

December 15, 2025

CURIA GLOBAL, INC.
2025 Climate-Related Financial Risks Report

Introduction

Curia Global, Inc., together with its global operating subsidiaries, is a leading contract research, development, and manufacturing organization providing products and services from R&D through commercial manufacturing to pharmaceutical and biopharmaceutical customers. Founded in Albany, New York in 1991, Curia's nearly 3,200 employees at 20 locations across the U.S., Europe, and Asia help our customers advance from curiosity to cure.

This report provides an assessment of climate-related risks and opportunities faced by Curia's business in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) and California Senate Bill 261 (SB 261). It summarizes our current governance, strategy, risk management, and metrics and targets.

Governance

Curia's Board of Managers (Board) is responsible for Curia's strategy and for overseeing our Environmental, Social and Governance (ESG)-related metrics and programs, including monitoring climate-related matters and our progress toward climate-related targets. The Board holds quarterly meetings and spends considerable time with Curia's senior management to understand dynamics, issues, and opportunities, including in relation to ESG-related metrics and programs.

The Board's Audit & Compliance Committee supports the Board's oversight of our ESG-related metrics and programs, including climate-related matters. The Audit & Compliance Committee holds quarterly meetings and works to identify, evaluate, and monitor climate-related risks that could impact our financial statements or business.

At the management level, Curia's ESG Committee is charged with implementation of a sustainable and responsible long-term ESG strategy, of which climate-related matters are a part. Our ESG Committee is co-sponsored by Curia's General Counsel and Chief Human Resources Officer and comprises a cross-functional set of representatives from Curia's Compliance, Environmental Health and Safety (EHS), Human Resources, Information Technology, Legal, Procurement, and Sales Organizations. The ESG Committee meets monthly, and the committee sponsors provide regular updates to the Board and its Audit & Compliance Committee. As part of its implementation of Curia's ESG strategy, the ESG

Committee has also formed a taskforce to focus on energy and greenhouse gas (GHG) emissions, including reductions. This taskforce includes two members of the ESG Committee who are partnering with facilities, engineering, and procurement staff throughout our global network.

At an operational level, our global facilities develop annual EHS plans to foster continuous improvements in alignment with our ESG strategy. These plans are developed collaboratively by the site's leadership and EHS teams and identify key focus areas based on EHS risk, including climate-related risks. Our sites' leadership teams also drive climate-related initiatives, including capital expenditure projects, for our facilities that support our ESG strategy and ensure compliance with requirements and local expectations within the countries where we have operations.

Lastly, our ongoing assessment of climate-related risks is informed by ongoing customer discussions, our investor expectations, and feedback from external raters.

Strategy

At Curia, we recognize the impact that climate-related risks and opportunities can have on our business and demand for our products and services. As such, we are actively working towards implementation of an environmental transition plan.

Tables 1 and 2 below set forth the respective short-, medium, and long-term climate-related risks and opportunities faced by Curia as identified by our corporate enterprise risk management (ERM) policy and program (details of Curia's ERM policy and program are provided in the "Risk Management" section of this report). In relation to identifying and assessing climate-related risks and opportunities, the time horizons considered were short-term (1-3 years), medium-term (4-6 years), and long-term (greater than 7 years). Risks and opportunities were identified and assessed based upon a qualitative analysis of the likelihood of a given risk or opportunity arising and a quantitative analysis of such event's potential financial implications for the company.

Table 1: Climate-Related Risks

Risk	Time Horizon(s)	Impact	Likelihood of Risk	Response Strategy
Acute and chronic physical climate-related risks	Short-, medium-, and long-term	Damage to our global facilities	High	Undertaking capital expenditure projects to retrofit infrastructure

Rising Average Temperatures	Short-, medium-, and long-term	Increased operating costs	High	Undertaking capital expenditure for energy efficiency projects
Heightened regulatory oversight of legally permissible emissions	Long-term	Loss of our emission permits would restrict our ability to perform revenue-generating operations	Low	Implementation of best environmental practices at our sites' operations
Severe weather events	Short-, medium-, and long-term	Disruption to supply chain	Medium	Diversify suppliers of key services and materials and develop a plan to hold suppliers accountable for sustainability

Table 2: Climate-Related Opportunities

Opportunity	Time Horizon(s)	Impact	Likelihood of Opportunity	Response Strategy
Efficiency improvements	Short-, medium-, and long-term	Reduction in operating costs	High	Undertaking capital expenditure for energy efficiency projects
Increased demand for emerging disease medicines resulting from temperature changes	Medium- and long-term	Increased revenues	Medium	Diversify our supply chain to ensure we can effectively respond to increased demand for new medicines

We are building our practice of conducting climate-related risk assessments that incorporate a range of scenarios and time horizons to assess our strategy's resilience. At present, we conduct scenario analysis to identify environmental outcomes on a triennial basis. We will continue to assess the applicability of the scenarios we use to our needs as we update our climate risk assessment in future years.

Risk Management

Curia's Board is responsible for ensuring effective enterprise risk management (ERM). ERM objectives are established by the Board (with consultation from Curia's senior leadership) in alignment with our corporate ERM policy and implemented throughout our organization via



our ERM program. This program, which is derived from the Committee of Sponsoring Organizations of the Treadway Commission (COSO)'s Enterprise Risk Management – Integrated Framework, provides a framework for identifying, assessing, and remediating enterprise risks. The framework involves event identification & risk assessment; risk response; control activity establishment; maintenance of information & communication channels; and monitoring through management review and assurance activities such as testing, auditing and assessments, to ensure that risks are effectively identified and assessed, and that appropriate responses, controls and preventative measures are in place. Climate-related risks are considered as part of our broader ERM assessments and, going forward, we will continue to further integrate climate-related risks into our ERM program.

At our operations level, Curia's processes for identifying and managing climate-related risks are grounded in our Sustainability Standard. Adopted in 2022, our Sustainability Standard establishes our sites' commitment to go beyond regulatory compliance and take steps to conserve natural resources, reduce energy use, and further minimize our environmental impact. Four of our global sites have achieved and continue to maintain formal ISO 14001 certifications. Furthermore, we use an EHS management system for all of our sites modeled after the ISO 14001 global standard for environmental management systems. This EHS management system, which facilitates our sites' ability to identify and manage climate-related risks, is grounded on eight key pillars that serve as the framework for our global sites to deliver measurable improvements year-over-year, including improvements that further minimize climate-related risks.

Each of our 20 global facilities is subject to different risks associated with climate-related events. As such, our site leadership teams oversee the development of site-specific business continuity and disaster planning, as well as assess opportunities for increased reliance on renewable energy sources. Our sites also actively collect data to calculate our GHG emissions and to analyze trends in our operations. These site efforts are supported by our corporate Legal Organization, which regularly assesses current and emerging climate-related legislation, such as the EU Corporate Sustainability and Reporting Disclosure, to identify climate-related risks that may impact our business and operations.

Finally, Curia engages with energy consulting companies to conduct audits to identify energy and GHG reduction projects with potential application across our global sites.

Metrics and Targets

As an industry leader, we have a responsibility to approach environmental improvements with the same level of dedication that we apply to developing and manufacturing life-saving products for our customers and their patients. Our facilities in France have adopted an

intensity target to reduce electricity and natural gas use per production vessel unit volume by 30% by 2030 from a baseline year of 2019. Equipment and efficient improvements implemented at these sites in 2024 yielded energy usage results well below the target for 2024.

Table 3: Energy Source Usage (France)

Energy Source	2024 Actual	2024 Target
Electricity	0.93 MWH/M ³	1.03 MWH/M ³
Natural Gas	1.21 MWH/M ³	1.34 MWH/M ³

In 2024, we announced our commitment to set near- and long-term company-wide GHG emission reductions in line with the net-zero Science Based Targets initiative (SBTi), and we have already reduced Scope 1 and Scope 2 GHG emissions by approximately 10% since 2021, our baseline year.

Curia has been investing and will continue to invest in resources to evaluate and develop meaningful GHG emission reduction targets for submission to and approval by the SBTi in 2026. Once our targets are approved by the SBTi, we are committed, on a go-forward basis, to refining, enhancing, and extending our climate-related metrics and targets when appropriate.

**Table 4: Scope 1, and 2 Emissions
(Metric Tons of CO₂ equivalent)**

*Scope 3 are not currently calculated but Curia is preparing an emissions plan on which such emissions will be tracked

	2021 (baseline)	2022	2023	2024	% change (2021 to 2024)
Scope 1 emissions	52494.02	54697.021	45067.068	47336.655	 -9.8%
Scope 2 emissions (location-based) ¹	19670.583	20163.699	20155.715	18428.224	 -6.3%
Scope 2 emissions (market-based) ¹	25687.316	25733.967	22870.363	22856.824	 -11.0%

¹Our US locations use location-based emission factors calculated using annual electricity consumption data and USEPA eGRID2021 emission factors. Our non-US locations use market-based emission factors calculated using electricity consumption data and AIB European Residual Mix emission factors, utility/contract provided emission factors (where available), and India's Central Electricity Authority CO₂ baseline database.



Cautionary Statements – NO PRESUMPTION OF MATERIALITY

This report has been prepared in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to comply with California's SB 261. It is intended to provide information regarding potential climate-related financial risks that Curia may face. The risks and statements described herein are based on current knowledge, assumptions, and available data as of the date of publication.

Nothing in this report is intended to imply, nor should it be construed to indicate, that any specific risk or statement discussed is financially material to the company. The identification or discussion of any particular risk does not constitute an admission or representation regarding its materiality, probability, or potential impact under applicable securities laws or accounting standards. Readers are cautioned not to place undue reliance on forward-looking statements or scenario analyses, which are subject to inherent uncertainties.

Curia undertakes no obligation to update any information contained in this report except as required by law.