

WE'RE CREATING A MODEL FOR THE FUTURE

Clinigen is dedicated to solving an increasingly global healthcare problem - ensuring patients around the world have access to the critical medicines they need. Our mission to deliver the Right Medicine, to the Right Patient, at the Right Time is at the heart of everything we do. This mission gives Clinigen a clear purpose - to ultimately improve health outcomes and improve the lives of patients accessing our medicines whilst also delivering greater value and sustainability to our stakeholders.

Our business operates to the highest standards of governance and compliance. We recognise the value of having a clear purpose supported by a strong culture of ethics, quality and patient safety. We are responsible, transparent and focused on making a positive impact across our value chain, the environment and society.

As a global leader in ethical access to medicines there is an increasing expectation amongst our stakeholders that we contribute, measure and communicate the impact our strategy has on a range of sustainability issues.

This year Clinigen conducted a full review of how our strategy aligns to stakeholder values to ensure that our business model, objectives and growth plans are clearly aligned to the sustainability agenda.

OUR JOURNEY SO FAR

The Environmental, Social and Governance ('ESG') agenda over the past 12 months has significantly gathered pace. We have used this time to gather, understand and formulate our sustainability framework, approach and commitments.

This journey started by consulting with various internal and external stakeholders to understand what the key elements a successful ESG model would need to incorporate.

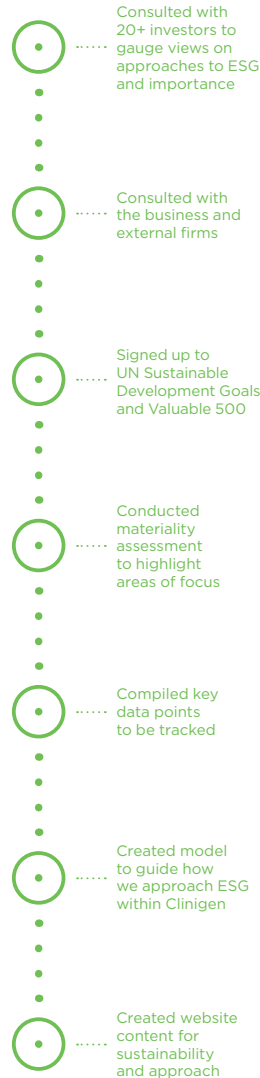
The Group then signed up to the United Nations Global Compact ('UNGC') and UN Sustainable Development Goals ('SDGs') and formalised our commitment to sustainability. Moving forward the Clinigen will more formally incorporate the Ten Principles of the UNGC into our strategies, policies and procedures in the future.

The Group then conducted its first materiality assessment - something that will now be carried out every year. The process helped identify the economic, social and environmental issues that matter most to our business and our stakeholders.

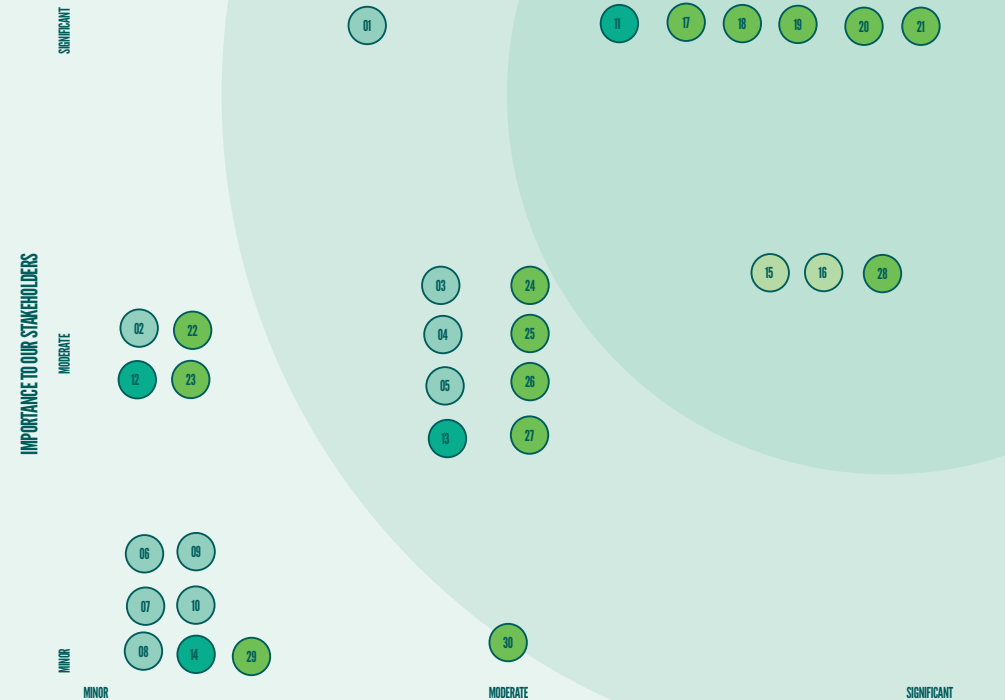
Conducting a thorough assessment in this way not only helps in identifying issues to be covered in our reporting and disclosures but also helps us to decide where to prioritise our resources. The assessment also feeds directly into our enterprise risk management framework and established risk governance framework.

The assessment identified 30 issues of material importance. The issues identified were placed on a matrix, their position relative to the degree of stakeholder importance and potential business impact. These results represent the material issues facing our business, with us focusing most on those categorised and having significant impact on our business and also significant importance to our stakeholders. The outcomes were used to help drive sustainability plans and targets and ultimately inform the ESG model we have built.

WHAT WE'VE DONE SO FAR



MATERIALITY ASSESSMENT



ASSESSING MATERIALITY

The ongoing review of our approach to ESG issues is in line with the principle of materiality, as described in the Global Reporting Initiative ('GRI') Standards, and with reference to the materiality considerations set out in the Sustainability Accounting Standards Board ('SASB') Standards.

We assess the strategic relevance of ESG factors via two lenses: their relative importance to external stakeholders, and their potential impact on our business success. This helps us to prioritise and govern our activity, ensuring that we are closely aligned with our stakeholders' expectations.

IMPACT ON OUR BUSINESS

OUR SUSTAINABILITY PILLARS

● ENVIRONMENT

- 01. Fuel Fleet Management
- 02. Waste Management
- 03. Carbon Emissions
- 04. Energy Efficiency/ Usage
- 05. Climate Action Failure
- 06. Biodiversity Loss
- 07. Human Environmental Damage
- 08. Major Geographical Disasters
- 09. Natural Resource Crisis
- 10. Extreme Weather Events

● PRODUCTS & SERVICES

- 11. Access to Medicines (Healthcare)
- 12. Affordability & Pricing
- 13. Product Lifecycle Management
- 14. Infectious Diseases

● OUR PEOPLE

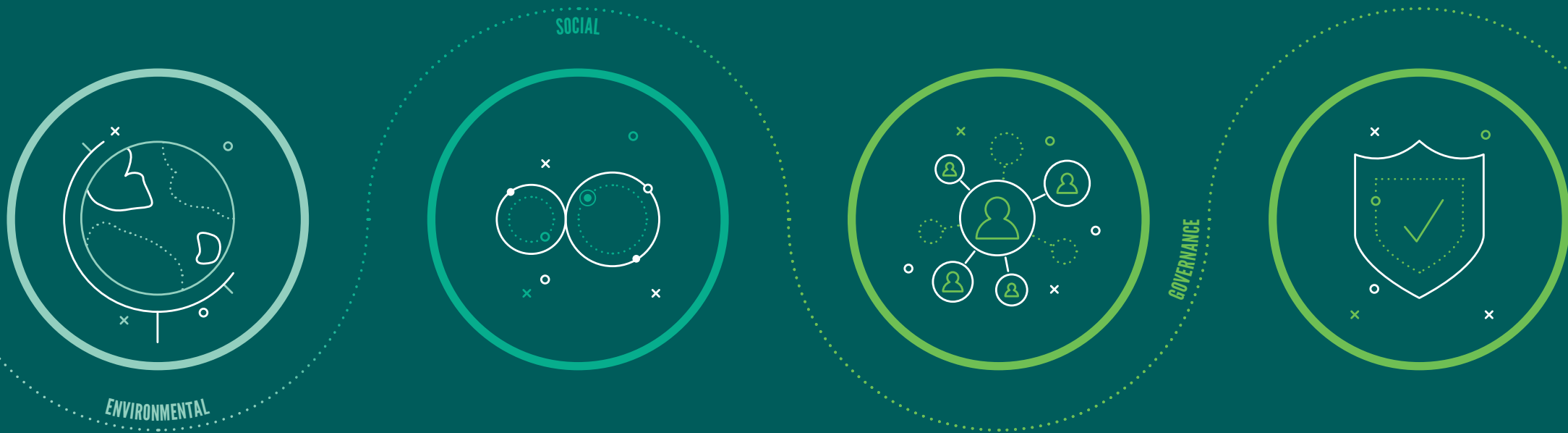
- 15. Employee Recruitment, Development & Retention
- 16. Healthy, Safe & Happy Workforce

● RESPONSIBLE BUSINESS

- 17. Drug Safety
- 18. Counterfeit Drugs
- 19. Product Safety
- 20. Supply Chain Management
- 21. Data Privacy/Cyber Security
- 22. Patient Privacy & Electronic Health Records
- 23. Economic Contribution
- 24. Ethical Marketing
- 25. Taxation & Compliance
- 26. Human Rights
- 27. Gender Equality
- 28. Business Ethics - Healthcare Fraud and Abuse
- 29. Contributing to our Communities
- 30. Safety of Clinical Trial Participants

OUR MODEL & COMMITMENTS

Clinigen's sustainability model contains four key pillars that will be used to guide, embed and communicate our approach to the ESG framework. Through the model the Group is making 17 key commitments that align to seven of the UN Sustainable Development Goals (UN SDGs) where we can make most contribution. Through each pillar there are data points that will be captured and reported on through the sustainability framework.



4 KEY PILLARS

17 KEY COMMITMENTS

7 UN SUSTAINABLE DEVELOPMENT GOALS

ENVIRONMENTAL IMPACT

Minimise any negative impact we have on the environment.

- Minimising our impact on the environment
- Compliance with environmental laws and regulations
- Responsible consumption and production
- Combating climate change



PRODUCTS & SERVICES

Enabling better health by maximising global access to important medicines.

- Broader access to approved medicines
- Quicker access to new medicines
- More access in developing countries
- Patient-focused solutions



OUR PEOPLE

Making sure our people are happy and thriving will help us achieve our ambitions.

- Attract, retain and develop our people
- Promoting greater diversity, inclusions and quality
- Supporting our employees to be healthy
- Engaging with our workforce



RESPONSIBLE BUSINESS

Conduct business in a responsible way and to the highest ethical standards.

- Safe production and supply of products and services
- Ethical supply chain
- Zero tolerance towards bribery, corruption and fraud
- Robust data governance and compliance
- Upholding external standards to protect human rights





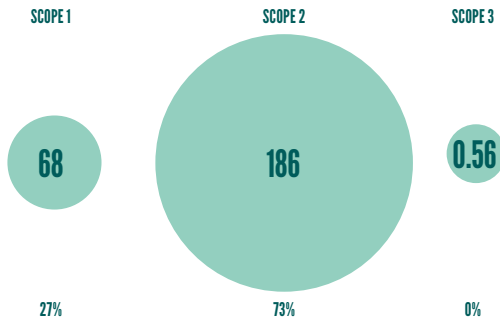
ENVIRONMENTAL IMPACT

Minimise any negative impact we have on the environment.

ENERGY AND CARBON REPORTING

Clinigen have continued to capture UK emissions as required by the SECR regulations that came into play on 1 April 2019. The collection and creation of the SECR report was facilitated externally by TEAM (Energy Auditing Agency Limited). The SECR report covers Scope 1 direct emissions, which includes company-owned vehicles, Scope 2 indirect emissions from electricity purchased and Scope 3 emissions from private vehicles for business use. The SECR report matches the financial year for the year ended 30 June 2021. Using the latest figures provided by the Department for Business, Energy and Industrial Strategy and the Department for Environment, Food and Rural Affairs, TEAM converted the data into tonnes of carbon dioxide equivalent ("tonnes of CO₂e") and categorised into Scope 1, Scope 2 and Scope 3 emissions. The results are shown in the table below.

There has been a total of 254.6 tonnes of CO₂e emitted during FY2021 which compares to 681 tonnes for the prior financial year. However, this will largely be driven by the fact that a large proportion of the workforce has been home working.



YEAR ENDED 30 JUNE	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
Tonnes of CO ₂ e	68	186.07	0.56	254.6
Percentage	26.69	73.09	0.22	100%

CO₂e TONNES

254.6

2020: 681
 ✓63%

The intensity measure variable that the Group has used is total carbon dioxide equivalent emissions (tonnes) per £m of turnover. This is considered to be the best metric to alleviate any skew in the data as a result of the unprecedented impact of COVID-19. Furthermore, if the consumption increases due to an increase in business operation, i.e. generates more emissions and turnover during subsequent years, this metric allows for a good comparison across the years to determine whether the energy performance and carbon savings of the Group have improved. The result for the year ending 30 June 2021 is an intensity ratio of 0.49 tonnes of CO₂e per £m of turnover (FY2020: 1.49 tonnes).

During FY2022 Clinigen have set ourselves the goal of capturing and reporting global emissions and wastage data which will be reported in FY2022 results. This data will be used to set global environmental objectives and initiatives. In FY2022 we will also be reporting utilising the TCFD disclosure. Clinigen have also completed a CDP disclosure as well as registered on EcoVadis, both of which give greater transparency to all our stakeholders on the impact we have on the environment and the measures put in place to reduce that impact.

During the year Clinigen put in place a number of initiatives to reduce our impact on the environment such as converting to reusable plastic totes across some of our US hubs and in April 2021 we announced the launch of our Foscavir Infusion Bags in the USA. The launch of an IV bag presentation, which replaced glass vials, will result in lighter weight transportation and ultimately a reduced carbon footprint during transportation. We also continue to promote recycling and waste disposal throughout the Group through education and audit through our Environmental Management System.



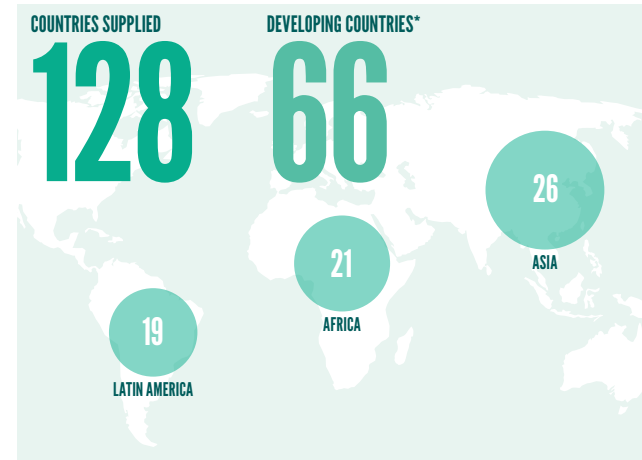
PRODUCTS & SERVICES

Enabling better health by maximising access to important medicines.

Clinigen exists to provide quicker and broader access to critical medicines around the world. In the last three years Clinigen have provided access to medicines into 128 countries around the globe, 66 of which were developing countries and a further 12 transitioning countries where there are challenges in gaining access to critical medicines.

Clinigen currently provide access to more than 1,400 medicines through our Managed Access, Partnered and On-Demand channels. We also support access of medicines into hundreds of pharma led and physician led clinical trials through the clinical services function, meaning the portfolio of medicines we provide enables access for patients in clinical studies, unlicensed markets and licensed markets.

Clinigen also work closely with our pharma partners to provide solutions that enable them to fulfil their ESG goals of providing broader access to their medicines. In the last 12 months we have partnered with 577 pharma and biotech companies to facilitate better access to medicines.



MEDICINES

1,400+

Clinigen currently have more than 25,000 healthcare professionals registered as users on our online platform Cliniport, of which more than 6,000 were added in the past 12 months.

PATIENT FOCUSED

It is vital that the solutions we provide put the patients' needs first and so throughout the year we have remained focused on patient-centric solutions and offerings.

We continue to provide Direct-to-Patient services through our clinical services and in 2021 we also joined the Decentralised Trials and Research Alliance ("DTRA"). The DTRA consists of an alliance of life sciences and healthcare companies that seeks to accelerate the broad adoption of patient-focused, decentralised clinical trials and research.

It is estimated that clinical trials may be set back by several years in the context of COVID-19, due to prospective patients' inability or reluctance to schedule visits at physical research locations. Decentralized approaches to conducting research facilitate participation by a more diverse patient population and could ease COVID-19-imposed difficulties for both patients and clinical investigators.

In FY2021 the Group also rolled out the Patient Advocate Fellowship in early access, an initiative aimed at equipping patient groups and their leadership with the skills and experience they need to engage meaningfully within early access (pages 16-17).

* As defined by the UN.



OUR PEOPLE

Making sure our people are happy and thriving will help us achieve our ambitions.

PEOPLE DEVELOPMENT

During FY2021 the Group has continued to focus on the development of its talent and has seen a 10% increase on average training spend per employee. As part of that training a further 110 people complete the Clinigen Management Academy.

The Academy is a six month-long development program and is aimed at provider leadership and management skills to current and future team leaders. In FY2021 we opened the Academy up to more of the global locations and had graduates from more than six countries.

MANAGEMENT ACADEMY GRADUATES

110

INTERNAL PROMOTIONS

60+



MENTAL HEALTH AND WELL BEING

During FY2021 Clinigen ran mental health awareness training for managers so they are able to spot mental health issues within their team and guide them to appropriate resources. This has been particularly important given COVID-19 and the isolation some people feel from remote working conditions.

In FY2022 we intend to launch CALM across the Group which is a mental health and wellness app.

DIVERSITY

Age, colour, race, gender, disability, ethnic origin, national origin, marital status, sexual orientation, religious or political views must not be seen as barriers to employment and we are proud of the Group's diverse employment base.

The Group is committed to providing equal opportunities for individuals in all aspects of employment and considers the skills and aptitudes of disabled persons in recruitment, career development, training and promotion. The Group supports employees with disabilities, ensuring the necessary reasonable adjustments are in place to support them.

We have conducted an analysis around age groups employed across the Group and can report that our workforce is balanced and in line with general age/working population distribution. Clinigen currently have 17% aged 20-29, 32% aged 30-39, 25% aged 40-49, 18% aged 50-59 and 8% aged 60+.

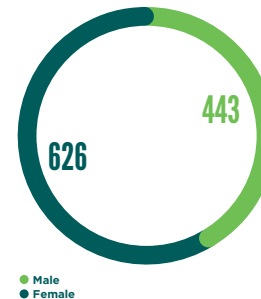
BOARD GENDER DIVERSITY



SENIOR MANAGEMENT TEAM GENDER DIVERSITY



GROUP EMPLOYEES



One route through which we help to ensure continued diversity is through the Management Academy where one-module is largely dedicated to unconscious bias to help managers learn how to make fair and equitable decisions when recruiting, hiring, promoting and giving opportunities to team members.

In FY2021 Clinigen joined Valuable 500, a global campaign to unlock the value of 1.3 billion people living with disabilities around the world. As part of that initiative we will:

- Review our Diversity and Inclusion policies to ensure we commit to driving an inclusive and accessible workplace for all
- Ensure our recruitment and selection processes are inclusive and accessible for all
- Provide frequent reporting to the Executive and Management Team on initiatives supporting a more inclusive workplace
- Deliver targeted training for our people managers to build a culture of inclusivity from the top down

GENDER RATIO AND PAY

Out of the 1,069 employees, 58% are female and 42% male. The Group continues to actively seek to recruit and advance women into its top management through manager training, application monitoring and robust, transparent selection processes. The Group also publishes a gender pay gap report each year. Based on the data we know that gender is not a factor in setting the rate of pay at Clinigen (in the UK). The report showed that our UK median gender pay gap is 9.5% - below the national average of 15.3%. We have also conducted preliminary calculations into a global metric and can confirm it doesn't show any signs of gender being a factor in setting pay at Clinigen at a Group level.

From April 2019 - April 2020 62% of internal promotions were for female employees and in FY2021 59% of Management Academy participants were female.



CLINIGEN WAY

The Group has a culture and set of values which are understood in each of the locations in which it operates. At Clinigen, this is called the 'Clinigen Way', and is captured in six clear and powerful principles that underpin everything the Group does. They are: Make a difference; Show mutual respect; Nurture success; Put best interests first; Maintain integrity; and Measure progress. They reflect the Group's rich and varied historic businesses and the common purpose employees all share today.

EMPLOYEE ENGAGEMENT

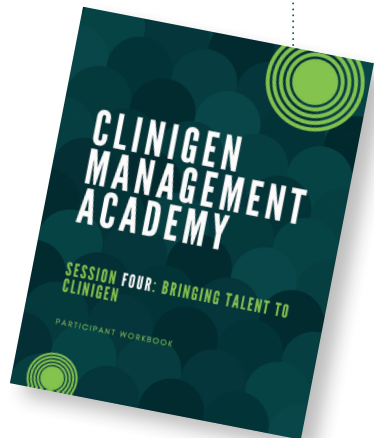
It is important the Group listens to its employees and understands their views on Clinigen as an employer. The Group operates a culture of open communication through a range of two-way mediums including: regular employee representative staff forums; a global intranet platform; newsletters; and regular Group and divisional performance updates from the senior management team. The strategic objectives of the Group are communicated to employees through regular updates and, this year, that included at virtual all-staff conferences.

In the last 12 months we have continued to use Peakon feedback to drive 'You Spoke, We Listened' action planning, with a particular focus on career paths, support and development. The external platform ensures anonymity and empowers management to take prompt and informed action.

Clinigen continues to measure employee engagement and in FY2021 achieved a score of 7.5, which is the same as FY2020 and above industry standard.

EMPLOYEE ENGAGEMENT

7.5





RESPONSIBLE BUSINESS

Conduct business in a responsible way and to the highest ethical standards.

PRODUCT QUALITY AND PATIENT SAFETY

Ensuring the quality of the medicines we deliver is of the utmost importance. The supply of our products and services is becoming ever more complex, and, with the significant regulatory changes taking place across the industry, the expectations of a specialist service provider in terms of technical and project management capabilities are increasingly demanding.

We use our Quality Policy and Quality Management System (QMS) to meet the requirements of our clients and customers in conformance with the Company's Quality Specifications and current legal and regulatory requirements.

Our quality system is underpinned by our holding manufacturer/ wholesaler/distributor licences around the world, including in the EU, UK, US and Asia-Pacific regions. All of our sites are audited regularly, by a combination of regulators and our pharmaceutical company clients – we see this as a core part of doing business and are very proud of our ability to complete them successfully. In FY2021 there were 114 audits of Clinigen, with an average of 0.02 critical findings per audit. There were also zero product recalls of Clinigen 'Owned' products.

SUPPLY CHAIN, QUALITY ASSURANCE, ETHICS

In 2021, we took steps to further strengthen our approach through the introduction of a new Supplier Code of Conduct. This new code will sit alongside the existing Quality Supplier Terms & Conditions (QTC) document which set out in detail our T&Cs in line with our QMS and compliance with key regulators such as the MHRA.

Clinigen works in a highly regulated industry, and the requirements for qualifying suppliers are well defined within legislation.

For example, EU Good Distribution Practice requires Clinigen to obtain their supplies of medicinal products only from persons who are themselves in possession of a wholesale distribution authorisation, or who are in possession of a manufacturing authorisation which covers the product in question and are required to verify that the supplier complies with the principles and guidelines of good distribution practices.

In FY2021 Clinigen performed 49 audits/ inspections of its suppliers and partners.

The Group fully supports the aims of the Modern Slavery Act 2015 to eradicate human slavery and trafficking. We support the UN Guiding Principles on Business and Human Rights and are committed to upholding and respecting human rights both within our business and in that of our third parties.

In FY2021 Clinigen rolled out a new Human Rights Policy which was approved by the Board in April 2021. We also require all of our suppliers to confirm compliance with our Supplier Code of Conduct which equally sets out the Group's expectations regarding Human Rights.

We also developed a new 'Speak up' Policy which provides a formal route for employees to confidentially speak up about any concern they have at work that they feel is important.

COMPLIANCE

In FY2021 a new Internal Audit and Risk function was established, with the appointment of a new Group Head of Internal Audit and Risk who is supported by an external firm to provide additional capacity and expertise.

The Internal Audit remit includes monitoring and assessing the robustness of our Ethics and Compliance activities, including the Anti-Bribery and Corruption ('ABAC') Policy and program, with periodic reporting to the Audit and Risk Committee.

During FY2022, further work will be completed to strengthen our approach to fraud prevention and detection. This includes conducting a Fraud Risk Assessment and monitoring our Ethics and Compliance programs through the internal control framework and activities of Internal Audit.

WHAT NEXT

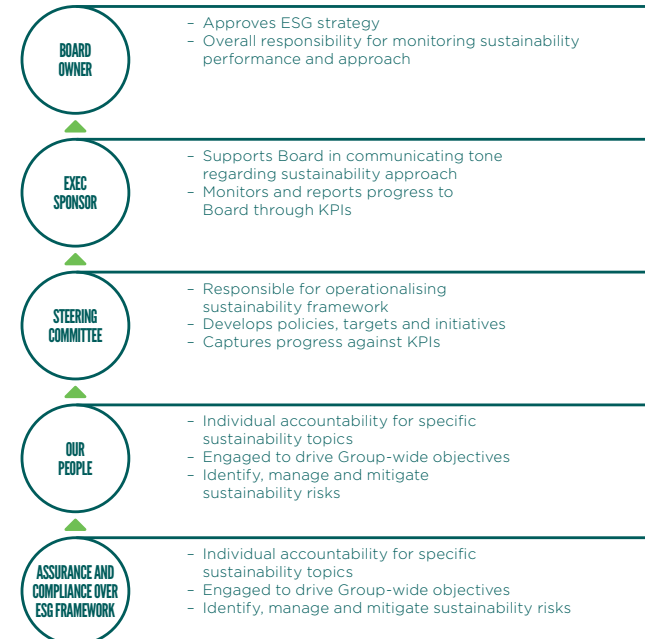
The last 12 months have been a critical milestone in our ESG journey as we developed and rolled out a clear ESG framework.

During FY2022 we will be tracking 29 different data points that we believe are key indicators for progress against our ESG principles and objectives. This will give us a true benchmark as to where we sit across these measures, enabling clear goals and targets to be set in FY2023 and beyond.

We have set out a clear ownership structure (see below) to ensure ESG is fully embedded throughout the Group and progress communicated regularly to all stakeholders.

We are proud of what we have achieved in the last 12 months and look forward to developing further in our approach to ESG.

OWNERSHIP



ESG RATING BY MSCI IN 2021

A
SUSTAINALYTICS ESG RATING
MEDIUM

REGULATORY INSPECTIONS OF CLINIGEN

7

AVERAGE CRITICAL FINDINGS PER AUDIT OF CLINIGEN

0.02

PRODUCT RECALLS OF OWNED PRODUCTS

0