

2024 Sustainability Report

Advancing sustainable solutions
for a healthier future



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Message from our CEO

At Kindeva, our vision is to be the world's premier CDMO for drug delivery systems and combination product platforms. We continue to drive sustainability improvements across our product development, analytical services, manufacturing processes, and operations.

We have a legacy of designing products with a focus on a more sustainable future. Our ongoing investments reinforce that commitment. The goal of our sustainability program is to integrate environmental, social, and governance initiatives with our core business strategies, supported by a framework of measurable performance metrics.

This report marks a significant milestone as our first annual sustainability report. It serves as a baseline for future progress tracking and reflects the dedication of our global operations to advancing responsible practices. Together, we are building a healthier, more sustainable future for patients, partners, and communities.

Milton Boyer

Chief Executive Officer





This is Kindeva's annual sustainability report for 2024 comprising our work and progress for the year as well as ongoing and upcoming initiatives. Sustainability is fundamental to Kindeva's mission. We work to continuously advance responsible and sustainable practices across our operations. Throughout this report, we will describe our strategy, policies, and actions to advance our sustainability vision.

#1

This is Kindeva's first Annual Report, and as we continue our journey as a company, we are committed to continually improving our sustainability efforts. The information contained in this report reflects work and progress from Jan. 1, 2024, to Dec. 31, 2024, unless otherwise noted. The information contained in this report is not for use in product detailing or promotion.



Sustainable development goals

Kindeva supports the U.N. Sustainable Development Goals (“SDGs”). The 17 SDGs launched in 2015 serve as a roadmap for countries, communities and companies. In 2024, Kindeva applied our capabilities, managed inherent risks, and was a reliable partner to our customers helping to support the supply of pharmaceuticals around the world. We are passionate in supporting progress toward SDG 3 — To ensure healthy lives and promote well-being for all at all ages. We combine scientific, manufacturing, and commercial expertise to advance global health and well-being.

As a global CDMO, we will interact with our partners to positively impact SDG 3 and other goals. We are working to advance our sustainable operations and sustainable products to help ensure people live healthier lives.

SDGs most relevant to Kindeva





About Kindeva

Kindeva is a purpose-fueled, people-centric contract development and manufacturing organization (CDMO) dedicated to advancing health through innovation, sustainability, and responsible manufacturing. With a legacy rooted in regulatory excellence and device innovation, Kindeva serves as a trusted partner to pharmaceutical companies worldwide, helping bring life-changing therapies to patients faster.



The company specializes in complex drug delivery across pulmonary, nasal, injectable, and transdermal platforms, offering end-to-end support from early formulation through to commercial-scale production. Ten facilities across the United States and the United Kingdom span nearly one million square feet of GMP-compliant manufacturing and development space.

A global team of approximately 2,000 colleagues brings deep technical expertise and a shared commitment to shaping a healthier, more sustainable future. This commitment is reflected in support for the United Nations Sustainable Development Goals (SDGs), particularly SDG 3: Good Health and Well-Being, through the impact of products, people, and partnerships.



2024 highlights

Global health impact:



25+
pharmaceutical
products produced

110million+
high-quality drug delivery medications
delivered to patients around the world.



Our people:



1,850
colleagues engaged across



10



locations in two countries.



65%
employee
engagement score achieved
(a 12% increase from the previous year)



Environment:

Demonstrated our commitment
to continuous improvement...



ISO 14001
ISO 45001

...through ISO 14001 and
ISO 45001 certifications
across some of our sites

Community engagement:

\$20k+



donated by
employees to
local charities

1,078
volunteer hours



dedicated in the communities where we live and work





Our commitments for people, planet and progress

Governance

- Committed to the UN Global Compact's (UNGC) 10 principles on human rights, labor, the environment and anti-corruption.
- Leadership remains actively engaged in advancing sustainable and responsible business practices.
- We foster a culture of open communication by offering multiple channels for reporting compliance concerns, including supervisors, Human Resources, and Legal.
- Our IT program strengthens governance through ongoing improvements in cybersecurity and risk management.

People

- We empower our colleagues to reach their full potential while working together to improve healthcare and create a healthier world.
- We promote fair and equitable treatment for all individuals, including strong commitments to pay equity and inclusive practices across all areas of our work.
- We invest in learning and development opportunities, supporting professional growth and the achievement of performance goals.

Sustainable manufacturing

- We safeguard employees, contractors, and visitors through site-specific Environment, Health & Safety (EHS) policies and procedures.
- We are taking action to reduce Scope 1 and 2 greenhouse gas (GHG) emissions, and have initiatives in place to address Scope 3 emissions across the value chain.
- We are actively increasing our sourcing of renewable energy and taking steps to reduce water consumption at all locations.
- We are minimizing packaging materials and production waste while maintaining product quality and protection for global distribution.

Sustainable procurement

- We are strengthening procurement practices to improve supplier visibility, alignment with our core values, and sustainable sourcing standards.
- Suppliers are routinely monitored and reviewed to ensure ongoing compliance.
- We prioritize partnerships with suppliers who have an EcoVadis score of 45 or higher, or who are actively pursuing corrective action plans to meet that benchmark.





Advancing sustainability at Kindeva



Sustainability is a top priority for Kindeva. We are integrating our Sustainability goals into our business processes. We are tracking key KPIs with each of our four areas and we are working to continually improve each year!



Joan Fretag
Head of Sustainability Program



Planning how we protect tomorrow today

Kindeva is on a multi-year journey to continually mature its approach to environmental, social, and governance (ESG) topics. Collaboration with customers, suppliers, and other stakeholders plays a central role in shaping shared sustainability objectives and delivering meaningful progress.

Sustainability initiatives continue to expand across Kindeva's growing network of sites and employees. In 2025, the company will formalize updated sustainability goals and metrics, with key milestones set for 2027 and 2030.

Guided by a long-term vision and strategic focus areas, Kindeva is applying its collaborative operating model to help reduce environmental impact and generate lasting value across the value chain.

Our sustainability vision

- To be a leading collaborator with our customers, suppliers, colleagues, and local communities to action sustainable manufacturing practices for a better future.
- Through relationships across multiple stakeholders, products, programs, and geographies, our vision is to deploy our diverse problem-solving abilities to drive sustainable solutions and make responsible decisions that generate impactful results.

Our sustainability mission

- Manufacturing More Tomorrows™
- Through partnerships to develop better ways to design and manufacture products at our sites, our mission is to ensure a safe, reliable, and sustainable supply of medicine to patients while striving to reduce our environmental footprint.

Drug-delivery expertise:

We invest in state-of-the-art facilities, cutting-edge technologies and advanced analytical capabilities to deliver strategic value that extends beyond manufacturing.

Dermal



Nasal



Pulmonary



Sterile injectables





Environmental



Sustainability means being good stewards of the environment and a good employer. We do this for our company, our community, and our stakeholders.



Daran Janecek
Global Director of Environmental,
Health, Safety and Security





Driving progress in energy, water, and waste reduction

Our global sustainability commitment

We are committed to advancing energy efficiency, reducing emissions, conserving water, and minimizing waste across our global operations.

Our key environmental actions include:

Reducing emissions:

- Installed solar panels to produce clean energy
- Achieved estimated savings of 150 metric tons of CO2 per year

Improving energy efficiency:

- Conducted energy audits to identify and implement upgrades
- Enhanced equipment design to reduce energy consumption

Conserving water:

- Delivered successful water reduction projects at multiple sites
- Improved wastewater management and monitoring

Minimizing waste:

- Committed to zero waste to landfill through certified waste partnerships
- Expanded recycling and repurposing efforts for wood, metal, plastic, and paper
- Partnered with Veolia and Green-Eco to advance waste solutions



In 2024, we expanded renewable electricity sourcing to include both UK facilities. As a result, all UK manufacturing sites now buying 100% renewable electricity.



Sustainable procurement – Advancing responsible sourcing

Kindeva is committed to advancing sustainability, social responsibility, and long-term value through our procurement practices, guided by our Sustainable Procurement Policy.

Our areas of focus:

Environmental impact

- Partnering with suppliers to reduce environmental risks
- Supporting sustainable materials, processes, and outcomes

Supplier diversity

- Actively sourcing from diverse supplier base mitigating business continuity risks

Supplier evaluation & due diligence

- Compliance with ethical, legal, and safety standards
- Sanctions lists, export control regulations, and government watchlists
- Risk management aligned with Kindeva policies





2025 sustainability progress – Ratings and projects

EcoVadis Rating

- Kindeva achieved an EcoVadis score of 56 in 2025.
- Demonstrated improvements across Environment, Labor & Human Rights, Ethics, and Procurement.

Supplier project with EcoVadis' sustainable procurement

- Kindeva is working with EcoVadis' Sustainable Procurement team to continue to advance our program.

GHG Emissions Project

- Partnership with NUS to track and reduce Scope 1, 2, and 3 emissions. Baseline data for 2024 Scope 1 and 2 is complete.



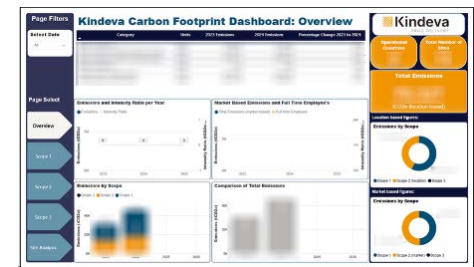
Overall score

Environment

Labor & Human Rights

Ethics

Sustainable Procurement





Social



The success of our company relies on our talented colleagues worldwide. Their innovative spirit and commitment to excellence foster a winning culture. Together, we share a collective sense of achievement and pride in manufacturing more tomorrows.

Brian Schubmehl
Chief Human Resources Officer





How we're growing a winning culture

As a leading CDMO, our unwavering commitment to producing safe, high-quality, and effective products for our customers is the cornerstone of our success. This dedication inspires and motivates our 2000 colleagues around the globe who work on life-extending and life-saving medications. Kindeva's People Excellence Strategy further ensures that we attract, develop, and retain the best talent to fulfill our mission, vision, and values.

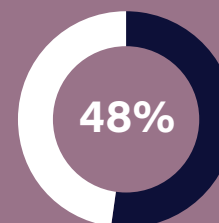
Mission: Manufacturing More Tomorrows™

Vision: Premier CDMO for drug delivery systems & combination products while partnering with customers to improve patient outcomes around the world.

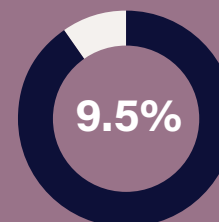
Values: Our core values of personal responsibility, respect, excellence, communication, innovation, service, and energy guide us in our daily work and keep us connected to our mission and vision.



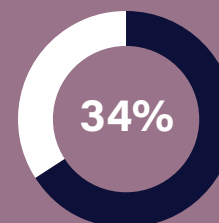
Progress through people



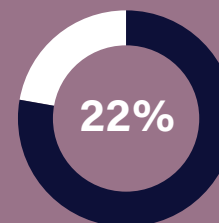
of our workforce has been with Kindeva 5 or more years



of new hires in 2024 came through our employee referral program.



of our females are in management roles



of our diverse colleagues are in management roles





Our PRECISE values

These are the values that define who we are — how we work together, serve our partners and support patients. They guide how we innovate, collaborate and lead with purpose. Being PRECISE is how we transform tomorrow, together.



Personal Responsibility

I am accountable. I take pride in what I do and deliver on my promises.



Respect

I am decent. I treat everyone with dignity.



Excellence

I am exceptional. I strive to never accept the average by focusing on doing the right thing every time.



Communication

I am transparent. I listen to our customers and engage collaboratively with my colleagues.



Innovation

I am curious. I challenge conventional thinking and bring creative ideas to the table so we can take action.



Service

I am committed. I help make lifesaving products, and serving our customers is my privilege.



Energy

I am motivated. I act with a sense of urgency because what I do matters to my team, to patient care and to the world at large.

In 2024, Kindeva exceeded the US pharmaceutical industry benchmarks for female and underrepresented minorities employees in management – a trend we intend to continue.



Developing tomorrow's leaders, today

Our Kinspire program provides a range of development opportunities for colleagues



The **KINSPIRE** Employee Development Program is a process that has been designed to develop **ALL** employees to be the best they can be in their current role and their overall career.

2024 highlights:

- 853 modules from the Developing a Growth Mindset product group were completed.
- 837 modules from the Effective Employee product group were completed.
- 82 elective courses were completed by colleagues.



The **KINSPIRE** Leadership Development Program is a process that has been designed to prepare future leaders, support new leaders, perpetually develop active leaders and provide accelerated development for active + leaders when required.

2024 highlights:

- 67 leaders completed the Leading with Impact Program.
- 42 future leaders, new leaders and active leaders completed the Effective Leadership Program.



The **KINSPIRE** Team Development Program is designed to improve the effectiveness of **ALL** teams in Kindeva. The program supports new and existing teams to deliver **high-performing, committed, and collaborative outcomes**.

2024 highlights:

- 129 colleagues participated in Team Effectiveness development sessions.



"At Kindeva, our aim is to build a culture where every individual, leader, and team can thrive through growth, collaboration, and a shared sense of accountability."



Ian Blyth
Talent Development Director



Benefits and well being



Total rewards at Kindeva

Kindeva strives to be an employer of choice by offering a comprehensive and competitive total rewards package to our employees. Since everyone values pay and benefits in their own way, we offer a variety of choices to meet the individual needs of our employees at all stages in their careers.

Pay

We conduct regular benchmarking surveys to maintain a competitive salary structure for our employees. Our structure and benchmarking are based on our industry as well as the areas where our employees work and live. Each employee is eligible for a pay increase based on the merit of their performance annually. In addition, we have generous and comprehensive bonus programs which are paid out based on the success of the organization and department/employee performance each year. Our merit and bonus programs are also benchmarked to our peers and evaluated regularly to ensure competitiveness.

Career development and recognition

We believe that investing in employee growth and development is crucial for our long-term success. We offer tuition reimbursement to employees to provide support to those pursuing degrees that will support their growth in the company. Kindeva also sponsors a robust recognition program that celebrates employees for special project contributions and milestone work anniversaries. Managers may recognize employees who go above and beyond by awarding them bonus points in this program and/or provide public shout-outs for a job well done on our recognition portal.



The total package – Kindeva benefits

Kindeva offers a variety of benefit packages including health and welfare benefits as well as plans to help employees save for retirement.

- **Health insurance:** We offer a variety of health insurance options (medical, dental, vision) and fund approximately 80% of the cost for our US employees who elect coverage for themselves and their families. In the UK, we offer private medical insurance for employees with the option of covering members of their families at an additional cost.
- **Retirement plans:** Our US employees can participate in a 401(k) plan and our UK employees are eligible for a pension plan. Both programs include a generous employer match based on employee participation.
- **Paid time off (PTO):** All Kindeva employees are eligible for paid time off programs to support work-life balance. In addition, we offer paid leaves of absence for parental leave, absence due to illness/injury, and maternity.
- **Life and disability insurance:** We offer employer-paid life and disability benefits to all employees, both in the US and the UK.
- **Work-life balance:** Kindeva cares about the overall well-being of our employees. To that end and depending on their role, employees may work remotely or on a flexible schedule which aligns to their work. In addition, we provide employee wellness programs to support physical and mental health and well-being.



Kindeva's total rewards offerings are essential for creating a motivated, engaged, and loyal workforce. By offering competitive financial compensation, robust benefits, work-life balance initiatives, career development opportunities, and recognition programs, we attract top talent and foster a positive work environment. Our intention is to make all these elements work together to ensure employees feel valued, supported, and inspired to contribute to the organization's success.



Kindeva cares – Supporting our communities in 2024

Kindeva colleagues are dedicated to giving back to their communities. In 2024, teams across our sites supported dozens of local initiatives, including volunteering, fundraising, and educational outreach.



Community impact highlights

- Donated to organizations such as Make-A-Wish, United Way, and food banks
- Supported STEM education through local robotics programs
- Volunteered time for community clean-ups and charities
- Participated in local health and wellness events

Commitment to Contribute

\$20k

monetary donations

1078

volunteer hours

104

units of blood

100

hygiene kits for the homeless

17

boxes of school supplies

70

backpacks with supplies

919

lbs. food donated

105

gifts for families during the holidays





Governance



Operating with transparency and integrity, Kindeva's code of conduct demands the highest business ethics of its suppliers, customers and colleagues. As a leading force in the industry, Kindeva is committed to guarantee that its business works with the applicable laws and regulations where it operates.

Stephanie Monaco
General Counsel





Our commitment to ethics, integrity and compliance



Overview

Kindeva is committed to operating in an ethical manner and has implemented various initiatives that promote accountability and responsible governance:

- Regular review of Kindeva policies and directives, included as a standing agenda item in all leadership meetings.
- A comprehensive Code of Ethics and Business Conduct applicable to all employees.
- Access to a confidential Global Ethics Hotline for raising concerns.
- Integrity assessments of all new customers and vendors, with ongoing monitoring to ensure compliance with ethical and legal standards.

Our Code of Ethics

Kindeva's values are represented in our **Code of Ethics and Business Conduct**, and all employees are required to complete mandatory training.

- The Code is provided to all new employees and reviewed at regular intervals.
- 100% of Kindeva employees have completed the mandatory training for the Code.
- Highest legal, moral, and ethical standards of honesty, integrity, and fairness are to be demonstrated in conducting all Kindeva business dealings.
- All employees must comply with applicable laws and the Code, including reporting suspected problems and issues with personal behavior in the workplace.

Within our Code of ethics and business conduct, Kindeva does not tolerate forced labor, human trafficking, modern slavery and prohibits child labor.



A culture where ethics and voices matter



Speak up

- We encourage all employees to raise concerns through our Global Ethics Hotline, which allows for confidential and anonymous reporting.
- Reports are taken seriously and investigated in accordance with our Code of Ethics policies and applicable laws.
- **Kindeva Ethics & Compliance Hotline**

Global Ethics Hotline

- Kindeva employees are encouraged to raise ethical concerns via its Ethics Hotline, or to a supervisor, trusted leader in the organization, general counsel, or human resources professional.
- Kindeva employees can report concerns regarding violation of the Code, company policy/procedure, payroll, wage/working hours issues, accounting matters, internal accounting controls, auditing matters, or other legal concerns via the Ethics Hotline.
- All reports are handled confidentially and may be submitted anonymously.
- It is against Kindeva's policy to retaliate against any employee, officer, or director for any reporting of a suspected violation of the Code of Conduct.

Integrity assessment

Kindeva requires high standards of integrity from its third-party business partners, including customers, suppliers, vendors, trade associations, advocacy groups, and other organizations.

- Adherence to the spirit and letter of the formal financial and legal rules.
- Kindeva must ensure that it is engaging in business with partners that operate in compliance with anti-corruption laws and conventions.
- Voluntary adoption of global ethical standards.
- Commitment to core values of honesty, candor, fairness, reliability, and trustworthiness, which guide the delivery of products, services and relationships.



Cybersecurity and data protection at Kindeva

Corporate and production/manufacturing network segmentation

Continuous vulnerability scanning

Network intrusion detection

Endpoint detection and response (EDR)

Enterprise backup and recovery

Operational network monitoring

Next-generation internal and perimeter firewalls

Always-on VPN SASE platform

Enterprise DLP and inside threat management

Security information and event management (SIEM)

Multi-factor authentication

Access management and PAM

Global user security awareness training programs
with simulated phishing training



Framework-Based Program - Our cybersecurity program follows the NIST Cybersecurity Framework to guide how we identify, assess, and manage risks.

Risk-Based Management - Led by our Chief Information Officer, we partner with business teams to monitor and mitigation cyber risks across our operations.

Employee Awareness - All employees receive cybersecurity training at onboarding and annually, including phishing simulations and awareness campaigns.

Defensive Architecture - We implement a "defense in depth" approach with layered security controls, including network segmentation, detection systems, and multi-factor authentication.

Zero Trust Commitment - We are working toward a Zero Trust security model, where access is continuously verified to reduce risk.



At Kindeva, our cybersecurity program ensures we manage risks associated with the confidentiality, integrity, and availability of data and systems to support our business objectives and our customers.



Mike Manahan
Director IT of Cybersecurity





For questions or more information about Kindeva's sustainability program, please contact us at:

Email: sustainability@kindevadd.com



We welcome feedback and dialogue as we continue to advance our sustainability journey.

Disclaimer:

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