

Corporate Social Responsibility Report 2022



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Letter from Dr. Emmanuelle Voisin, Founder & CEO



I am pleased to present our 2022 Corporate Social Responsibility (CSR) Report, highlighting our unwavering commitment to making a positive impact in the Life Sciences industry. We started our first CSR report two years ago. It laid out the foundations for the future to accelerate the integration of responsible, innovative approaches and sustainable practices in our way of working and beyond. All of this is enabled through the passion and expertise of our teams. Our employee engagement around the world continues to increase, our HappyIndex this year is close to the best in class. Throughout the past year, we have achieved significant milestones across various areas of social commitment, environmental impact, well-being, and IT infrastructure improvements.

In terms of social commitment, we have actively contributed to the betterment of communities through various initiatives. Our collaborations with nonprofit organizations have enabled us to provide crucial healthcare services to underserved populations, improving access to life-saving treatments and promoting overall well-being.

Recognizing the importance of environmental stewardship, we have implemented sustainable practices to reduce our ecological footprint. By investing in energy-efficient technologies, we have significantly reduced our carbon emissions and water and electricity consumption. Furthermore, we have championed recycling and waste reduction efforts throughout our operations, striving to create a cleaner and healthier environment for future generations.

Our dedication to employee well-being remains paramount. We have continued to prioritize workplace safety, fostering a culture that values the health and wellness of our employees. By implementing comprehensive health programs, promoting work-life balance, and providing ongoing professional development opportunities, we have nurtured a supportive environment that empowers our employees to thrive both personally and professionally.

In recognition of the crucial role of technology, we have made substantial investments in enhancing our IT infrastructure. These improvements have bolstered our ability to further secure our data and streamline our operations.

Looking ahead to 2023, we are excited to build upon our achievements and set new benchmarks for Corporate Social Responsibility. Together, we can create a brighter future, where innovation, social responsibility, and sustainable growth go hand in hand.

Introduction

The world is changing and so are we

Major trends continue to affect our society and the business world. Understanding their implications is absolutely essential to our business and to building a relevant response for our clients and collaborators.

Beyond our contribution to improving the framework in which companies and markets operate, we are convinced that we have a responsibility to play a more significant role in society. In a rapidly changing world, controlling risks and anticipating new uses are essential to guarantee performance and sustainability. We are committed and wish to have a positive and lasting impact, beyond our missions and expertise. There are several trends that continue to impact our world and the following ones are those we have chosen to base our strategy on:

- Technologic disruption and IT security
- Climate change and rarefication of resources
- Demographic changes and inclusion



For better understanding while reading: the data used in this report is from FY 2022, but since the strategy has been initiated in 2021, we have integrated some information concerning the actions of 2021.

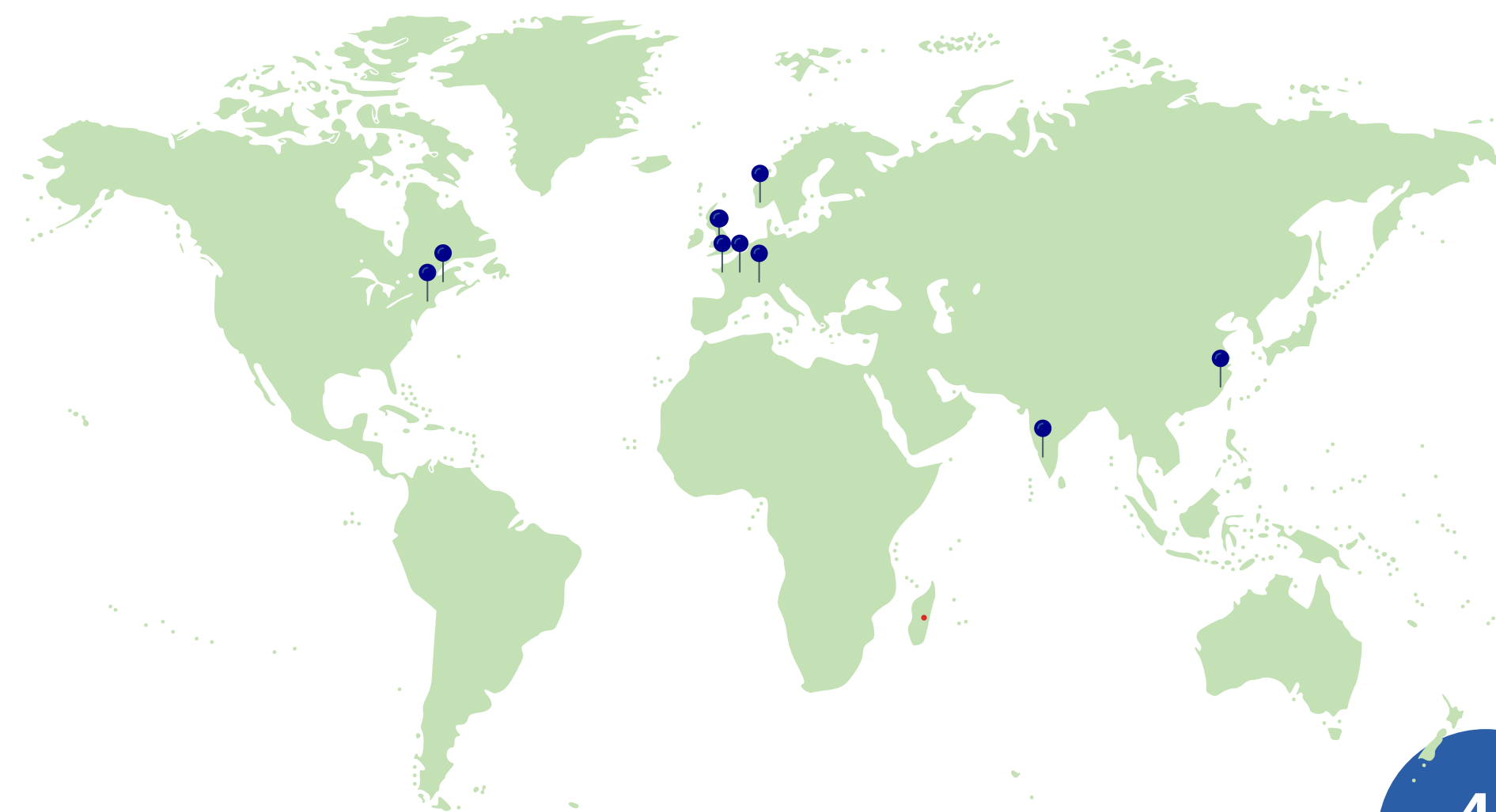


VCLS - End-to-end HealthTech solution provider

VCLS guides biotechnology, pharmaceutical and medtech manufacturers throughout the development and commercialization of their products. Early in the process, from R&D to the patient, we help innovators design optimized product development plans and regulatory strategies, combining the healthtech ecosystem and business success. We identify and manage product risks, from target profile definition to clinical and non-clinical development, clinical research, registration, launch and product life cycle management. We also perform due diligence for licenses, mergers and acquisitions. The company provides actionable recommendations that empower clients to make strategic decisions by helping define the roadmap to go to market, with audits and the strategy needed to achieve tangible results in line with business goals.

The company was founded by Dr. Emmanuelle Voisin in 1997 in France to offer a tailor-made service to emerging biotechnology companies. Dr. Emmanuelle Voisin has 30 years of experience in drug development. Her expertise lies in unconventional development strategies, maximizing the use of regulatory mechanisms and innovative approaches to bring new technologies to patients.

With offices in Cambridge (MA, USA), Sommerville (NJ, USA) Paris and Rennes (France), London (UK), Lausanne (Switzerland), Copenhagen (Denmark), Dublin (Ireland), Bangalore (India), Antananarivo (Madagascar) and Shanghai (China), VCLS serves a broad range of developers and investors.



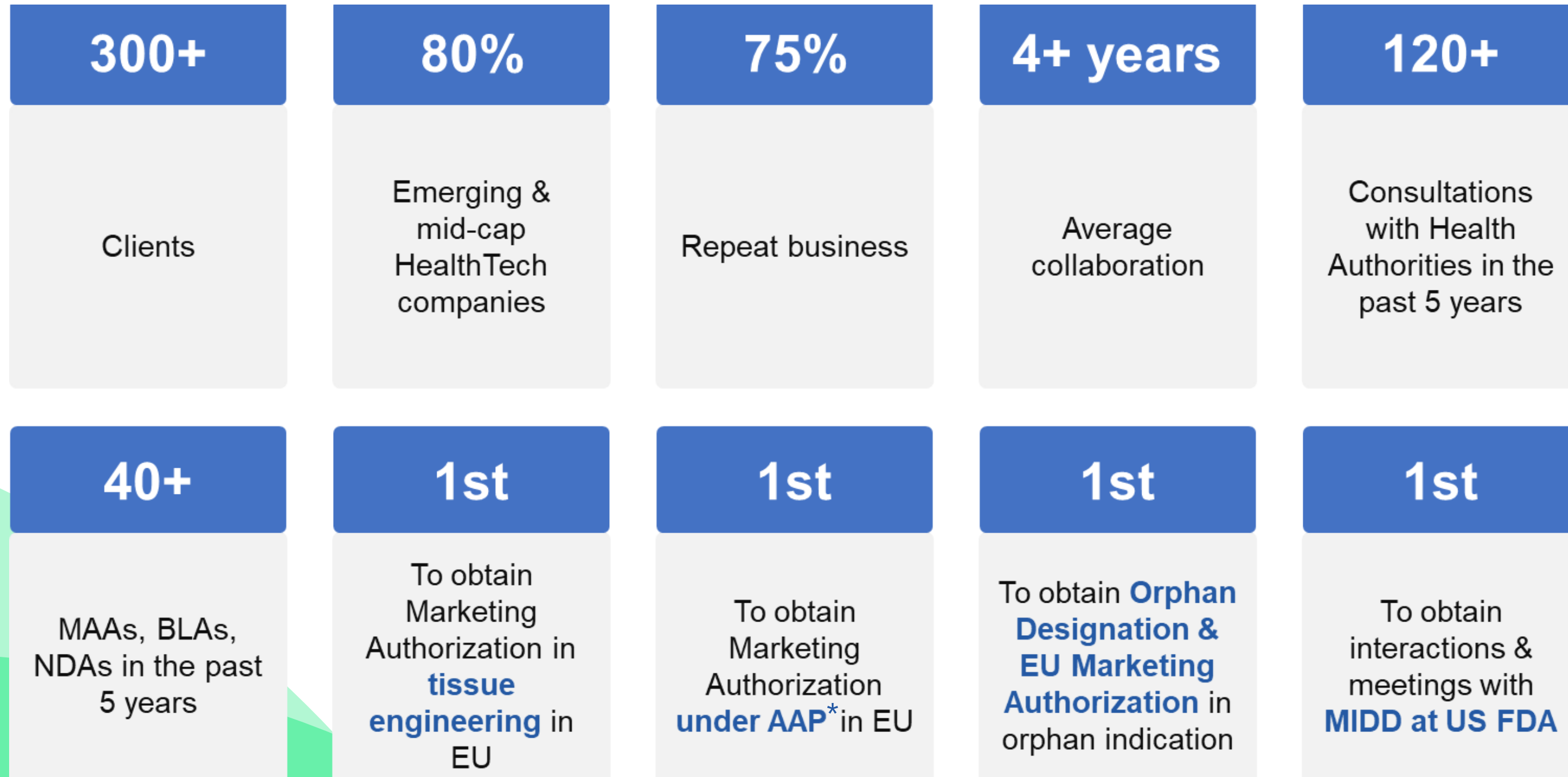
Our mission

Be the global reference partner to expedite access of HealthTech products to regulated markets.

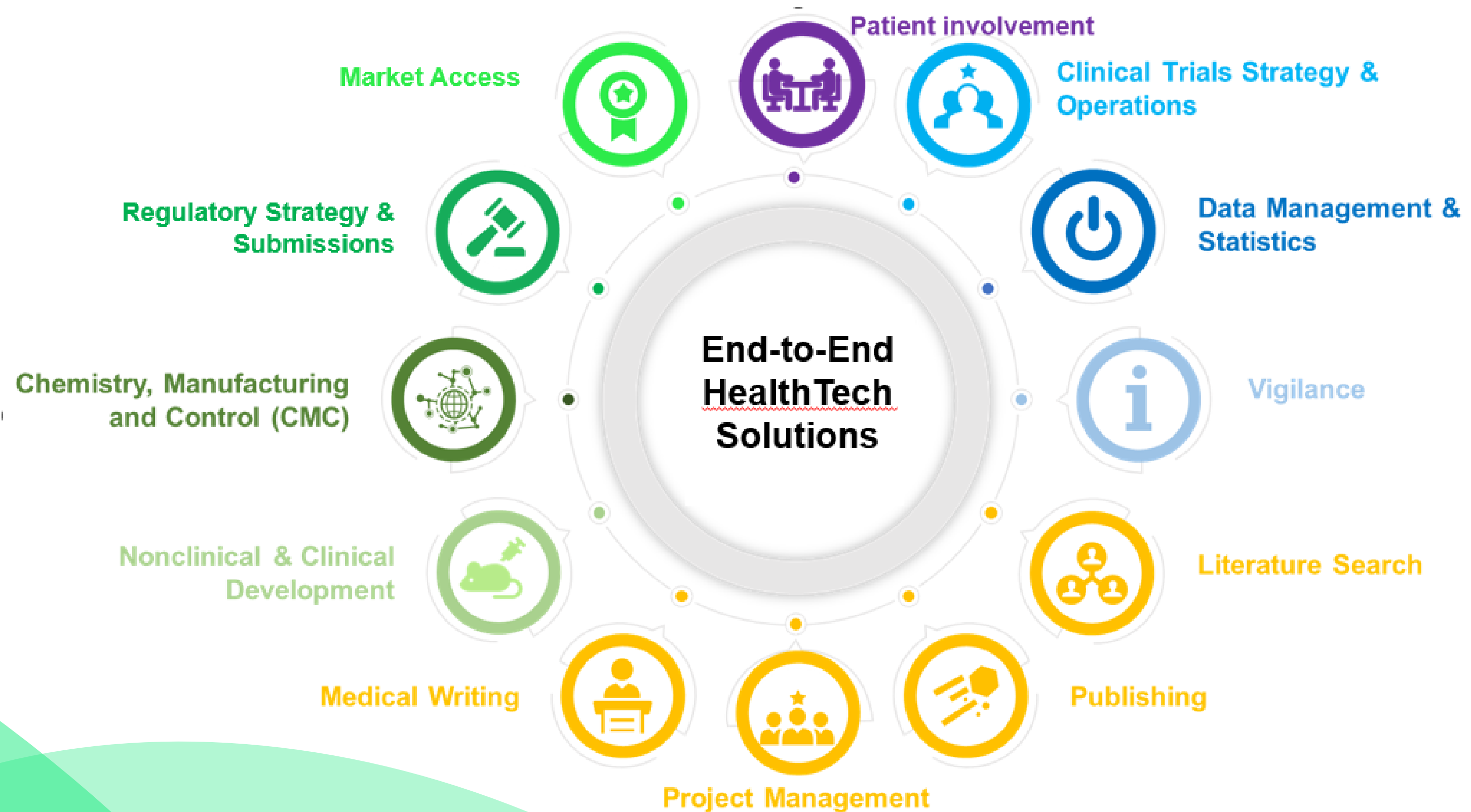
Our vision

Science transforms lives, we successfully partner with innovative pharma biotech and device developers for **the benefit of patients.**

Who are we - VCLS in figures



What we do - fields of expertise



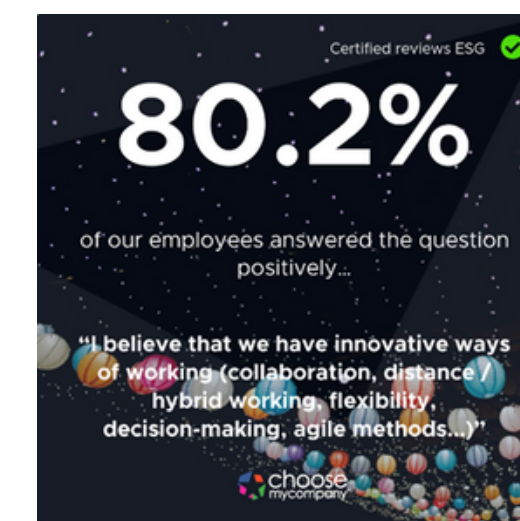
Employee testimonials

Leadership is based on benevolence, listening and support to all stakeholders: collaborators, suppliers, subcontractors, customers, shareholders etc. From daily practices to the specific task assigned by our partners and clients, these values are applied through procedures, actions, and concrete changes for the continuous improvement of activities. VCLS is committed to respecting people, territories and the environment. The protection of human rights, respect for international labor standards, freedom of association, the right to collective bargaining and the fight against illegal practices are obviously an integral part of all of these commitments. Several charters formalize these commitments, all available in English on our website.

Quality is a core value of VCLS and a fundamental component of what customers, regulators and other stakeholders expect from a leader in intellectual services. Thus, extremely strict internal policies and procedures have been put in place with the objectives of research and quality control.



In 2022 the focus on our teams has been further strengthened. For example, flexible working conditions around the world is highly appreciated by our teams, which results in a high rate at HappyIndex at Work.



Opportunities to exchange among different teams have been enhanced around the world through communication initiatives such as "Meet Your Colleagues" sessions, webinars on "The Art of Consulting" and more individualized support to develop everyone in his/her role.

This constant progression is reflected in the evolution of the teams' perception both on management topics and their professional development, in the last engagement survey.

	2023	2022	2021
Management	73.6%	65.0%	65.5%
Professional development	68.9%	64.2%	57.9%

Client challenge & VCLS solutions - example 1

Creating a Regulatory Strategy for Software as a Medical Device

Background



French MedTech Startup



Target European market



Software - Medical Devices & Digital Health



Therapeutic Area : Diabetes

Clients challenges

- The medical app did not conform to Medical Devices Software life-cycle management guidelines (ISO62304).
- The app did not conform to the Medical Devices Quality Management System guideline (ISO13485).
- There was no regulatory strategy and positioning for the app under the EU Medical Devices Regulation (2017/745).

VCLS Solutions

- Advised on the detailed regulatory requirements and related regulatory supportive data for the product (Software development and qualification, analytical and scientific validation, as well as clinical performance).
- Detailed Quality Management System implemented, tailored to standards of Medical Devices Software.
- Produced associated roadmaps as well as assisting with the related operational activities in order to support product development and testing as per Medical Devices requirement (ISO62304/62366, ISO14971).
- Dedicated highly experienced in-house experts support consistently provided to ensure the construction of the product and company regulatory documents (CE Mark Tech File, Software Files, Quality procedures).
- Facilitation of early dialogue with French Health Authorities (GMED, ANSM) for the placing in the market in France and wider Europe.

Results

- Expert mapping of technical requirements and supportive data as Medical Devices Software
- De-risking of product development plan and time to market for Medical Devices Software
- Fully CE certification mark dossier and Standardized MedDRA Queries anticipating regulator's expectations
- Expert mapping of technical requirements and supportive data as Medical Devices Software

“Obtain regulatory approvals in Europe in the shortest amount of time, at reasonable costs, while adhering to increased safety concerns and regulatory requirements!”

- VP Regulatory (Client 1)

Client challenge & VCLS solutions - example 2

Early Asset Strategic Positioning and Value Communication

Background



Emerging Biotech in France



US and Europe focus



Biologics



Metabolism disorder

Clients challenges

- **No internal resource** in Market Access. Need to educate the team
- Intuitive development strategy rather than rationally based
- **Need to leverage funds:** investors expect a clear strategy based on a strong rationale
- **Clinical Experts** advise targeting the largest population, but do not care on return on investment
- **Budgetary constraints:** Very limited budget for the first study

VCLS Solutions

1. **Identification of first indication to be targeted based on** analysis (for each potential indication) of:
 - The rationale between the client's available evidence (animal studies) and the pathophysiology
 - The clinical unmet need
 - The economic burden and the potential offsets
2. **Analysis of the price potential in the U.S.**
3. **Brainstorming sessions** with client w/o clinical experts
 - Education of the client team to the market access approach,
 - KOL objection handler
4. Development of the **Value Proposition** which serves the following objectives
 - Communication to external stakeholders: clinical experts, patients, payers and investors,
 - Preliminary identification of some economic outcomes and PROs to be integrated in the development plan.

Results

- A robust, science-based and business-oriented positioning was established providing a strong foundation for successful product development.
- The CEO was grateful for the quality of the work and confident for the next discussions with investors.
- VCLS' team of in-house core experts continue to be an extension of the Client's team and the clinical development plan in the recommended indication is anticipated.



The document is really very good and very dense with a lot of essential information. A big thank you for this great quality and documented work!

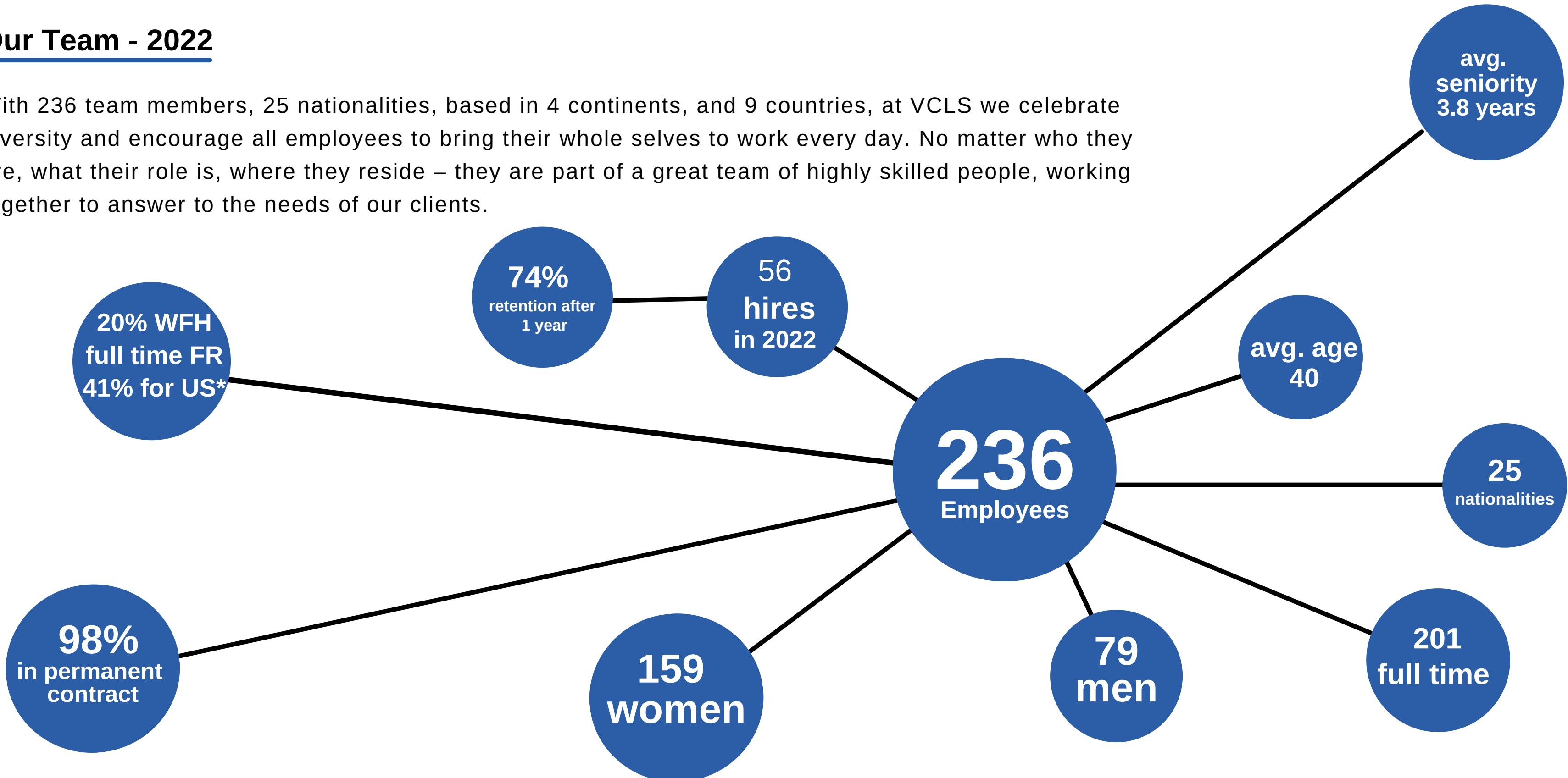
The answers to the questions are very clear and very useful. Also the slides on the "price potential" are very good.



- CEO (Client 2)

Our Team - 2022

With 236 team members, 25 nationalities, based in 4 continents, and 9 countries, at VCLS we celebrate diversity and encourage all employees to bring their whole selves to work every day. No matter who they are, what their role is, where they reside – they are part of a great team of highly skilled people, working together to answer to the needs of our clients.



Values of VCLS

All over the world, our values encourage the entities of the VCLS network to bring our expertise to our partners. Our activity consists of supporting the performance of our clients in compliance with the various regulatory and legal frameworks (research, development, market introduction, audits etc.) and within the framework of responsible and sustainable development.

Quality in everything we do is the bedrock on which our strategy is based. This is why excellence is one of our core values. Promoting an internal culture based on the search for quality as an essential element in the performance of missions is thus a permanent priority. The quality of our services is based on the men and women we recruit, train and motivate, on our culture of technical excellence and on the empowerment of our teams at all levels of our organization. The company's commitment to quality is shared with all associates.

People, Innovation, Passion and Excellence: these are the values shared by everyone at VCLS.

People

We empower individuals and teams by providing them with an environment to grow and succeed. We treat others as we would like to be treated with trust, respect and fairness. We recognize effort and reward success.



Innovation

We dare to think out of the box and disrupt the status quo. We challenge everything in due time, we accept challenge and the right to fail. In an uncertain, ambiguous and complex world, we move and change with agility.



Passion

We work with energy and enthusiasm and have fun. We take ownership of our tasks, projects and missions. We promote the synergy of teamwork.



Excellence

We consistently do our best to understand and satisfy the needs of our partners, clients and colleagues. We bring true added value, discerning the necessary from the superfluous. We strive to make tomorrow better than today by continuous improvement and learning.



United Nations Global Compact

Last year VCLS joined the UN Global Compact initiative. This year, we continue to contribute to improving the world we live in and **already have integrated several Sustainable Development Goals into our day-to-day business.** VCLS has been accepted as a signatory partner ([United Nations Signatory Partner](#)) for the UN Global Compact and is finalizing the adherence through the formalizing of this CSR report. By joining this program, the following 10 principles of the Global Compact are integrated into the various aspects of VCLS day to day business:

Human rights

- Businesses are urged to promote and respect the protection of international human rights law
- Be careful not to be complicit in human rights violations international labor standards
- Businesses are urged to respect freedom of association and recognize the right to collective bargaining
- To contribute to the elimination of all forms of forced or compulsory labor
- To contribute to the effective abolition of child labor
- To contribute to the elimination of all discrimination in employment and occupation

Environment

- Companies are encouraged to apply the precautionary approach to environmental issues
- To take initiatives to promote greater environmental responsibility
- To promote the development and dissemination of environmentally friendly technologies

Fight against corruption

- Companies are invited to act against corruption in all its forms, including extortion and bribes

The colored SDG's are the ones we are working on and integrated into our day-to-day business. The greyed-out ones may be difficult to consider as much as the colored ones on which we can have a more significant impact. This is mainly due to our business activity. Several SDG's are naturally integrated into our business. For instance, working on good health and well-being (SDG 3) is our core business, offering decent work (SDG 8), reducing inequalities (SDG 10) and prospering through gender equality (SDG 5) belongs to our identity. This report demonstrates in the different chapters which initiatives and actions we are working towards which SDG.



United Nations
Global Compact



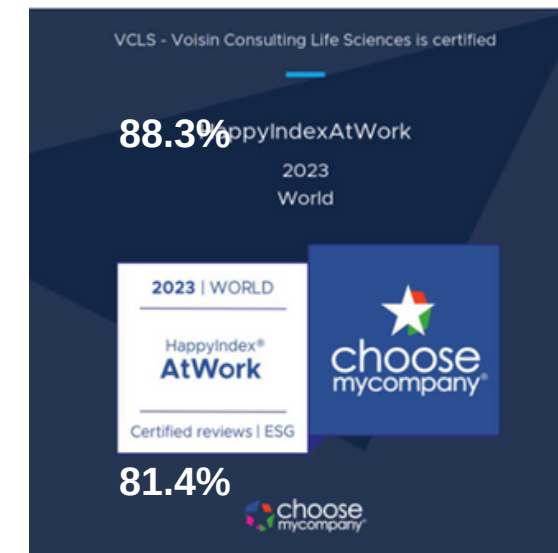
Certifications - HappyIndex®AtWork

It has been 3 years that we have been evaluating our employees' commitment via the HappyIndex®AtWork index provided by Choose MyCompany.

We have been making continuous progress in 2022 and now VCLS is among the top-ranking companies in the consulting sector for companies that have less than 1,000 employees.

We have been accredited for a third consecutive year for all the countries where we present, which shows the global consistency of our practices. Furthermore, our new location in Madagascar (via the acquisition of Quanta Medical last year) participated in the survey for the first time and gained accreditation. They have been working assiduously with regard to the various development areas.

We continue and update our action plans to improve our quality of life at work further.



TOPRA Awards 2010, 2014 and 2021

In 2010 and in 2014, VCLS won the International Award for Regulatory Excellence from TOPRA (The Organization for Professionals in Regulatory Affairs). In 2021, we won TOPRA Award for Innovation.



Female industrial entrepreneur 2016

In 2016, CEO Dr. Emmanuelle Voisin was awarded "Female entrepreneur of the year" for contributing to the development of the French industry through her work in research, production, innovation and entrepreneurship.



ISO 9001

VCLS has been certified ISO 9001 since 2004. Using ISO 9001 helps ensure that customers get consistent, good-quality products and services.



Our CSR approach

As a member of a global network, operating in several countries around the world, our corporate social responsibility approach applies both locally and globally and reports on the main areas in which we create value: for our customers, for our collaborators and for the various entities we are made of. We are ambitious to take part in a dynamic that promotes more responsible practices. The topics this report is treating and the objectives that have been determined were subject to an analysis of the challenges the industry we are in is facing and through a materiality analysis which gave the opportunity to stakeholders to rank the importance of these challenges. This analysis guided the decision made in order to improve the overall CSR performance by directly focusing on the importance of CSR challenges for VCLS by taking into consideration the point of view of the stakeholders we are working with. Thus, the CSR strategy is based on the following four areas of action:

- **responsible / ethical governance** based on business ethics and behavioral ethics that build trust (Business ethics, patient centricity, data security and data privacy as mentioned in the materiality matrix)
- **accountable human capital** promoting diversity and guaranteeing the quality of work of our collaborators, contributing to attracting and retaining talents (Employee working conditions and attractiveness, and an inclusive, diversified, and non-discriminatory workplace as mentioned in the materiality matrix)
- a **societal commitment** involving our collaborators in solidarity actions aimed at supporting innovation and social entrepreneurship (Sustainable behavior)
- management of our **environmental impact**, to optimize the recycling of our waste and reduce our greenhouse gas emissions (Sustainable behavior)

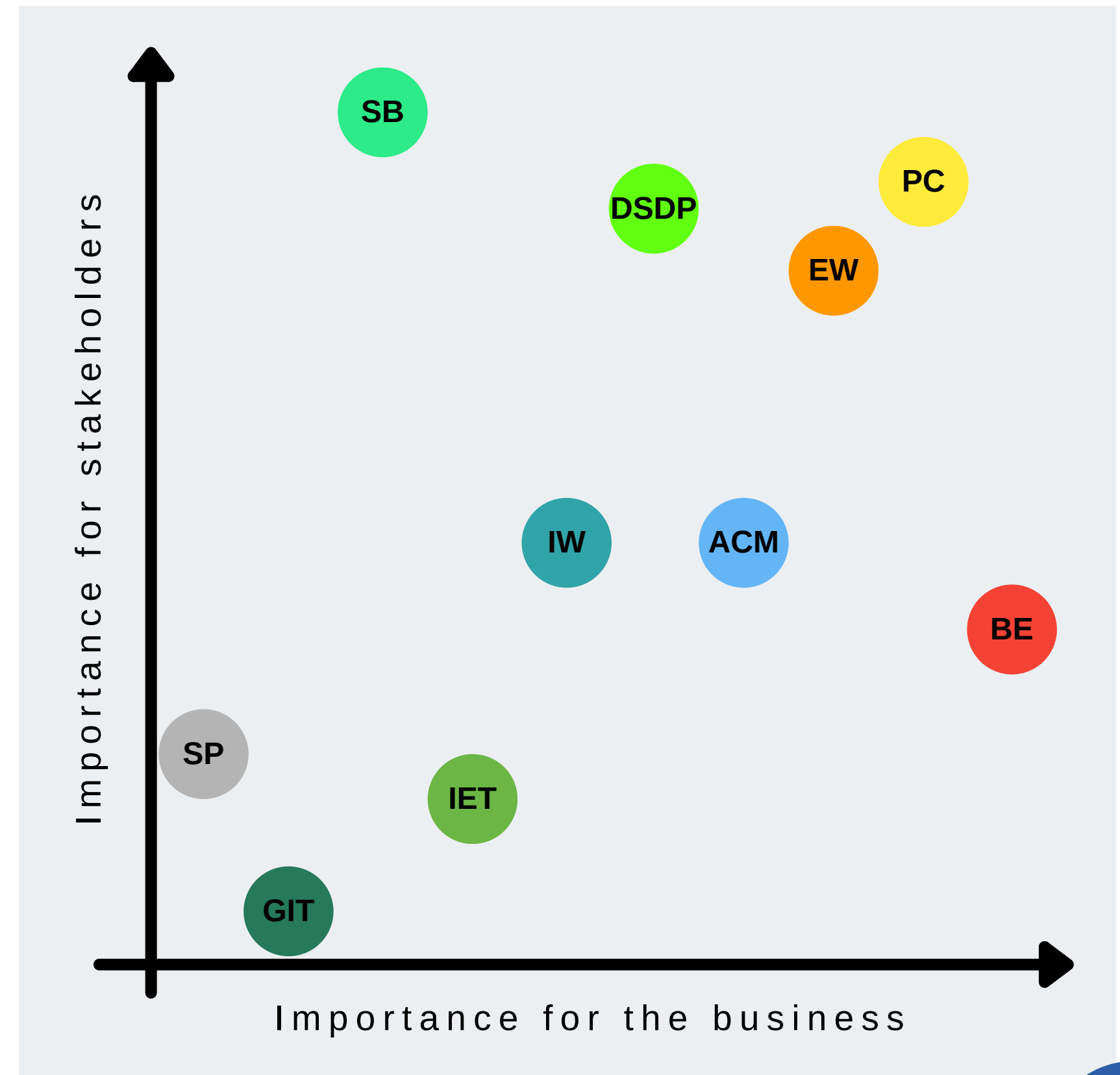
These four areas cover the topics our stakeholders had the chance to express themselves about. Thus, the report will give the opportunity to show the status quo in terms of the progress of the CSR at VCLS and furthermore address the challenges highlighted to pursue the objectives to improve.



Materiality matrix

In 2021, we chose to consult our partners through a materiality analysis in order to integrate their expectations into the construction of the CSR strategy. With this analysis, the partners were called upon to assess their vision of the level of importance of each issue for the CSR strategy. This level of importance was highlighted with that of the company's expectations, thus making it possible to prioritize actions to be implemented in a collaborative manner with our partners. The ten topics that had to be ranked by importance by internal and external stakeholders were the following:

- Sustainable behavior (waste management, recycling, responsible mobility, volunteering program etc.) **SB**
- Business ethics (ethical practices/conduct, compliance, industry standards) **BE**
- Attractiveness and career management **ACM**
- Patient centricity **PC**
- Green/environmentally friendly IT **GIT**
- Data security and data privacy **DSDP**
- Employee working condition (Work-life-balance, security, comfortable workplace etc.) **EW**
- An inclusive, diversified, and non-discriminatory workplace, assuring equal opportunities and gender equality **IW**
- Sustainable procurement (use the services of companies from the adapted sector, use sustainable products etc.) **SP**
- Innovation, expertise in digital technologies **IET**



Objectives for the next 3 years

- Continue to raise collaborators awareness of CSR and the benefit for the company
- Continue to involve collaborators in CSR procedures
- Develop unifying actions internally to increase awareness around CSR subjects (activities, seminars, training etc.)
- Continue to improve the EcoVadis assessment
- Get ISO 27001 certified
- Participate in HappyIndex®AtWork survey
- Publish and communicate about:
 - Environmental Policy
 - Sustainable Procurement Policy
- Adhere to UN Global Compact and integrate SDG's to CSR strategy
- Manage second life program for old PC
- Full introspection and review of suppliers
- Replace progressively our lamps with LED lamp or LED light bulb in all offices to be more energy-efficient

Achievements from 2020 to 2022

- EcoVadis assessment: increased from 30 to 61/100, and obtained silver medal in 2021
- Gender index for the 3 consecutive years: 88/100
- HappyIndex at Work: Grew from 4.18/5 to 4.37/5
- Code of Conduct reading rate 2022: 97%
- Continued partnership with recycling company
- Integrated CSR into day-to-day business
- Microsoft Security Score at the end of 2022: 78%
- Mental health support put in place in 2022

Roadmap for 2023

- Reinforce CSR into the strategy and values of the company
- Structure, manage and control the impact of the business
- Reinforce accountability at all levels of the company
- Increase environmental impact (waste management - consumption)
- Educate employees on environmental impact in different countries
- Build the capability of complying with all data for 70% of our countries

Responsible governance and business practices



To remain relevant as advisors and earn the trust of our clients, we must combine an understanding of the issues, strong technical competences and solid ethical principles. The collective experience and knowledge that we acquire through our assignments allow us to fully understand the activity of our clients. As our Materiality matrix has pointed it out, ethics is being judged as a highly important topic, according to both internal and external stakeholders and even more generally speaking, industry standards.

Code of Ethics and Business Conduct

Upon recruitment or admission, all collaborators of VCLS have to testify they have read the [Code of Conduct](#) (click to see Code of Conduct) and participated in the GDPR trainings. All employees receive training as part of their onboarding training, newcomers still have to complete the course. They are required to respect the founding values expressed in this Code in the deployment of their professional activities.

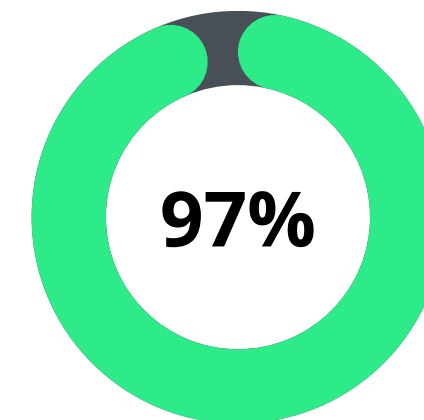
The Code of Conduct has been put in place and validated by the executive committee. This charter commits to the topics of:

- Respect for people (respect for human rights, protection of personal information, relations with collaborators, career management, diversity and equal opportunities, health and safety, personal safety)
- Respect for legality for all collaborators and prohibition of illegal or unfair practices
- Respect for competition rules (fair competition, protection of sensitive information)
- Fight against corruption
- Communication and information (transparent, reliable, protection of confidential data)
- Transparency and internal control

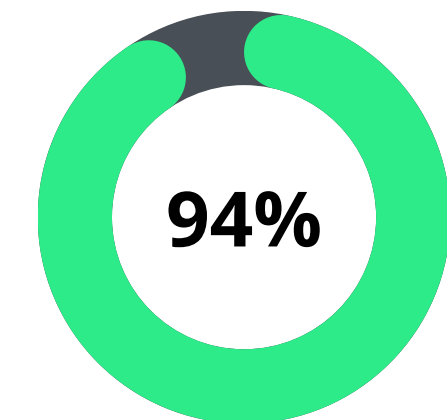
Data protection and risks related to IT

Data protection is a central topic that is a priority at VCLS. In the last couple of years, several initiatives have been completed in order to consolidate the protection and the management of data. Moreover, the personal data collected as part of the missions is protected by the GDPR (General Data Protection Regulation) and any other data protection applicable laws. The mandatory training on ethics and the GDPR are being followed by all collaborators without exception. A data protection officer (DPO) pilots VCLS compliance regarding data protection.

In 2022



of employees have read the CoC



of employees have taken the GDPR training

IT system & security - a significant improvement

At VCLS, we recognize the critical role that IT infrastructure and security play in supporting our business operations and protecting our stakeholders' interests. We are committed to upholding high standards of Corporate Social Responsibility (CSR) in these areas, ensuring the reliability, resilience, and ethical use of our IT systems. Here we highlight our efforts and achievements in promoting responsible practices related to IT infrastructure and security.

1

Investing in Sustainable IT Infrastructure

We understand the importance of sustainable IT infrastructure to minimize our environmental impact. Over the past year, we have made significant strides in reducing energy consumption and carbon emissions associated with our IT operations. We have implemented virtualization and server consolidation initiatives, resulting in improved efficiency and reduced power consumption. We moved the equipment and team of Quanta Medical (acquired by VCLS in 2021) to our headquarters in Boulogne. This action resulted in not only achieving substantial reductions in our overall carbon footprint but also providing a better working environment and conditions for our employees at Quanta Medical. More importantly, it creates more synergy between the two teams.

2

Ensuring Business Continuity

To safeguard against potential disruptions, we maintain a comprehensive business continuity and disaster recovery plan for our IT infrastructure. We have established redundant systems, backup mechanisms, and off-site data storage to ensure the uninterrupted availability of critical systems and services. Regular testing and evaluation of our contingency plans allow us to identify and address any vulnerabilities, minimizing potential downtime and ensuring seamless operations during unforeseen events.

3

Promoting Data Privacy and Protection

Protecting the privacy and security of our stakeholders' data is of utmost importance to us. We have continued to enhance our data protection practices by investing in robust security measures, advanced encryption protocols, and regular security audits. Our IT team undergoes regular training to stay updated on the latest security threats and best practices. We have implemented stringent access controls and data handling procedures to ensure that sensitive information is protected from unauthorized access or breaches.

Accountable human capital



Our approach to responsibility is expressed above all towards our collaborators. They are the bedrock on which our success, our performance and the expertise we provide to our clients are based. While the company's growth has accelerated sharply in recent years, the involvement and shared ambition of the collaborators are the main drivers. Thus, the condition of work of our teams but also the diversity of the profiles that make them up constitute the cornerstones of an inclusive human resources policy which strives to ensure on a daily basis the conditions for both their professional development and also of their personal development.

Safety and health insurance in all countries

All collaborators across the different countries are being handed over an Employee Handbook. This document provides a global insight of the policies, procedures, working conditions and behavioral expectations that guide employee actions in the workplace. It allows us to share an approach to addressing workplace issues to create a harmonious, fair, employee and employer-supportive workplace.

In order to assure the safety of all collaborators, adapted security and provident systems are offered in all countries.

Regarding disability - we try to meet the obligations in terms of the percentage of people with a disability compared to the total number of collaborators and we fill the gap by involving companies from the adapted sector such as Cèdre (more information under "Environmental impact"). We meet legal obligations, for instance, in France, we use ESAT workshops (centers providing care through employment) to integrate the concept of disability into the company. In addition, we collaborate with companies in the adapted sector for various services like the filling of hydro-alcoholic gel or office supplies with [Papillons de jour](#).

To better manage the post-pandemic impact, a 7/7 telephone line has been put in place for the mental health world-wide.

Ensuring decent and safe working conditions

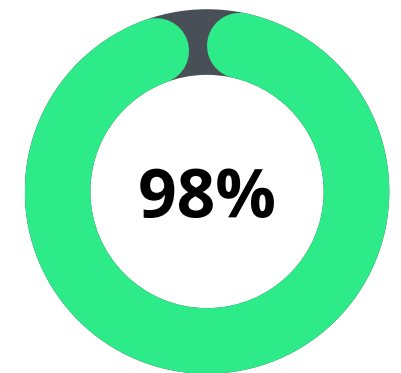
VCLS offers qualified jobs. 98% of our contracts were on permanent contracts. A coherent global remuneration policy is proposed, with various tools and assets adapted to the collaborators in each country. Remuneration is reviewed each year in line with the annual appraisal interview. In all countries where VCLS operates, salaries are systematically set above the legal minimum (when there is a legal minimum). Incentives and profit-sharing agreements allow part of the company's profits to be redistributed to employees.

Compliance with international labor standards is guaranteed, such as the International Conventions of the International Labor Organization, as well as all the local laws applicable in the various country of establishment. These commitments have always been embodied by the management, placing respect for people as one of the central concerns. Management is built on the flexibility and great autonomy of collaborators, which allows everyone to develop oneself in trust and transparency.

Remote work is included in employment contracts and has been an integral part of the working method adopted for several years.

In 2022, we proposed 3 days of possible remote work per week and a minimum of 90 days in the office per year. This limits absenteeism. And we have a possibility of WFH under certain conditions.

We have also proposed a solution to people who would like to work with us but are based in a country where we do not have a subsidiary. As anticipated in the report of 2022, all these actions resulted in a great employee engagement and satisfaction rate: 82.7% which is higher than top-ranked companies per HappyIndex at Work.



of employees are on a permanent contract

Continuous professional development

In addition to supporting the development of collaborators skills and expertise, we take great care to boost collaborators well-being and recognition by establishing the following actions:

- Proposing clean and safe work conditions: the buildings offer proper lighting and airy offices, showers, as well as fruit baskets promoting the well being of all and encourages healthy behavior. We put areas where people can relax and enjoy their time with colleagues or just let their innovation take flight.
- Ensuring open and regular social dialogue with collaborators representatives, while supporting collaborators initiatives to revitalize workplace culture through seminars, “after work” events, sports competitions, charitable event, etc.

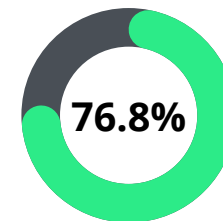
To allow continuous training for collaborators within VCLS, two E-learning platforms have been set up:

Talent LMS is a global e-training platform that helps to ensure all employees and VCLS partners are kept abreast of the latest processes and practices.

In 2022, the platform hosted around 500 courses, with 77% of the active learners above 80% of completion rate in December 2022.

As good examples of VCLS corporate training modules, in December 2022 the GDPR foundation reaches an average score of completion of 94%, and the Code of Conduct reaches 97%..

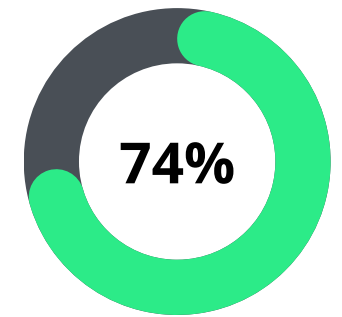
Adding to that, VCLS offers the possibility for collaborators to gain access to the E-learning platform from LinkedIn. LinkedIn Learning is a website offering courses taught by various industry experts in software, creative, and business skills. In 2022, 207 collaborators benefited from 516 hours on LinkedIn Learning.



"I have opportunities to learn and develop new competencies"
Happy Index at Work

Facilitate the integration of collaborators

To facilitate integration, new recruits follow an onboarding program for the first three months: on arrival in the company, a mentor supports the collaborator for a seamless integration. After one month a meeting with the CEO takes place. The program includes training modules and activities to raise awareness and educate the new recruits, giving new collaborators the chance to get to know the company's various business activities.



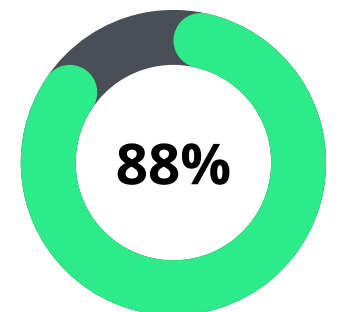
Retention rate for new recruits in the first year

Equal opportunities and treatment

Women earn the same as men when performing similar work. VCLS scored **88** (out of 100) on the women-men equality index calculated by the Ministry of Work in France in 2022. In 2022, we were able to keep the same score.

The scores of the four indicators are:

- Indicator of the difference in remuneration between women and men: **38/40**
- Indicator of the difference in rate of salary increase between women and men: **35/35**
- Indicator of the salary increase percentage of female employees in the year following their return from maternity leave: **15/15**
- Indicator of the number of employees under-represented among the 10 highest remuneration: **0/10**
- Women are over-represented (9/10)



In the F/M index score

Promoting diversity and inclusion

We have a long-standing commitment to diversity and inclusion. It is at the heart of our brand as a family-owned company and is core to how we engage our collaborators, and is critical to how we serve our customers. We believe it is intrinsically tied to our values. After all, our talented people are the drivers - they innovate and address the challenges our customers are facing to guarantee their success while being aligned with our values.

We recruit and treat our collaborators without discrimination related to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, trade union affiliation, social or ethnic origin. We encourage diversity in the workplace at all levels. To succeed as a global professional services firm, we must strive to reflect the diversity of the communities in which we operate. That means we must maintain a workplace environment that attracts, develops, and retains people from various backgrounds. Our professionalism is vital to build our reputation and attract and retain our diverse talent base.

Several initiatives have been embedded :

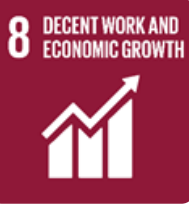
- Ensure diversity in our teams
- Ensure that the number of leadership roles is held by diverse collaborators
- Support the development of diverse employee groups to increase cultural acumen
- Ensure unconscious bias training

Promoting wellbeing

We want to put the VCLS collaborators at the center of our CSR strategy. In less anxiety-inducing times, before the pandemic outbreak, collaborators naturally spent a lot of time in the office. Thus, various initiatives have been implemented to enhance the general quality of work. For instance, in France, a kitchen is available for meal preparation, showers are at one's disposal in order to give the possibility to collaborators to be physically active and fruit baskets are provided on a weekly basis. Similar initiatives exist in our offices in Switzerland, UK, US and Denmark.

In 2022 during the past-pandemic period, a dedicated hotline was set up to provide mental health support to employees around the world who need it.





Societal commitment

At VCLS we have a strong commitment towards ethical practices. As the materiality matrix has pointed it out, it is also a key subject according to our stakeholders. Ethical practices are translated through the way we do business. We value every single person we are working with and enacted this behavior in our [Sustainable procurement policy](#). Adding to that, adopting a sustainable behavior has means for us to be an actor in our society. Hence, we give back to the communities we are working in by being active members through donations and by participating in volunteering programs.

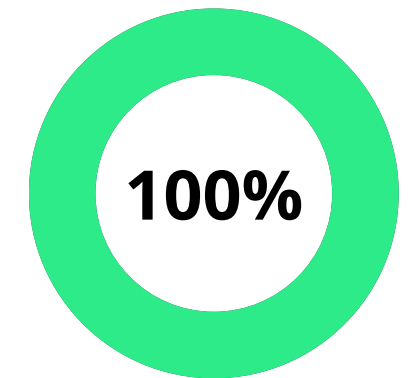
Sustainable procurement: reciprocal commitments

In order to formalize the sustainable procurement policy, with more than 300 suppliers, a responsible purchasing charter has been drawn up, recalling the reciprocal commitments of VCLS and its partners. A clause refers to it in all new contracts with suppliers and subcontractors. It recalls, in particular, the commitment we have towards our suppliers on the following topics:

- Ethics: responsibility, transparency, respect for the interests of stakeholders, compliance with legislation and regulations, also in the social and environmental field
- Respect for labor standards: abolition of child labor and compulsory forced labor, freedom of association and the right to collective bargaining, fight against discrimination, respect for laws relating to wages, benefits and working hours, health and security
- Health and safety protection: a safe environment, activities non-harmful, proactive on health and safety issues
- Environmental protection: management of nature, natural resources, waste and toxic substances, energy resources, emissions and pollution
- Maintain a high level of vigilance on data protection & information infrastructure and facilities
- Develop and maintain the relationship with external vendors for a sustainable long-term partnership

In return, VCLS undertakes to:

- Treat suppliers with loyalty, honesty, fairness, and respect
- Respect the confidentiality of information
- Apply transparency and traceability
- Respect contracts, prevent conflicts of interest and respect ethical rules
- Respect payment deadlines



of new contracts include a VCLS charter redirecting to the CoC

Social and environmental concerns are shared with all of our partners, in particular around the 10 principles of the Global Compact as well as the 17 Sustainable Development Goals.

Participation in charitable events

VCLS participates in various charitable events throughout the year globally.



We have participated for several years in the Rare Disease Race and donated the collected funds to the cause. At VCLS, we support the Rare Disease community every day through our work with our partners and clients for the promise of delivering effective therapies and making them accessible to patients. Every year, events are held in all locations across the globe to celebrate this community.

The MedicalRun is the first solidarity running race, solely dedicated to health professionals, organized by and for the benefit of the CAMI Sport & Cancer Association. This race brings together all people in the medical sector: doctors, pharmacists, physiotherapists, osteopaths, employees of the medical industry, paramedical professionals as well as health students, to support CAMI. VCLS has been participating in this event for several consecutive years.



At the start of 2022, the company signed up with the WHO Foundation of the United Nations to support Ukrainian families affected by the war. For each employee's donation, the company matched the same amount for this important cause.

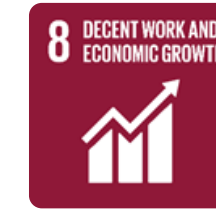
In UK one team member ran London Marathon raising £3528 for Phyllis Tuckwell Hospice. This included £1000 donation from VCLS. UK staff (20 people) raised £383 with charity events and clothes donations.

In Rennes (France), our team participated the Green marathon (1 tree plant for each km done)

In the US, B&H supported Asha for Education, Princeton Chapter for their fundraising Walk/run event. Asha for Education is a non-profit organization that provides education to underprivileged kids in India.



Commitment in India - projects overview



At VCLS, we value the contribution and the positive change we can have in the location we operate in. Thus, in India, Bangalore, the VCLS team is active in several projects that contribute to enhance the life of many people. VCLS is donating and the team on site is actively working with charities to contribute in various ways to give access to underprivileged children to education, to reduce inequalities and so much more. In the last year, VCLS donated more than 5500\$ (420 000 rupees) to charities in India to give them the opportunity to fulfill their purpose. The team in India is donating and working with:



- **Sai Krushna Charitable Trust**

Sai Krushna Charitable Trust came into existence to serve the underprivileged with love and provide them a life of purpose and honor. Helping the needy and less privileged to sustain themselves through better education, better healthcare, better skill sets and better opportunities for employment and livelihood.

- **Paranga Charitable Trust - CSR Contribution**

The Paranga Charitable Trust is an independent organization committed to bring about change towards a better world and accelerating positive movement on social issues. The goal is to enrich the quality of life in the rural communities with preference to girls by offering an educational, spiritual, social, and cultural base.

- **Sri Sathya Sai Karnataka Trust**

All the activities are focused on the benefit of the general public without distinctions of religion, race, nationality, caste, creed or sect. The charity gives access to food for people in precarious situations through the distribution of grocery kits, children are being offered smartphones to facilitate access to online classes etc...

- **Ramakrishna Tapovan**

The Ramakrishna Tapovan is a registered public charity which aims to help the people in need through appropriate programs and bring about their economical, educational and spiritual upliftment. For instance, the charity gives the opportunity to students to obtain scholarships and benefit from a qualitative education.



Management of environmental impact



VCLS aims to control and reduce its environmental footprint. To achieve this, the company has launched several initiatives to identify major environmental impacts. The optimization of processes through telecommunication, the reduction of waste and the mobilization of staff are areas that are being targeted. The Environmental Policy has been put in place since 2021. It sets the guidelines that are being followed in regard to waste management, office life, traveling, etc. Among the objectives of 2023, there is the revision of the travel policy which is under working progress. It's aimed to raise awareness of the impact on the planet that we can make if we travel smartly.

Green IT

Due to the nature of VCLS business activity, which is to exclusively deliver services, the issue around responsible and green IT equipment represent one of the biggest challenges in terms of carbon footprint. In order to reduce the impact our use of technical devices has on the environment, we have established certain measures :

- Only purchase Energy Star certified PCs
- Give a second life to the former PC fleet (see box for more information). The goal is to clear out all the former PCs while taking it as an opportunity to make use of them. Through the initiative taken with Cèdre, VCLS has already recycled more than 300kg of electronic devices, thus saving thousands of liters of water and hundreds of kilograms of Co2 emissions
- Favor quality products to assure a longer life span
- Educate collaborators for responsible use of technologic devices

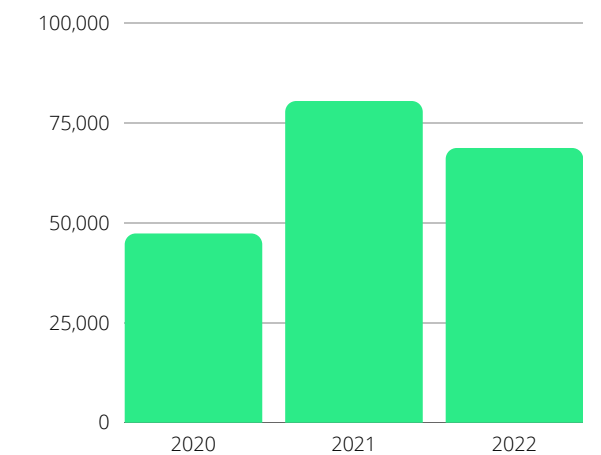
Reducing consumption

In most offices, plastic bottles have been replaced by water fountains. This initiative offered us the possibility to greatly reduce the consumption of plastic. The use of plastic cups are prohibited in Europe thus, paper cups or glasses are being used on site. In the next page, you will be able to see graphically the efforts we put into reducing our consumption and managing our waste properly. Most printers are now also equipped with badge detection, meaning that documents are solely printed when manually activated to prevent unnecessary printing, wasting ink, and paper.

Electricity consumption

Various initiatives have been introduced to lower the consumption. For instance, moving sensors have been installed in several locations, heating and cooling systems have been properly programmed to be the most efficient and more generally speaking collaborators' awareness is increased through educational content.

Most collaborators are located in France, thus, for the first annual CSR report the energy consumed on-site through the buildings has solely been calculated for one location.



kWh consumed in the Paris office in France, in 2020, 2021 and 2022

Move the equipment of Quanta Medical to our headquarter in Boulogne

In order to optimize the IT system and infrastructure, we moved the equipment and team of Quanta Medical (acquired by VCLS in 2021) to our headquarters in Boulogne. This action resulted in not only savings in electricity, water, and Internet bandwidth but also provided a better working environment and conditions for our employees at Quanta Medical. More importantly, it creates more synergy between the two teams.



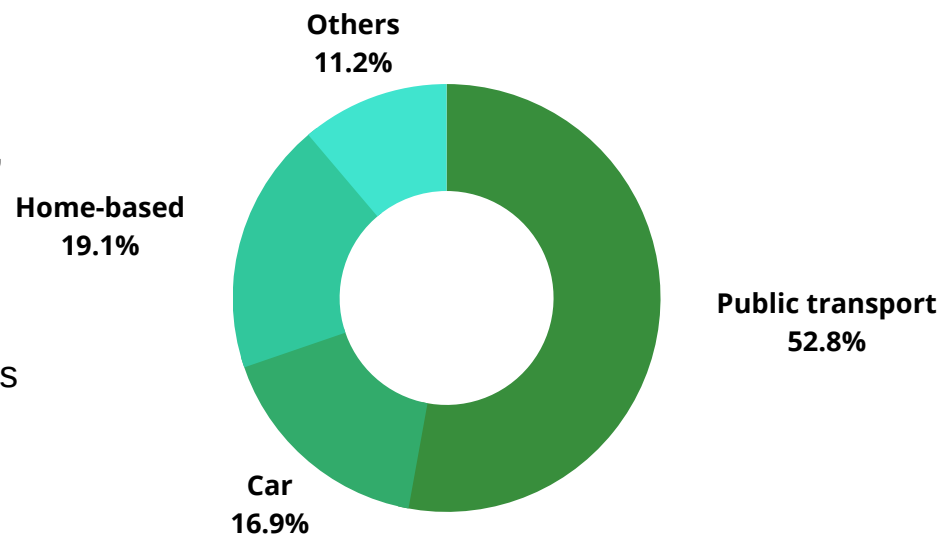
Waste management with Cèdre

Our waste management policy focuses on recycling and shredding the waste produced on-site. In our Parisian office in France, where approximately half of our collaborators are located, we call out the services of a French company in the adapted sector. Adapted companies allow people with disabilities to access employment under conditions adapted to their abilities and possibilities. Cèdre supports us in the collection, sorting and recovery of our waste. Therefore, we also implemented a well-defined recycling system by installing several bins on each floor in order to properly sort the waste that is produced on-site. Thereby, all floors are equipped with different bins encouraging better waste management. Through Cèdre, the Parisian office now recycles electronic waste, paper, coffee grounds and capsules, beverages, cartridges and glass.

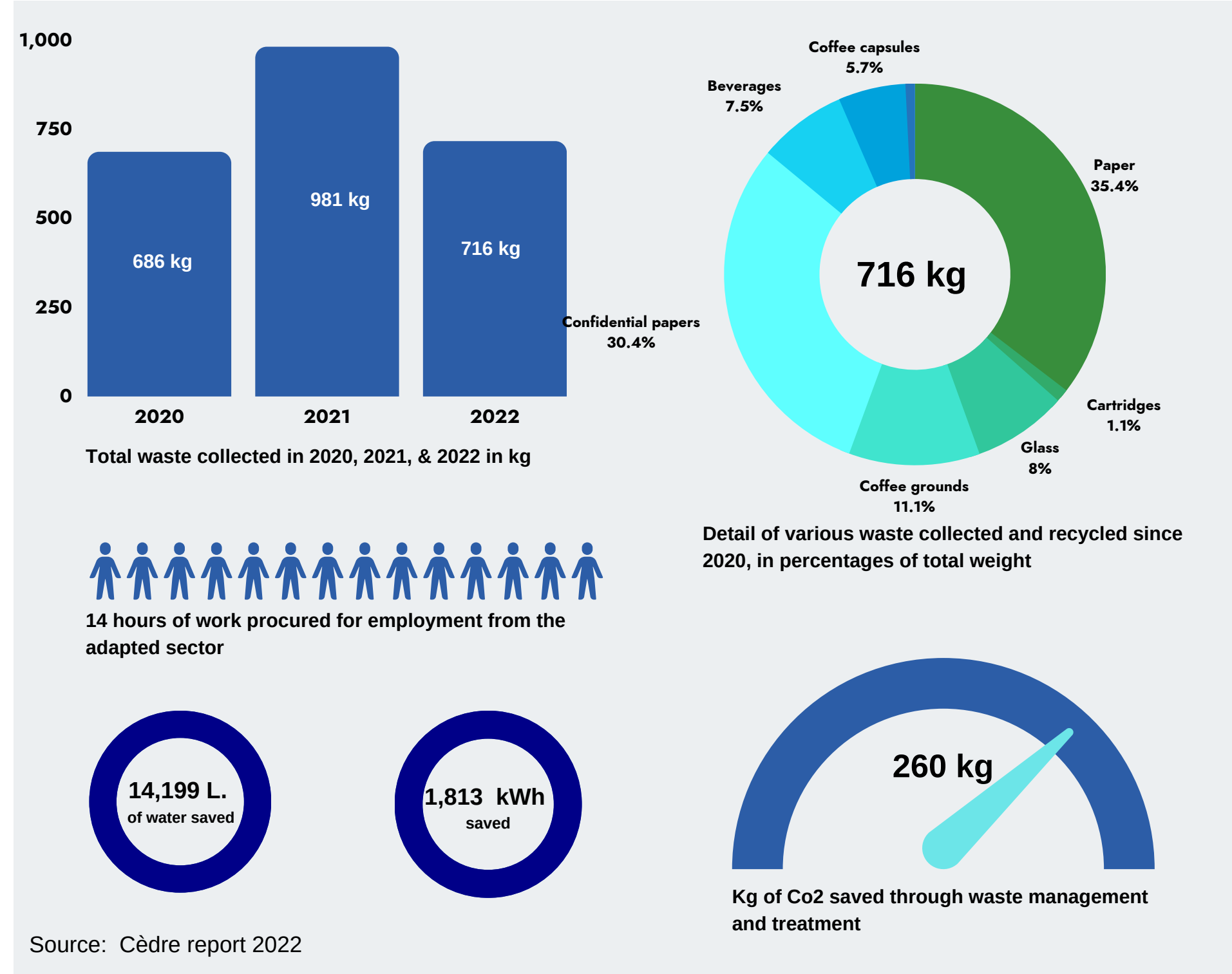
In 2022, our offices in Rennes (50kg) and Antananarivo (960kg) introduced an adapted waste management plan according to their specific situation. We will deploy it to other offices progressively in the future.

Mobility

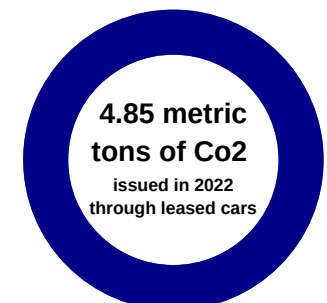
To limit the impact of our business trips, we have deployed high-performance videoconferencing equipment and reduced the amount of business travel. Most locations also provide collaborators with a bicycle garage and we started to equip car parks with electrical outlets to charge vehicles. The different offices also each have mobility policies to encourage the use of responsible transportation methods through the participation of the employer in mobility plans. A new travel policy will be implemented in 2023.



Distribution of collaborators in regard to their transportation method in 2022 (France)



In 2022, 3 cars were leased by VCLS collaborators. By adding all the mileage traveled throughout the year, a total of approximately 4.85 metric tons of Co2 were issued by cars. With regards to the travels in France, our Co2 impact on airplanes and railways cumulated 16 metric tons of Co2. In total, 20.85 metric tons of Co2 were issued by all of our mobilities.



Methodology

For the general understanding of this report, we want to emphasize the fact that the data that has been collected applies mainly for all the offices from VCLS and some information apply only to France, as most of the workforce is located in France. This is the first CSR report that VCLS is publishing, and we intend to publish a CSR report on a yearly basis in order to keep on track of the KPIs that have been selected to the present day and further enhance the areas to measure the integration of CSR standards. The annual CSR report and the collection of data will be led by several departments but mainly the human capital and quality department. All information that is being provided in this report has carefully been collected by internal collaborators and can be verified. No audit from an external entity has been carried out yet.

Glossary

AAP - Accelerated Approval Procedure

CoC - Code of Conduct

CMC - Chemistry, Manufacturing and Controls

CSR - Corporate Social Responsibility

ESAT - Etablissements ou Services d'Aide par le Travail (centers or services providing care through employment)

FDA - Federal Drug Administration

GDPR - General Data Protection Regulation

HC - Human Capital

IND - Investigational New Drug

MAA - Market Access Authorization

SDG - Sustainable Development Goals

VCLS - Voisin Consulting Life Sciences

Key Performance Indicators: 2020 - 2021 - 2022

Responsible / ethical governance		Accountable HC		Societal commitment	
Training completed for Code of Conduct	97% - 98.5% - 97%	Employees in permanent contract	98% - 97% - 99%	Charity event participated	2 - 4 - 6
Participation in GDPR training	95% - 94% - 94%	Retention rate for new recruits	93% - 89% - 87%	Amount donated	+€10k - €6k
		Women-Men index	88/100 - 88/100 - 88/100		
		WFH full-time	19.4% pre-Covid 19% - 17.2% - 20% (France), 41% (US)		
		Full-time employees	159 / 201 - 212/245 - 202/233		
		Retention rate after internship	50% - 80% - 70%		
		LinkedIn Learning usage	177 employees, 649 hours - 207 employees, 665 hours - 207 employees, 516 hours		

Key Performance Indicators: 2020 - 2021 - 2022

Environmental impact		Other	
kWh consumed in Boulogne office	47,268 kWh - 80,406 kWh - 68,652 kWh	EcoVadis score	30 / 100 - 61/100 - N/C
Waste collected in kg	686 kg - 979 kg - 716 kg	HappyIndex®AtWork	4.16 / 5 - 4.29/5 - 4.37/5
Kg of Co2 saved	370 kg - 245 kg - 260 kg		
Liters of water saved	20,160 L - 13,380 L - 14,199 L		
Energy saved	592 kWh - 1893 kWh		
Metric tons of Co2 used in travel, Vehicles *	5.65 T - 20,85 T		

*France only 2022