



# ESG REPORT



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# Introduction

Sustainability is essential. Alira Health fully embraces Environmental, Social, and Governance (ESG) principles. To share our commitments and accomplishments, we proudly present our ESG report, which reflects our commitment to a sustainable future. As we navigate the complex landscape of socially responsible business in a rapidly changing world, we remain dedicated to ESG principles, viewing them as integral to our identity and purpose.

## About Alira Health

### Mission, Vision, and Values

Alira Health's mission informs our decisions today; our vision prepares us for tomorrow. Our mission is to humanize healthcare and life sciences, in partnerships with patients, through innovative technology and expert guidance. Our vision is to have a positive impact on the life of every patient.

We pride ourselves on our vibrant, creative, and entrepreneurial environment where walls and glass ceilings do not hold back initiative. Every day, this work is driven by our shared values:

- > **Be accountable**
- > **Be honest**
- > **Elevate others**
- > **Be courageous**
- > **Be inclusive**

### What We Do

Improving and even transforming patients' lives is at the heart of our corporate strategy. To do this work well, we integrate cutting-edge, scientific knowledge with a deep understanding of the emotional and physical realities that patients face while managing their conditions.

Alira Health has built a strong foundation in strategic consulting, developed a proprietary, advanced technological infrastructure in patient-facing solutions, and possesses extensive experience in clinical and real-world evidence operations. This unique combination positions us to guide healthcare and life sciences companies through their complex strategic, regulatory, and market access landscapes with a patient-centric focus.

Today's complex healthcare landscape requires highly customized, deeply analytical, evidenced-based solutions that put patient care first. To this end, we integrate our capabilities across multiple domains—strategy, market access, health economics, clinical development, and patient engagement—to offer end-to-end solutions. These solutions not only optimize drug development and commercialization strategies but also significantly enhance patient care outcomes. Our innovative platforms harness digital health technologies to improve clinical research and routine patient care.

## Our Clients

Our clients include a wide range of companies within the pharmaceutical, biotechnology, and medical technology sectors. We also serve life sciences suppliers, financial sponsors, patient advocacy groups, and health care providers.

## Governance and Leadership

Our governance model provides the structure, accountability, and alignment necessary to achieve our strategic and ESG objectives while effectively managing risks and resources. The Leadership Team, comprising a diverse group of experts, is deeply involved in both the strategic and operational aspects of our ESG initiatives. Our Board of Managers, which meets at least four times a year, oversees and advises on ESG goals.

### Leadership Team:

- > Gabriele Brambilla, Co-Chief Executive Officer
- > Margaret Carlson, Chief Change Officer
- > Benjamin Chambon, EVP Consulting, and Co-Chief Executive Officer
- > Annabel De Maria, Chief Patient Officer
- > Piergiulio Lauriano, Chief Strategy Officer
- > Andrea Pulvirenti, EVP Research and Clinical Development
- > Jean-Francois Ricci, EVP Real-World Solutions and Chief Access Officer
- > Gonzalo Rodriguez, Chief Financial Officer
- > Andrea Tedesco, Senior Director, Human Resources

### Board of Managers:

- > Gabriele Brambilla, Co-Chief Executive Officer
- > Margaret Carlson, Chief Change Officer
- > Benjamin Chambon, EVP Consulting, and Co-Chief Executive Officer
- > Yohann Gbahoué, Healthcare Managing Director at Creadev
- > Marco Scagliarini, CEO at GVS
- > James Karris, Board director and Advisor
- > Adiv Carrasco, Managing Director at Iclos High Tech

# Our ESG Strategy

## Four Pillars

Our mission, vision, and values inform our ESG strategy, making it more than just a document. It is a living framework that guides our decisions, actions, and aspirations as we navigate the complex landscape of responsible business.

Our strategy is crafted around four pillars:

- > **Patients:** Impact society by improving patients' lives through a systematic patient-centric approach to healthcare solutions.
- > **People:** Empower our people through our values and governance model, including diversity, inclusion, and civic engagement.
- > **Planet:** Minimize our environmental impact.
- > **Principles:** Maintain high ethical standards.

Our initiatives for each pillar demonstrate our commitment to all aspects of our ESG plan, and their integration defines the holistic nature of our sustainability strategy. Similar to our integrated approach to patient-centric healthcare solutions, we believe that these four pillars in combination provide a strong foundation for a sustainable future.

## ESG Roadmap

We launched our ESG roadmap in 2022, starting with an evaluation of the company's carbon footprint. Since then, we have developed a carbon footprint reduction plan targeting a 47% reduction in CO<sub>2</sub> emissions by 2030. We conduct regular carbon footprint assessments to measure our progress and assess our plans.

In 2023, we achieved a bronze certification from Ecovadis. We also completed the B Corp Business Impact Analysis, attaining a score of 55 points out of the required 80 points for certification, surpassing the market standard for a first assessment. We are developing a comprehensive action plan to enhance our performance, with the goal of achieving an elevated certification from Ecovadis and a B Corp certification within twenty-four months. Our roadmap is designed to meet the requirements of the Corporate Sustainability Reporting Directive law in the European Union (EU) by 2026.

## ESG Initiatives Today

### Environmental:

- > Establish a low-carbon travel policy by evaluating the necessity of business trips and minimizing air travel, implementing mandatory train travel for trips under three hours in the EU.
- > Promote green commuting through a public transport allowance.
- > Mitigate the environmental impact of our electronic devices, including extending computer lifetime by one year.
- > Whenever possible, choose electricity providers committed to renewable energy sources.
- > Support our customers in reducing their emissions with our HEROES program.

### Social:

- > Engage and educate our employees through social impact awareness initiatives such as offering a Patient Engagement Certification and a regular webinar series with patients telling their stories.
- > Develop home data collection tools to minimize the impact of clinical trials on patients' lives with our digital solution, SpherePX™.
- > Develop a strong and diverse culture through a Diversity, Equity and Inclusion program, including initiatives such as launching an LGBTQ+ employee resource group.
- > Contribute to local communities by providing employees with paid days to work for a non-profit organization of their choice each year.
- > Create strong partnerships with schools and universities to help prepare students to work in the healthcare industry and to provide good jobs in the local community.
- > Support local office initiatives, such as organizing blood donations with the Hospital Clinic in Barcelona and supporting South Middlesex Opportunity Council soccer camp for underserved children in Boston's MetroWest neighborhood.



Embracing ESG is central to our vision and mission to ensure the sustainability of our company and our impact on the well-being of patients globally. For Alira Health, ESG means upholding high environmental, social, and governance standards to benefit employees, clients, vendors, investors, and other stakeholders, all with the ultimate goal of benefiting patients.”

Gabriele Brambilla, CEO, Alira Health





## Governance:

- > An equity-sharing program that enables employees participation in company equity value
- > An HR Committee that includes internal and external stakeholders and industry experts who assess and discuss HR matters in alignment with best practices and market standards
- > An Ethics Committee comprising employees at different levels across the organization that discuss matters for ethical consideration
- > An ESG Committee with internal and external stakeholders who oversee and promote sustainability initiatives within the Alira Health group



At Alira Health, we use an inclusive governance model to give voice to diverse perspectives, enhance stakeholder satisfaction, and enrich collaboration. Our organization promotes shared accountability and mutual rewards. The employee shareholding model, established at our founding, instills a common sense of responsibility to fulfill our mission to place patients at the center of healthcare transformation and innovation."

Benjamin Chambon, EVP Consulting and CEO



## Conclusion

In the spirit of our commitment to ESG principles, Alira Health remains steadfast in its journey towards a sustainable and responsible future. This ESG report highlights our dedicated efforts to create lasting, positive impact across all facets of our operations.

While we are proud of our accomplishments to date, much work is yet to be done. We will continue to refine our ESG roadmap, knowing that ESG is a journey, not a destination.

We extend our gratitude to our employees, customers, investors, and patient communities for their invaluable contributions to our ESG journey, making it a dynamic and ongoing collective process.

## **Acknowledgments:**

We wish to thank all the amazing individuals who contributed to bringing this ESG report to life. Your enthusiasm, expertise, and dedication truly made a difference and ensured its quality.

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We could not have done it without your commitment, diligence, and teamwork. Thanks to your efforts, we are all proud of this document. We are fortunate to have such a fantastic team. Together, we continue to drive progress and uphold the values of Alira Health.

*Gab & Ben*

If you have any questions, suggestions, or just want to contact us, please do not hesitate to reach out to us at [info@alirahealth.com](mailto:info@alirahealth.com). We look forward to hearing from you!