fuels) along with targeted investment into increasingly efficient and sustainable alternatives, including but not limited to HVAC (Heating, Ventilation, and Air Conditioning) systems and lighting systems.

Several of our sites are already demonstrating best practice in this area. Our Netherlands facility is supported by an on-site geothermal heating system which supplies the vast majority of its heating demand, whilst significantly reducing reliance on fossil fuels which are only used during peak demand periods. Our UK facility procures 100% renewable gas, ensuring that the site’s heating demands are met by a fully sustainable energy source since 2024. These initiatives have not only cut emissions at the point of use but also help insulate our operations from future carbon pricing and potential supply volatility.

6%

Between 2023 and 2024 we have seen a 6% (or 666 tCO<sub>2</sub>e) decrease in scope 1 emissions across our organization



Assembly of clinical patient kits at Sharp Bethlehem

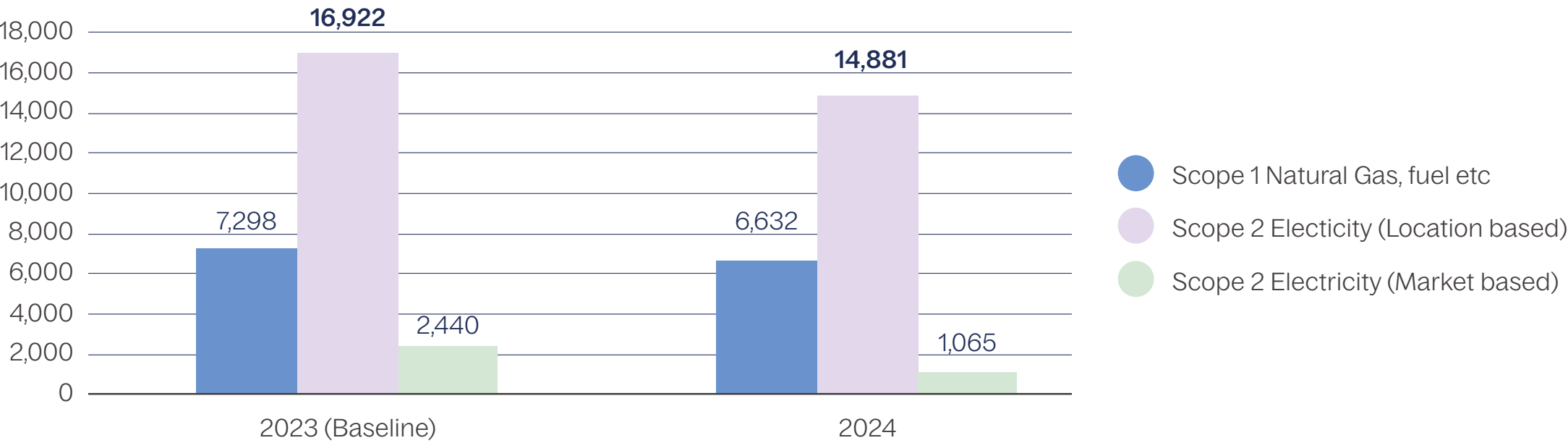


## Scope 2

Scope 2 emissions accounted for just over 16% of total emissions in 2024, down from 20% in 2023, with a decrease in both location and market rate electricity. A significant decrease across our network. Sharp has achieved a major milestone in reducing Scope 2 greenhouse gas emissions by transitioning all global operations to 100% renewably sourced electricity across our facilities supported by Renewable Energy Certificates. Our UK operations have gone further by self-generating approximately 20% of electricity through on site solar for several years.

Our facilities have been implementing energy saving programs for several years. Sharp Sterile have focused on optimizing Building Management Systems by balancing energy supply and demand for optimal performance and efficiency, reducing energy costs and carbon emissions.

Scope 1 & 2 Emission Data (tCO<sub>2</sub>e)



Targeted energy efficiency investments through facility upgrade and developments have contributed toward a reduction in energy consumption at Sharp facilities. Our capital investment process has been modified to specifically include sustainability as part of the application and approval process.

Prompting our people to consider increasingly sustainable alternatives and outcomes within our investment cycle. During 2024 we began to realize the benefits of this process change, with capital investment projects, such as the 2024 renovations of our Allentown Head Office located in the US to include LED lighting upgrades and motion sensor lighting.

### Emissions reduction



20%

Our UK operations in self-generating approximately 20% of electricity through on site solar generation

100%

Sharp have transitioned all global operations to 100% renewable-sourced electricity



# Scope 3

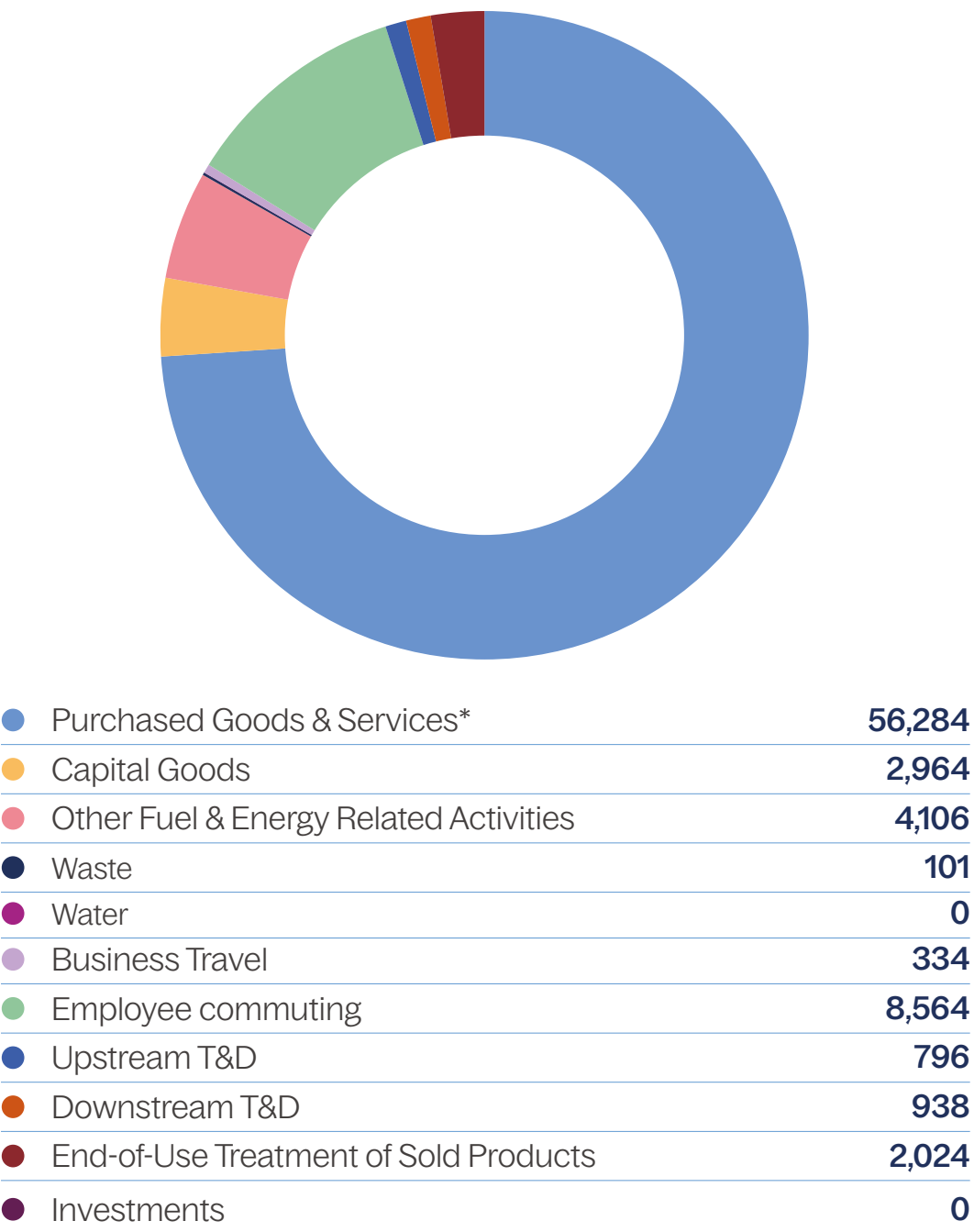
Our Scope 3 GHG emissions arise from activities within our value chain, both upstream and downstream, and reflect the broader impact of our operations, some of which are beyond our direct control. Scope 3 emissions account for over 77% of our total 2024 carbon emissions, an increase of 10% from 2023 accounted for by Sharp's continued and significant growth during this period. As a CDMO, the most material contribution to our Scope 3 footprint is Category 1: Purchased Goods and Services. Accounting for over half of our overall carbon footprint, this category encompasses the raw materials, components, and specialized services required to deliver high-quality finished medicines to our clients.

This is inherently emissions-intensive due to the complex nature of our supply network and the demanding regulatory framework that Sharp operates within to assure the highest quality product and service for our clients. Delivering emissions reduction in Scope 3 presents Sharp's greatest challenge, as it requires deep engagement with suppliers, innovation in material selection, and open collaboration with our clients to drive adoption of low-carbon solutions without compromising quality or regulatory compliance. We have made strong progress in other Scope 3 categories across our facilities. Our teams in both Heerenveen and Hamont-Achel support our employees traveling to work with the availability of leased bicycles.



**Scope 3 emissions account for over 75% of our total 2024 carbon emissions, an increase of 70% from 2023**

Scope 3 Emission Data (tCO<sub>2</sub>e)



## Spotlight on: Cycle to Work Schemes



Sharp have made strong progress in other Scope 3 categories. Our colleagues travelling to our facilities in Belgium and The Netherlands have leased bicycles available for their daily commute to our facilities.



Moving Forward: Our Reduction Targets

Sharp has successfully obtained full verification of its GHG reduction targets through the Science Based Targets initiative (SBTi).



This independent validation confirms that our near-term and long-term decarbonization goals are aligned with the latest climate science and the ambition of the Paris Agreement. Achieving SBTi verification is a critical milestone in our sustainability journey.

This commitment not only strengthens our accountability to our stakeholders but also ensures that our emissions-reduction pathway is measurable, time-bound, and transparent.



To achieve our SBT goal we have established a clear set of priorities and KPIs as we develop a detailed climate transition plan.

Priorities	KPIs	
To reduce our absolute scope 1 and 2 GHG emissions 54.6% by 2033 from a 2023 base year.	Scope 1 emissions	Decrease in energy consumption Increase percentage of renewable energy
To reduce our scope 3 emissions by 32.5% by 2033 from a 2023 base year.	Scope 2 emissions	Decrease in energy consumption Maintain high percentage of renewable energy
Sharp commits to reducing absolute scope 1, 2 and 3 GHG emissions by 90% from a 2023 base year	Scope 3 emissions	Decreased total waste and hazardous waste
		Increase recycling volumes
		Decrease waste to incineration
		Monitor and track water consumption
		Monitor and reduce business travel mileage
Instill Sustainability across our organization	% population trained on Sustainability	Purchase goods and services: Monitor and increase the use of sustainable alternatives
		Develop a sustainable approach to design across our design teams and value chain
		Increase the access to and volume of sustainability focused training and education materials for our people and our stakeholders

Sharp is committed to accelerating the reduction of emissions in our operations, and we have begun to implement operational improvements that will enable us to progress towards lowering our emissions as we continue our journey toward a more sustainable future.



# Moving Forward: Reducing Our Emissions

## Scope 1 and 2

In 2024, Sharp completed detailed Scope 1 & 2 site based energy assessments at our facilities in the US, EU and UK (Sharp Sterile to complete energy assessment in 2026): the purpose of which was to understand in detail their performance from an energy efficiency perspective. The assessments pinpointed areas of inefficiency and highlighted opportunities for improvement through short-term operational changes, adjusting our procurement approach and longer-term strategic investment opportunities across our facilities.

The outcome of the energy efficiency study will inform the development of our broader carbon reduction, climate transition planning and Sharp’s CAPEX investment strategy. In 2025-2026 our facility leaders will develop specific plans to improve operational efficiency and awareness. Including, but will not be limited to;

- Alternative Energy Generation: Belgium solar project install 2026
- Further lighting upgrades
- HVAC controls and setpoint optimization
- Compressed air and chiller optimization
- Heat recovery

## Scope 3

Due to the nature of our operations at Sharp, Scope 3 remains our biggest challenge and opportunity for improvement. To realize our ambition, we will focus on several key initiatives:

**Sharp have committed to investing in an onsite solar project at our facility in Belgium. This will provide solar capacity of 949 MWh annually when operational.**

## Sustainable Materials Innovation Group

As part of our long-term commitment to sustainability and innovation, we established the Sustainable Materials Innovation Group (SMIG)—a cross-functional working group dedicated to advancing the use of environmentally responsible materials across our packaging services portfolio. SMIG brings together key stakeholders from quality, production, procurement, business development, and sustainability all of whom work in tandem with quality and operations to realize sustainable value creation opportunities. This collaborative forum identifies pragmatic packaging-related solutions that have the potential to deliver improved outcomes for both our clients and for Sharp.

Sharp’s strategic sourcing team works with our suppliers to identify and assess sustainable packaging alternatives to existing materials, which the SMIG team can then propose to our clients for suitable product lines. This collaborative approach helps to foster greater acceptance and adoption.





Since its inception, the SMIG team have either identified several alternative packaging materials, including (but not limited to):

Project	Initiation Lead	Project Detail
Alternative blister material	Client	Traditional blister material is notoriously difficult to recycle. Sharp have worked with our suppliers to test alternative designs and materials and have successfully trialed a fully recyclable mono-material at our Conshohocken US, Blistering Centre of Excellence.
Sustainable shipper and corrugate design	Sharp / Client	Establishing sustainable shippers as a standard offering in clinical services agreements. Carefully consider the design of shippers to reduce the volume of material used and continue to meet required design specs.
LCA & PCF capability	Sharp / Client	Developing the capability to complete detailed LCA & PCFs via a strategic partnership with an external SME.
Closed loop reuse or recycling of in-process materials	Sharp / Client	Reduce the use and disposal of single-use items during in-process manufacturing.
Case Study; Implementing alternative sustainable carton board to existing product lines	Sharp	Leveraging our supply chain to source more sustainable manufactured carton board with a comparable performance and cost as traditional carton stock. Sharp have successfully changed to a more sustainable carton board for an existing commercial line at scale for a valued commercial client.

Waste Management

Despite 2024 seeing a slight reduction in carbon emissions attributed to waste, due to the reduction in waste landfilled, the volume of waste at Sharp increased significantly to 2,952 tons globally.

Sharp are currently ‘zero waste to landfill’ across all our facilities. This reflects strong progress at Sharp as we purposely avoid landfilling waste.

Improvements to our waste management processes represents a sizeable opportunity for Sharp globally and we intend to focus on our processes at a local level, in two key areas, namely:

- 1. Reducing the volume of waste generated; and
- 2. Increase waste segregation at source to enable effective recycling and potential reuse

Our Belgium facility is leading this effort through an extensive waste mapping exercise of the operational life cycle. This exercise has identified suitable materials for either potential reuse and/or recycling. The aim is to reduce the volume of waste generated and maximize recycling opportunities working closely with our vendor to reduce our impact, reduce our costs and maximize value of waste materials. Our ambition is to complete similar mapping and improvement programs across our facility network.



Sharp are currently ‘zero waste to landfill’ across all our facilities.



Sustainable Procurement

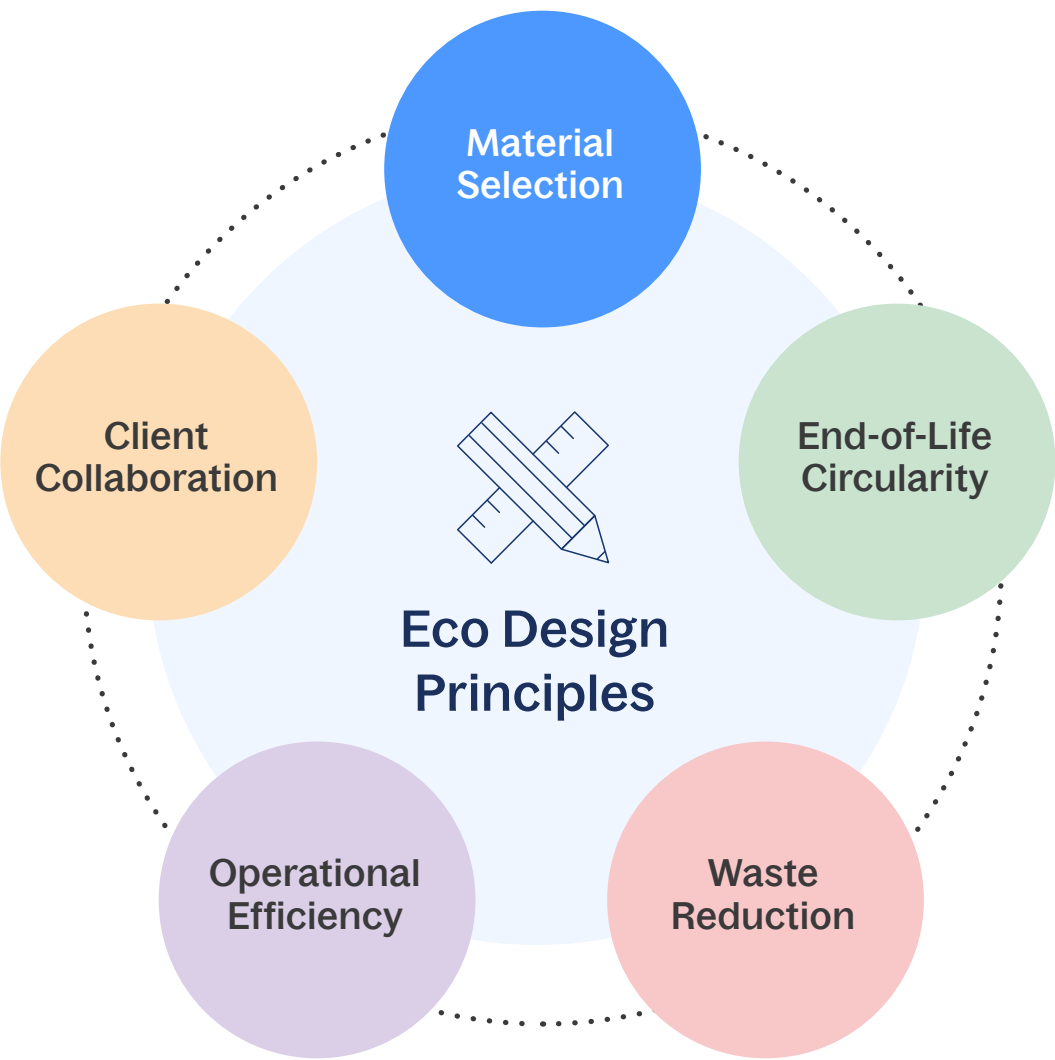
As the majority of our emissions are generated by our value chain within the purchased goods and services category (Scope 3.1), therefore it is critical that we engage and collaborate with our value chain partners to support them in identifying and developing innovative, sustainable solutions for our clients. Sharp engage directly with our value chain through a sustainability focused risk engagement software platform, Integrity Next (INX). This platform streamlines our engagement with suppliers by automating data collection through standardized surveys established on cross sector standards and best practices, which brings transparency and builds stronger, more accountable relationships. It enables real-time assessment of sustainability risks on a supplier level basis, allowing Sharp to proactively identify and address potential concerns, such as compliance, labor violations or ethical concerns or gaps in emissions data before potential escalation. In 2024 Sharp utilized the platform to issue our revised Supplier Code of Conduct (CoC) to all our suppliers. The revised CoC expects all suppliers to establish and maintain a profile on INX. This proactive approach enhances value chain resilience and supports responsible sourcing decisions.

Additionally, INX supports Sharp’s evolving regulatory requirements, offering documentation of process to demonstrate compliance with frameworks such as the UN Global Compact. By centralizing information and making it easily accessible, Sharp assures clear communication of sustainability expectations and corrective actions to our value chain. Ultimately, this integrated approach not only reduces operational and reputational risk but strengthens Sharp’s ability to meet stakeholder expectations, achieve its broader sustainability goals and positively engage with our value chain.





Packaging & Circularity



Sharp has developed flexible **Eco-Design Principles** to support enhanced design choices for sustainable packaging. These principles focus on five key areas:

- 1. Material selection
- 2. End-of-life circularity
- 3. Waste reduction
- 4. Operational efficiency
- 5. Collaboration

Rather than prescribing fixed solutions, our framework encourages thoughtful evaluation of sustainability opportunities alongside critical requirements such as quality, safety, and regulatory compliance.

Implemented by our Global Design group as a guidance document, these principles foster a collaborative dialogue with our clients that enables co-development of packaging solutions that fulfills environmental and business objectives.

This principle-based approach offer potential for reduced environmental footprint, increased process efficiency, and enhanced supply chain resilience. While eco-design may not be applicable and suitable to all applications, this guidance means sustainability opportunities can be considered as part of any new packaging design process.



Spotlight on: Alliance to Zero (AtoZ)

Sharp are co-founding members of the AtoZ, a non-profit membership association established in June 2021 to facilitate pharma and biotech supply chain companies transition to net-zero emissions in line with the Paris Climate agreement.

Sharp contributes directly to the development and direction of the Alliance strategy, as well as participating in specific topic groups of relevance. In collaboration with clients, other AtoZ members, industry and academia, Sharp is currently involved in the development of closed and open loop solutions to tackle waste plastics in production within the pharma sector.

**“The urgency of action required for GHG emissions reduction means we cannot work in isolation. The Alliance represents a unique opportunity for meaningful supply chain collaboration which we believe will have a much greater positive impact”**

**Robert O’Beirn**  
Sharp Environmental Stewardship  
Executive Sponsor





## 03

## Social Impact

Our company's social strategy centers on fostering an inclusive work environment where every individual feels a sense of belonging and is empowered to grow and thrive. We are committed to supporting our people holistically, both in the workplace and in their broader communities. By embracing and celebrating differences, we create a culture that values diverse perspectives and experiences. Our efforts extend beyond the organization, aiming to uplift and improve the lives of those in the communities where we live and work. It is through intentional action and continuous learning that we deliver on our purpose to help make lives better, we strive to build a more equitable and supportive society for all.





# Our Social Pillars

Our Social Impact strategy is shaped by our commitment to be an employer who empowers and invests in our people, lives our values every day and positively supports the lives of our people and the communities in which we live. The commitments driving our Social Impact programs and actions are:

- 1. To help make lives better by delivering the best of clinical and commercial services
- 2. To put employee health & well-being at the forefront of everything we do
- 3. To continuously deliver employee development initiatives at all levels in the business
- 4. To positively impact our local communities
- 5. To provide an inclusive work environment where our people feel they have a voice that is heard, and respected; a place they feel safe

Our social impact is woven through the management commitments in our Values framework: We'll look after our people, we'll communicate, we'll show up and we'll act responsibly.



## Social Impact

- Product Quality and Safety
- Employee Health, Safety and Well-being
- Employee Engagement & Development
- Human Rights & Community Support
- Inclusion



Brad Kriebel, Talyn Wimmer and Patrick MacNeal at local recruitment event for Sharp Packaging



# Quality as a Social Imperative

“At Sharp, we come to work every day to help make lives better.”

Our purpose statement is embedded in our Global Quality Policy, and it encapsulates Sharp’s commitment to building a sustainable future for our company and for the clients and patients we serve.

That commitment is manifested at Sharp in how we ensure the safety and quality of the pharmaceutical services we deliver for our clients. Sharp’s Pharmaceutical Quality System (PQS) is the framework through which we enable innovation and continuous improvement while realizing sustainable compliance and ultimately, a high-quality service to our clients and their patients. More broadly, we understand that our investment in a robust PQS and strong Quality governance at Sharp means that we contribute to enhancing the quality and availability of medicines around the world, in the interest of public health. Providing a quality service under our PQS at Sharp is not just good business – it is a social imperative.

Sharp is very often the final touchpoint for a drug product before it reaches the patient. This proximity to the end-user magnifies the extent of our social responsibility and heightens our awareness to the impact of any potential errors.

In the increasingly complex modern pharmaceutical value chains of today, Sharp is expected to govern and control the integrity of such value chains. Accordingly, our PQS defines our management’s responsibility to provide for material resources and for the strength and quality of our supplier base.

Sharp has a Supplier Quality Management (SQM) program to proactively evaluate, monitor, and enable collaboration with suppliers to ensure that materials and services provided to Sharp meet our Quality standards. When materials are received at a Sharp facility, there are complex logistics required to maintain materials under strictly controlled conditions. Such materials are inspected against formal specifications where only the correct materials, free from damage or extraneous contamination, are accepted for use. In addition, anti-counterfeiting measures have been implemented at the point of inspection and throughout our processes to safeguard product authenticity.



Visual inspection at Sharp Sterile Manufacturing

Across the span of our business, the PQS supports Sharp’s tangible contributions to advancing patient good health in our homes, in our communities, and around the world.



# Employee Health, Safety & Well-being

An important element of our values framework are our management commitments, one of which states: ‘We’ll look after our people’.

At the heart of that commitment is protecting the health, well-being and safety of all our colleagues in Sharp. Our 2024 Employee Engagement survey shows that 80% of our employees feel safe at work. We believe that working in partnership with our employees, our cooperate governance and legal requirements all contribute to the industry leading safety record we hold. This structure enables Sharp to manage health and safety (H&S) risks effectively across our facilities globally while providing reassurance to our clients and stakeholders.

## Safety at our facilities

We empower our people to think and act proactively in their work environments by equipping them with the awareness and skills to identify hazards, report concerns and take action to remove or control any risks our work presents. We conduct training in fire extinguishing, CPR, and AED to ensure our employees’ safety, and to help build our safety teams and volunteers. Leaders and managers at Sharp sites set clear expectations to ensure safety is integrated into our everyday decision making and operations. We continuously seek feedback via our Unions, Employee Forums,

Suggestion boxes and Process Improvement initiatives. Our safety committees meet on a quarterly basis; our sites review their safety KPI’s monthly.

## Holistic Well-being

All our employees are offered free access to Employee Assistant Programs (EAP) that provide support with their general health, mental health, financial health as well as legal guidance. These programs offer access to experts, 24/7, 365 days a year both virtually or in person.

In addition, each Sharp facility offers localized support depending on priorities and demand for their people, such as a bike lease program, gym memberships, and sponsorship for health-related activities. Annual flu vaccinations are provided at all our facilities and annual mammogram checks at our sites in the US. We offer a comprehensive library of well-being materials and access to virtual and in-person discussion groups on a broad variety of health-related issues to help foster a culture of trust and support.





Health & Safety (H&S)  
Performance Performance

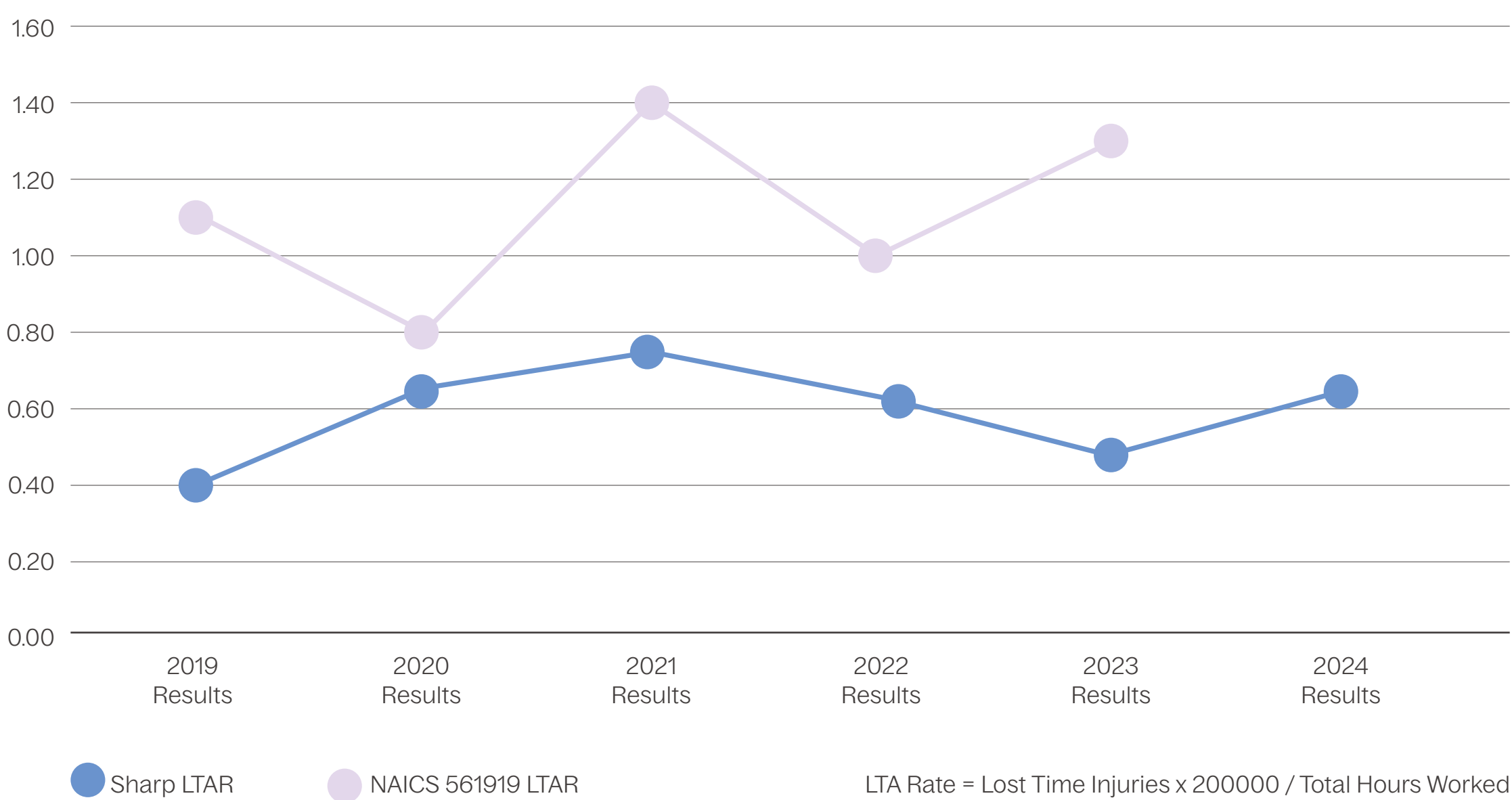
Between 2019 and 2021 Sharp, globally identified an upward trend in total LTAR. Following a series of targeted improvement actions we have seen a decrease in the total LTAR from 0.74 in 2021, to 0.48 in 2023. However, in 2024 Lost Time Accident Rate (LTA) increased on the previous year to 0.60. During this same period Sharp acquired a new facility and the total number of hours worked at Sharp increased by over 30% to 1,320,290 hours. In addition, Sharp's total head count increased over 26%, with 579 new hires. In addition, when comparing our H&S performance over this period with the average for our sector through the NAICS code. Sharp outperforms our industry average.

Our actions have positioned us well for the future: Over recent years, Sharp has strengthened our health and safety expertise across our network of operations. We continue to develop and mature our systems, led at each of our facilities by an experienced EHS professional. Our EHS team lead our governance of health and safety, with our site leaders and SLT acknowledging health & safety as a critical element of our day-to-day operations.

In recognition that our next stage of maturity in H&S requires a more consistent, data-driven approach at both the global and facility level, we have set out three areas of focus:

- 1. Standardization of Global Performance Metrics
- 2. Further Insight and Understanding of Workplace Injuries
- 3. Standardization of H&S Investigations to Learn from Events

By focusing on these three areas, Sharp aims to move beyond compliance to a continuous improvement on health and safety performance. This will not only reduce risk but also provide our clients and stakeholders with the confidence that Sharp is committed to the highest standards of safety, accountability, and continuous improvement across all our operations.



Sharp applies the NAICS code for Packaging Services as a representative benchmark for our operations, as the majority of our activities are based in the United States. Please note that 2024 NAICS data was unavailable at the time of publication.



# Employee Engagement & Development

To continuously deliver employee development initiatives at all levels in the business.

## Voice of Employee Survey

In 2022 and 2024, we conducted our global employee survey – the Voice of Employee (VoE) - to gather direct feedback on all aspects of our people’s experience at work. The feedback provided enables us to invest and focus on those opportunities that are most meaningful to our people. While the survey is global in nature we act locally in ensuring the nuances of culture and practice are considered in our actions. It is by listening to our people that we continue to enhance overall employee engagement and well-being which ultimately contributes significantly to our overall people strategy.

## A few highlights from our 2024 VoE

We were proud of the participation rate right across Sharp in both surveys – increasing from 56% in 2022 to 84% in 2024, demonstrating our people’s appetite to contribute and influence their working environment.

In our 2024 survey, we experienced improvement across all dimensions of our survey. Highlighting a few areas of success:

- **Health & Safety:** 80% of employees reported feeling safe at work
- **Worker experience:** Some sites reported up to 75% favorability in employees feeling proud and connected to the work we do
- **Organizational Health:** Sharp’s measure of our employees ‘intention to stay’ rose from 73% in 2022 to 90% in 2024

However, we also identified and acknowledge areas for improvement:

- More frequent and relevant reward and recognition is desired
- Continuing to provide more opportunities for our people across the business to engage with senior management and executives
- Ensuring communications are cascaded and shared across the business to include those that do not have email or regular computer access due to the nature of their work

Following our review of survey insights at both global and site levels, leadership teams are using this feedback to prioritize employee initiatives that strengthen engagement and impact. The VoE serves as an important opportunity to build trust, demonstrate our commitment to our people across the company, and advance a more effective and productive organization. To maintain momentum, our next Voice of the Employee (VoE) survey is planned for Q4 2025.

In parallel, we launched Sharp Pulse, a platform that provides real-time employee feedback on key issues. This tool helps us stay connected and responsive to all employee groups—including those without regular computer access in their daily work.

## Confidential Reporting

Sharp partners with Mitratch/Syntrio in providing a confidential reporting hotline available to all our colleagues globally to ensure all concerns in the workplace can be assessed, escalated and investigated appropriately. In 2024 just two calls were made to the confidential reporting hotline. Both reports were of a general employee relations theme and unrelated to compliance, ethics, or business misconduct.

100+

Sharp Pulse:  
Over 100 bespoke employee surveys completed.



Learning and Development (L&D)

Sharp’s vision for employee L&D is grounded in the belief that everyone has the potential to continue to develop professionally. We aim to create an environment where our people feel empowered to pursue continued professional development for their own growth and to support the growth of the business.

Sharp’s implementation of our Learning Management System (LMS) platform Pathways is an investment in our people. By expanding our development content offering, driving increased engagement, and aligning content with business strategy, we have seen a positive engagement and adoption across our global organization with Pathways during 2024.



Pathways is a Learning Management System (LMS) that streamlines employee training and development, providing Sharp with an easy-to-use platform to deliver learning, track progress, and build a culture of continuous growth.



>80000

Pathway logins since launch

400+

Assigned courses

>200k

Minutes training completed





Emerging Leaders and Leadership Development

Our Leadership Development Series (LDS) is designed to build the skills of both new and emerging leaders, equipping them to guide teams effectively and sustainably.

Since launching in 2021 over 150 leaders in Sharp participated in the LDS. The curriculum provides a structured foundation for leadership development, effective communication, self-awareness, team engagement, and development practices. Participants are introduced to the principles of Kouzes and Posner’s The Leadership Challenge, which emphasizes leading by example, inspiring shared vision, and fostering collaboration. These practices not only build strong individual leaders but also reinforce Sharp’s culture of accountability and teamwork.

Through the continued expansion of these courses via Pathways, Sharp is investing in a resilient leadership pipeline that ensures we have the bench strength to navigate challenges, sustain growth, and deliver excellence for clients well into the future.



To date, more than 150 leaders from every level of our organization have participated in the LDS

We have much to do...

Throughout 2025 and 2026, we intend to deepen integration across talent management, development, and recognition. Our focus will be on driving accountability, broadening engagement, and offering development pathways for our people.



# Human Rights & Community Support

To positively impact our local communities, and our stakeholders, to help make lives better.

Sharp acts in accordance with internationally recognized human rights standards. We provide clear expectations through our Anti-Modern Day Slavery Policy and Supplier Code of Conduct, Health & Safety Policy, ensuring that our workforce, value chain, clients, and the communities in which we operate are protected and respected.

We recognize that many of the areas where our facilities are based face social and economic challenges. This reality places a responsibility on us – not just as employers, but as active members of the communities we serve to help make lives better.

We believe that every individual deserves dignity, respect, and opportunity. Parts of our organization have union representation – US; Employee representative (non-union) – UK; Work councils – EU. We respect the rights and legal obligations we have to support those groups.

Those beliefs extend beyond the workplace. Engaging with our employees to understand their needs and creating pathways for them to positively engage with their communities is important to us. It is about meaningful action: volunteering initiatives, local partnerships, and targeted charitable donations.

By embedding these principles into our operations, we not only meet regulatory expectations but also build a resilient, inclusive, and responsible business.

Since 2024, we have enhanced our oversight of human rights performance across our value chain.

Through Integrity Next (see page 22 for further details ) we can review evidence-based assessments of supplier practices with ongoing monitoring against internationally recognized frameworks, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labor Organization (ILO) Core Conventions, and the OECD Guidelines for Multinational Enterprises. This alignment ensures that our due diligence processes are robust, transparent, and consistent with best practice. Enabling Sharp to address salient human rights risks proactively, driving higher standards and continued improvement of ethical conduct throughout our value chain.



## Case study: LISN Patient Advocacy Support

At the end of 2024, Sharp made a donation to the Liver Ireland Support Network (LISN) on behalf of each of our 2,500 people across Sharp. The donation was offered in memory of Sharp’s former chairperson Brendan McAtamney, who co-founded the LISN patient support charity toward the end of his life.

By offering our support to LISN we wanted to honor Brendan’s legacy and recognize the vital contribution that volunteer groups such as LISN make to patients and their families. The Sharp donation was used to fund a new awareness campaign across Ireland for liver health called ‘LISN to your Liver’.

**“This generous donation is more than just a financial contribution... it enables us to take significant strides toward a healthier future for all. On behalf of the Liver Ireland Support Network, we extend our deepest gratitude to the Sharp leadership and all it’s employees”.**



Charity Work & Volunteer Days

In 2023 we rolled out an Employee Volunteering Policy across multiple sites that facilitated our people in taking paid time out of work to support social initiatives in the community which we reside. In the UK, our team selected to support a local biodiversity initiative by planting native wildflowers at a nature reserve. Whilst in the US one of our people (John McCullough) supported the North Carolina Disaster victims in assisting the Military and local authorities in functioning as a Project Manager on the ground providing rescue and relief. US sites quickly pulled together to collect donations and contributions towards the disaster appeals.



John McCullough (left) & fellow volunteers



Vesna Bondzulich donating playing kits to FC Tredegar Under 11s

Case study:  
Community Engagement

Our Double Materiality Assessment survey underlined that supporting the community was an important commitment to everyone at Sharp. Each of our facility teams are encouraged to make provisions to support their local community in ways that are meaningful for them. In the EU, Sharp sponsors a local women’s football team and our people participate annually in their local triathlon. In the UK, we offer sponsorship and support for local youth sports, whilst our sales team from our Bethlehem facility rallied together to support the renovation of a local church.

**Our efforts extend beyond the organization, a to uplift and improve the lives of those in the communities where we live and work.**



Supporting education and development

Sharp is committed to supporting education and opportunities within the communities in which we operate, and we have partnered with several educational institutions, economic development groups and local chambers of commerce to support the work they do to develop local talent in the advancement of their careers.

Participating in our local schools’ career days, student skills development, career exploration and curriculum development means Sharp can positively impact the workforce of tomorrow. We intend to expand our successful internship program in Sharp Allentown, where we also offer an annual scholarship contribution to the ‘Society for Women Engineers’ to help a graduating high school senior to attend university to pursue an Engineering degree.



Case study:  
Engagement with Local Schools

Sharp Sterile in Lee, MA recently sponsored a local team from St. Mary’s School as they competed in the Berkshire Robotics Challenge earlier this year. The team - called the SMS Coding Crusaders - took home first place in the competition.

**“It was a pleasure to welcome such a bright and talented group of future innovators. Their curiosity, enthusiasm, and teamwork were truly inspiring — and we can’t wait to see where their STEM journey takes them next”.**

Global lead for sustainability Hywel Woolf was recently invited to speak at a local primary school near our Rhymney South Wales facility to meet students and support their learning on the topic of sustainability and climate change. The session was enabled by Sharp UK’s Volunteer Day Scheme. Hywel and Nicola Telford visited as part of the school’s curriculum that encourages children to link learning with real world examples.

By sharing our knowledge, we hope to encourage and inspire the next generation.



# Inclusion

We are committed to fostering a culture of inclusion, belonging, and respect for others, ensuring that every candidate, employee, and partner has a voice and opportunity to thrive.

We value the uniqueness of everyone and believe that diverse perspectives are essential to achieving meaningful and successful outcomes. In supporting our communities, we strive to reflect the people and places we serve, while continuing to strengthen psychological safety and a true sense of belonging—hallmarks of our culture that differentiates us in the market. We also recognize that this is a journey, and we continue to engage with our people to improve how they experience inclusion at Sharp.

We are committed to preventing bias in decision-making wherever it occurs in our workplace. From hiring and promotion to reward and recognition, our ambition is to ensure that decisions are based on knowledge, skills, abilities, and performance. This focus is central to building fairness and equity across our teams and to creating an environment where every individual has the opportunity to succeed.



**“By embracing and celebrating differences, we create a culture that values diverse perspectives and experiences”.**





# 04

## Responsible Leadership

Operating within a transparent governance framework that underpins sustainable growth and ensures accountability and effective oversight.





# Governance Structure

We recognize that a robust and transparent governance structure is the foundation of a sustainable business. Our governance framework ensures transparency, ethical conduct, and compliance across each of our businesses, to reflect our understanding that we remain accountable at every level in Sharp to each of our stakeholder groups.





# Sharp Policies and Implementation

Sharp has developed and adopted key policies which have been cascaded to our people through our Pathways LMS platform and are mandatory training modules for all our colleagues.

Our key policy areas include:

## Ethical Conduct & Confidential Reporting

We are committed to the highest ethical standards, reflected in our Code of Conduct and our Confidential Reporting Policy. Sharp provides secure and confidential channels—including a 24/7 multilingual confidential reporting hotline and online reporting platform — for our employees, our contractors, and our partners to raise any concerns about misconduct, breaches of law, safety issues, or other risks. This provides an accessible and anonymous method for any concerns to be captured, free from any fear of consequence for anyone who raises a genuine concern.

## Anti-Bribery & Corruption

Sharp takes a zero-tolerance stance toward all forms of bribery and corruption. Our Anti-Bribery and Corruption Policy prohibits improper payments, facilitation payments, or gifts that could be perceived as having an influence on the decisions of our people, our clients and our partners. Employees are encouraged to seek guidance from our Legal team whenever in doubt and must report suspected violations immediately. This uncompromising approach ensures that our business relationships are built on fairness, transparency and compliance with the applicable law.

## Data Governance & Record Retention

Responsible stewardship of information is central to maintaining client and stakeholder trust. Our Record Retention Policy ensures that corporate, employee, and client data are rigorously managed in compliance with GDPR and other applicable regulations across the regions in which we operate. Records are securely stored in compliance with our Records Retention Policy. Dedicated oversight roles — including our CFO, HR SVP, HR Business Partners, Legal and IT — ensure accountability for data protection, business continuity, and compliance. This governance framework safeguards sensitive information while supporting operational resilience.

## Anti-Harassment & Respect in the Workplace

Sharp believes everyone should be treated with dignity and respect at work and our Anti-Harassment Policy ensures zero tolerance for harassment, discrimination, or bullying of any kind. This includes protection against unwelcome verbal, physical, or electronic conduct based on race, gender, disability, or any other protected characteristic.

The policy also explicitly prohibits sexual harassment and workplace bullying, providing clear examples to support awareness and understanding. All complaints are taken seriously, investigated promptly, and resolved with appropriate corrective action. Retaliation against those who raise concerns in good faith is strictly prohibited. By upholding these standards, Sharp promotes a safe and inclusive environment where our people can thrive.



# Risk Management

We recognize that risk exists right across our businesses, from strategic decision-making through to operations and delivery.

We have a responsibility to proactively manage those potential risks to ensure we remain operationally resilient and fully compliant. The outcome of our recent DMA underlined the priority our stakeholders place on managing risk.

Sharp’s governance framework embeds risk management into our daily operations, long-term planning, and executive oversight, so that risks are identified, assessed, controlled and mitigated in so far as possible. This structured and transparent approach to risk management means we can deliver our mission to be a trusted partner to our pharma and biopharma clients.

## A Systematic and Inclusive Approach

Sharp’s risk management process is built around a comprehensive Smartsheet’s risk management system, which provides us with a single platform for recording, tracking, and reporting risks for each of our businesses. This gives us real-time visibility, structured documentation, and consistent application of definitions for all Sharp.

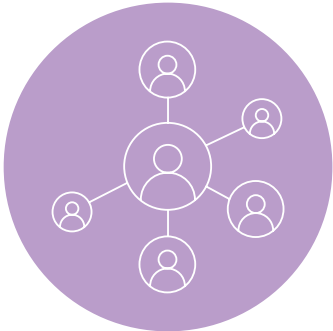
Every risk identified in the system is supported by:

- Bespoke controls tailored to the nature of the risk
- Impact definitions that outline potential consequences in financial, operational, reputational, environmental, and regulatory dimensions
- Likelihood definitions that measure probability and risk impact



Our risk management process is an inclusive and collaborative one that involves Sharp facility leaders, heads of departments, subject matter experts and finally, executive oversight to ensure all risks are consolidated, escalated where necessary, and aligned with corporate priorities.

This structure ensures that risk awareness is embedded at every level of the business, from shop-floor operations to boardroom decision-making.



**Our risk management process is an inclusive and collaborative one.**



Risk Pillars and Categories

To provide structure and clarity, Sharp organizes risks under three key pillars—Strategic, Operational, and Financial. Each pillar contains categories of risk that are monitored regularly, with responsibility clearly allocated and controls aligned to the level of risk.

Each risk category is subject to periodic review to capture emerging threats, shifts in regulations, and evolving industry dynamics.

Assurance Through Controls

Sharp’s risk mitigation plans are designed with the intention of removing the risk completely and where this is not possible, to reduce the likelihood or impact of the risk while also identifying suitable controls. Controls may include preventative measures, monitoring activities, corrective actions, and contingency planning.

 Strategic	 Operational	 Financial
<ul style="list-style-type: none"><li>▪ Business Development</li><li>▪ Economic, Political, Legislative, Regulatory &amp; Tax</li><li>▪ Emerging Risks</li><li>▪ Human Resources</li><li>▪ Industry Changes</li></ul>	<ul style="list-style-type: none"><li>▪ Business Continuity</li><li>▪ Information Systems &amp; IT</li><li>▪ Operations</li><li>▪ Quality Compliance</li><li>▪ Environmental, Health &amp; Safety (EHS)</li><li>▪ Sustainability</li></ul>	<ul style="list-style-type: none"><li>▪ Financial Reporting</li><li>▪ Financial Risk Management</li><li>▪ Internal Controls</li></ul>

For example:

- Operational continuity risks are managed through tested business continuity and disaster recovery plans
- IT and information system risks are reduced through cybersecurity protocols, regular penetration testing, and layered security frameworks
- Financial crime risks are controlled through segregation of duties, anti-bribery measures, and financial audit practices
- EHS and sustainability risks are mitigated through proactive environmental monitoring, employee training, and compliance with international standards



**We monitored 90% of our supplier spend via Sphera in 2024 and our goal is to increase that benchmark to over 95% supplier spend by 2026.**

Value Chain Risk Management

Sharp has been working to mature our Supply Chain Risk Management (SCRM) and establish a foundation of excellence for the organization. A significant milestone in our development was the implementation of the SCRM software platform, Sphera, which provides us with dynamic insights and real-time monitoring across our value chain network. Through this platform, Sharp has been able to develop unified risk scorecards to proactively monitor value chain threats. Additionally, the Sphera platform has helped us to assess suppliers’ criticality and thereby detect potential vulnerabilities at the category level. The inclusion of important impact dimensions such as revenue and spend means we can model the extent of loss that a potential supplier failure could have on our business. Through this platform, Sharp has also automated the supplier and third-party assessment processes.

We understand that risk monitoring needs to go beyond our Tier 1 suppliers and include our full N-Tier network. During 2025 we extended Sphera’s N-Tier Transparency solution within Sharp, giving us the ability to map upstream and midstream suppliers and uncover hidden risks before they escalate into critical disruptions. We monitored 90% of our supplier spend via Sphera in 2024 and our goal is to increase that benchmark to over 95% supplier spend by 2026.



# Cybersecurity

We consider cybersecurity a critical priority that runs through every facet of our organization.

Our people are trained to understand that they have a direct role to play as a “human firewall”, protecting systems, safeguarding sensitive data, and giving our clients confidence that their information is secure. Our dedicated team of IT and cybersecurity specialists put our systems and people at the center of our defense strategy against cybersecurity attacks to ensure we build awareness and accountability.

107,529

Number of phishing emails sent to Sharp employees in 2024.

## Continuous Training and Awareness

When new colleagues join Sharp, they are brought through an onboarding program that includes a structured and comprehensive cybersecurity training program designed to make them aware of their critical role as Sharp’s first line of defense. This includes practical guidance on safe digital practices that align with our IT security policies.

The training curriculums are routinely refreshed throughout the year with quarterly campaigns delivered and centrally tracked via a third-party platform. This training covers several key areas including, but not limited to, ransomware, phishing, AI deepfakes, and business email compromise and various attack methods. We monitor emerging risks proactively and deliver targeted, dynamic training that safeguards our organizational data and infrastructure from what is an ever-evolving threat landscape.



A total of 124,397 minutes of cybersecurity training was delivered to our people with 93.1% of scheduled training courses successfully complete on time and in full.

## Phishing Simulation and Testing

One of the most effective ways we build resilience is through phishing simulations which mirror real-world attacks, using the latest tactics, techniques, and procedures used by nefarious actors. They are run on a weekly basis in Sharp across a variety of topics. Employees are encouraged to report all suspicious messages and if a user interacts with either a simulated or non-simulated malicious message, outside of this reporting feature, that user is auto enrolled into a remedial cybersecurity training program.

The success and failure rates of Sharp’s users in each of these IT security campaigns is then used to improve the effectiveness of its cybersecurity awareness initiatives.

## Moving Forward

Cybersecurity at Sharp is a persistent cycle of testing, learning, improving, and adapting. By embedding a culture of vigilance, we reduce organizational risk and provide assurance to our clients.

Effective cybersecurity is not only about compliance—it is about trust, meaning our people and our clients know their information is in safe hands. Looking ahead as we continue to grow, our cybersecurity and IT teams intend to further improve our capabilities for incident avoidance, identification and management. We will continue to focus on preparedness through simulation, stronger safeguards and tools, as well as expanding monitoring and oversight.



# 05

## Additional Information

Operating within a transparent governance framework that underpins sustainable growth and ensures accountability and effective oversight.





# Reporting Frameworks



## UN Global Compact Commitment and Progress Planning

In 2024, we took an important step by formally committing to the UN Global Compact, aligning our values and operations with its Ten Principles covering human rights, labor, environment, and anti-corruption. Our first Communication on Progress, planned for 2025, will provide transparency into our alignment and continuous improvement. This commitment embeds sustainability into our corporate governance and ensures our efforts contribute to broader global priorities, including the UN Sustainable Development Goals.



## CDP Disclosure – Level B Rating

Our participation in the CDP (formerly Carbon Disclosure Project) has earned us a Level B rating each year since our first disclosure to CDP in 2022 – above the industry average, signaling effective environmental management practices and transparency. This result reflects our ability to not only disclose climate-related risks and opportunities but also to take tangible steps to address them. Continuous engagement with CDP strengthens our risk resilience, investor confidence, and operational accountability.



## Ecovadis Engagement and Performance Improvement

We continue to engage with EcoVadis, one of the most recognized business sustainability ratings providers. Over time, we’ve seen consistent improvements in our score, demonstrating measurable progress in areas such as environmental impact, labor and human rights, ethics, and sustainable procurement. This third-party validation helps us benchmark performance, identify opportunities, and improve sustainability across our value chain.



## SBTi Approved and Verified Targets

The SBTi is a globally recognized framework that helps organizations set greenhouse gas (GHG) emission reduction goals aligned with the latest climate science and the Paris Agreement. We joined the SBTi in early 2024, committing to establish ambitious, science-based targets to reduce our carbon footprint across our global operations. In July 2025, we were proud to have our near-term and long-term emissions reduction targets—covering Scopes 1, 2, and 3—officially validated by the SBTi, reaffirming our commitment to a sustainable, low-carbon future.



GRI Index

Here we present Sharp’s first GRI Referencing Index, reflecting our commitment to transparent reporting. This index will be expanded and refined in future reports as our sustainability practices develop and evolve.

GRI Disclosure	Title / Requirement	Report Pages	Status	Notes / Evidence
GRI 1 & Principles	Foundation 2021 – Stakeholder Inclusiveness, Materiality, Sustainability Context, Completeness	pp. 10–11	Reported	Double Materiality Assessment describes methodology and stakeholder input
GRI 2-1 → 2-5	Organizational details (name, activities, location, ownership, scale)	pp. 3–5	Reported	Headcount, sites, operations overview
GRI 2-6 → 2-9	Value chain, suppliers, governance structure, Board roles	pp. 8–9, 22, 40	Reported	Steering Committee and Sustainability Governance
GRI 2-10 → 2-13	Remuneration policies and delegation of sustainability responsibility	p. 8-9	Reported	Executive Sponsors and Board oversight
GRI 2-14 → 2-15	Governance of impact evaluation and conflict-of-interest management	pp. 37–41	Reported	Code of Conduct, Anti-Bribery Policy
GRI 2-16 → 2-23	Ethics & integrity mechanisms and policies	pp. 37–41	Reported	Confidential Reporting Hotline, Anti-Harassment and Respect in Workplace
GRI 2-24 → 2-27	Compliance and grievance mechanisms	pp. 29, 38–41	Reported	Hotline usage (two calls in period)
GRI 2-28 → 2-30	Membership in associations / Reporting practice	pp. 43	Partially Reported	UN Global Compact commitment noted; full association list missing
GRI 3-1 → 3-3	Process to determine material topics and management approach	pp. 10–11	Reported	Double Materiality Assessment outputs
GRI 201-1	Direct economic value generated and distributed	pp. 17–20	Reported	Investment and CAPEX process presented
GRI 201-2	Financial implications of climate change	pp. 19-23	Reported	SBTi targets and transition investments
GRI 301-1/2	Materials used / Recycled input materials	pp. 21–23	Reported	Eco-Design projects and mono-material blister trial
GRI 302-1 → 302-4	Energy use and reductions	pp. 15–18	Reported	Scope 1 & 2 energy data, renewable electricity 100% RECs
GRI 303-3 → 303-5	Water withdrawal, consumption, discharge	p. 19	Omitted	Water tracking mentioned only. Data is collated and reported via CDP and Ecovadis. Omitted from report as not considered material due to the low risk and consumption rates of our organisation.
GRI 305-1 → 305-7	GHG emissions (Scope 1/2/3, reductions)	pp. 14–23	Reported	Baseline 2023, methodology ISO 14064-1, SBTi targets
GRI 306-1 → 306-4	Waste generation and disposal	pp. 18–21	Reported	Global waste data, zero waste to landfill status
GRI 308-1 → 308-2	Supplier environmental assessment	pp. 21–22	Reported	Integrity Next platform and Supplier CoC
GRI 401-1 → 401-3	Employment and benefits	pp. 3–5, 29-32 31–33	Reported	Workforce composition, VoE results
GRI 402-1	Labor/Management relations	pp. 11, 32	Reported	Union representation and works councils
GRI 403-1 → 403-9	Occupational H&S management system and injury rates	pp. 27–29	Reported	EHS system, LTA rate trend, training programs
GRI 404-1 → 404-3	Training & education	pp. 30–32,	Reported	Pathways LMS usage and Leadership Development Series
GRI 405-1 → 405-2	Diversity and equal opportunity	p. 35	Partially Reported	Narrative on inclusion; plan to include no quantitative data in the future
GRI 406-1	Non-discrimination	pp. 35, 38,	Reported	Anti-Harassment policy; 2 hotline cases
GRI 407-1	Freedom of association	p. 32	Reported	Union and work council mention
GRI 408-1 / 409-1	Child & forced labour	pp. 22, 32	Reported	Supplier CoC and Anti-Modern Slavery Policy
GRI 412-1 → 412-3	Human rights assessment	pp. 22, 32	Reported	Integrity Next utilised for supplier assessments
GRI 413-1 → 413-2	Local community engagement	pp. 32–34	Reported	Volunteer and charity programs (LISN etc.)
GRI 414-1 → 414-2	Supplier social assessment	pp. 21-22, 26	Reported	Supplier Quality Management (SQM) integration
GRI 415-1	Public policy / political contributions	p. 38, 43	Partially Reported	UN Global Compact noted
GRI 416-1 → 416-2	Customer health & safety	pp. 26	Reported	Pharmaceutical Quality System and anti-counterfeiting
GRI 417-1 → 417-3	Marketing & labelling / compliance	pp. 26	Partially Reported	Quality references only. Plans to expand section in follow years report.
GRI 418-1	Customer privacy / data security incidents	p. 41	Reported	Cybersecurity training and phishing metrics
GRI 419-1	Socio-economic compliance	pp. 37–41	Reported	Code of Conduct / Compliance mechanisms



# Glossary

**GMP**

Good Manufacturing Practice – Regulations ensuring products are consistently produced and controlled according to quality standards.

**FDA**

Food and Drug Administration – U.S. agency responsible for regulating drugs, food, and medical devices.

**UK**

United Kingdom – One of Sharp’s key regions of operation.

**US / USA**

United States of America – Primary geography for Sharp’s operations.

**EU**

European Union – Political and economic union where Sharp operates, including Belgium and the Netherlands.

**PJI**

Prosthetic Joint Infection – A serious infection associated with artificial joint implants.

**IMP**

Investigational Medicinal Product – A pharmaceutical form of an active substance being tested or used as a reference in a clinical trial.

**GHG**

Greenhouse Gas – Gases that trap heat in the atmosphere, contributing to global warming.

**ISO14064-1**

International Organization for Standardization – Greenhouse Gas Accounting Standard for quantifying and reporting emissions.

**DEFRA**

Department for Environment, Food & Rural Affairs – UK government department providing environmental data and emissions factors.

**IEA**

International Energy Agency – Organization providing energy data and policy advice.

**USEEIO**

U.S. Environmentally-Extended Input-Output Model – Used to calculate life cycle environmental impacts.

**HVAC**

Heating, Ventilation, and Air Conditioning – Systems providing indoor climate control.

**SBTi**

Science Based Targets initiative – Organization helping companies set emissions-reduction targets aligned with climate science.

**CSRD**

Corporate Sustainability Reporting Directive – EU legislation requiring companies to report on environmental and social impacts.

**SASB**

Sustainability Accounting Standards Board – Provides industry-specific standards for sustainability disclosure.

**NAICS**

North American Industry Classification System – Classifies businesses by type of economic activity.

**EAP**

Employee Assistance Program – Workplace-based program offering confidential support for employee wellbeing.

**H&S / EHS**

Health and Safety / Environmental, Health, and Safety – Frameworks for managing workplace safety and environmental compliance.

**CPR**

Cardiopulmonary Resuscitation – Emergency procedure to assist someone experiencing cardiac arrest.

**AED**

Automated External Defibrillator – Portable device used to restore normal heart rhythm during cardiac arrest.

**LTA / LTAR**

Lost Time Accident / Lost Time Accident Rate – Metrics for workplace safety performance.

**INX**

Integrity Next – Software platform for sustainability risk and supplier engagement.

**CoC**

Code of Conduct – Principles outlining ethical standards for suppliers and employees.

**AtoZ**

Alliance to Zero – Non-profit co-founded by Sharp to advance net-zero goals in pharma.

**SLT**

Senior Leadership Team – Executive management group overseeing sustainability and operations.

**CEO**

Chief Executive Officer – The highest-ranking executive in Sharp.



**CFO**

Chief Financial Officer – Oversees the company’s financial management.

**CCO**

Chief Commercial Officer – Leads Sharp’s commercial and client engagement strategy.

**CDMO**

Contract Development and Manufacturing Organization – Provides services from drug development through manufacturing.

**DMA**

Double Materiality Assessment – Process identifying topics significant to both business impact and stakeholders.

**SMIG**

Sustainable Materials Innovation Group – Cross-functional Sharp team focused on sustainable materials and packaging innovation.

**LCA**

Life Cycle Assessment – Methodology for assessing environmental impacts associated with all stages of a product’s life cycle.

**PCF**

Product Carbon Footprint – Quantitative measurement of GHG emissions associated with a product over its life cycle.

**SME**

Subject Matter Expert – Individual with deep expertise in a specific area or topic.

**PQS**

Pharmaceutical Quality System – Framework through which Sharp ensures quality, compliance, and continuous improvement.

**SQM**

Supplier Quality Management – Program for evaluating, monitoring, and collaborating with suppliers to ensure quality standards.

**CAPEX**

Capital Expenditure – Funds used by a company to acquire, upgrade, and maintain physical assets such as property or equipment.

**VoE**

Voice of Employee – Global Sharp employee survey used to gather feedback and measure engagement.

**LMS**

Learning Management System – Platform for delivering and tracking employee training and development.

**LDS**

Leadership Development Series – Sharp program designed to build leadership and management skills across the organization.

**UNGP**

United Nations Guiding Principles on Business and Human Rights

**ILO**

International Labor Organization

**LISN**

Liver Ireland Support Network

**STEM**

Science, Technology, Engineering, and Mathematics

**GC**

General Counsel – Company’s chief legal officer.

**IT**

Information Technology – Computing systems, networks, and cybersecurity operations.

**SCRM**

Supply Chain Risk Management – Identifying and mitigating risks within the supply chain.

**UN**

United Nations – Global organization promoting international cooperation.

**CDP**

Carbon Disclosure Project – Global disclosure system for environmental performance.

**GRI**

Global Reporting Initiative – Framework for sustainability reporting.





Thank you to everyone who continues to contribute to our sustainability journey. We are proud of the work we are doing together. If you have questions on anything in this report please reach out to: [info@sharpservices.com](mailto:info@sharpservices.com)