



# Fortrea for Better

2025 Corporate Social Responsibility Report





# Table of Contents

- 3 A Message from our ESG Steering Committee
- 4 Fortrea for Life: Environmental Practices
- 7 Fortrea for All: People Practices
- 10 Fortrea for Good: Societal Practices
- 13 Fortrea for Integrity: Governance Practices
- 15 About Fortrea / Looking Ahead

## A Message from our ESG Steering Committee

### Welcome to Fortrea's Corporate Social Responsibility (CSR) Update

One year ago, we published our inaugural Corporate Social Responsibility Report. Now, a few months after celebrating our second anniversary as an independent public company, we are pleased to present this update outlining select environmental, social and governance (ESG) achievements during the past 12 months.

Our ESG programs remain organized across four focus areas: Fortrea for Life (responsible environmental practices), Fortrea for All (responsible people practices), Fortrea for Good (responsible social practices) and Fortrea for Integrity (responsible governance practices). Collectively, we call this Fortrea for Better. As members of Fortrea's ESG Steering Committee, we are charged by the company's Board of Directors with progressing our work in these areas.

Fortrea colleagues around the world have worked hard to make strong progress in our environmental practices. As promised, we have established our first environmental sustainability goals, including greenhouse gas emission reduction. We also completed our second EcoVadis submission and received our latest sustainability rating.

Our second employee engagement survey provided valuable insight that prompted an expansion of our career development offerings. The Fortrea FOUR—our cultural beliefs that speak to how we care and deliver—continue to inform the behaviors that differentiate our company and employees.

We continue to progress our ongoing commitment to serving the communities where we operate, as well as a significant upgrade in our training offerings related to Fortrea's Code of Conduct and governance.

We are proud of our many accomplishments over the past two years and remain committed to continuing our service as a global provider of clinical development solutions that make a difference for patients and their families.

**Thank you for reading this interim update, and we look forward to sharing our continued progress in future CSR reports.**

### Fortrea ESG Steering Committee

Jeff Cohen, Vice President, Global Marketing  
David Cooper, Chief Administrative Officer  
William Holzmann, Vice President, Treasury and Risk Management  
Sandy Kennedy, Chief Quality, Regulatory Affairs and Sustainability Officer  
Tracy Krumme, Senior Vice President, Investor Relations  
Alejandro Martinez, Chief Information Officer  
Jill McConnell, Chief Financial Officer  
Drayton Virkler, President and Chief Commercial Officer  
Sue Zaranek, Vice President, Corporate Communications



## Fortrea for Life: Responsible Environmental Practices

We are committed to conducting our business in a safe and sustainable manner. Fortrea's Environmental Sustainability Committee includes representatives from every business segment and provides guidance that helps manage and monitor our environmental impact. Since our 2024 report, the Committee and our Environmental Health & Safety (EHS) team have driven notable progress in several areas.

### The Environmental Sustainability Committee members include representatives from:

Biostatistics	Digital Health
Corporate Communications	EHS
Clinical Development	Facilities
Customer Alliances	Global Procurement Services
Corporate Management	Patient Recruitment
Delivery Enablement	Strategy

The Committee reports to our ESG Executive Steering Committee.

### SBTi Goals Established, Validated

Fortrea has officially committed to the Science Based Targets initiative (SBTi), a global organization that enables companies to set greenhouse gas (GHG) reduction targets. After completing a materiality assessment and careful evaluation, we have adopted 2035 as the target year for a 63% reduction in Scope 1 and 2 emissions and a 37% reduction in Scope 3 emissions. The SBTi has reviewed and approved this near-term, science-based emissions reduction target.



### EcoVadis Submission Score

In 2024, we filed our first submission to EcoVadis, the world's largest and trusted provider of business sustainability ratings for more than 130,000 companies. EcoVadis provides an overall rating based upon environmental performance, labor and human rights practices, ethics and sustainable procurement.

With a score of 52, Fortrea's sustainability performance was recognized by EcoVadis in 2024 as "Good," which they define as organizations having a "structured and proactive sustainability approach." It is worth noting that we scored above the average industry score in each of the four sectors.

We are pleased to report that our 2025 submission garnered a score of 61 and Bronze Medal recognition, meaning Fortrea is currently among the top 35% of all companies assessed by EcoVadis. This is an impressive milestone in our sustainability journey, and we hope to continue this trend of improved performance.



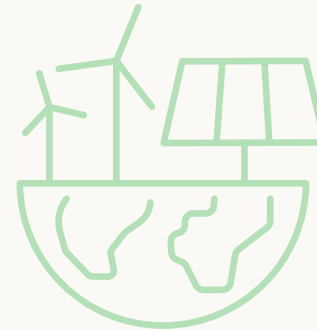
### CDP Rating on Environmental Impacts

We also filed our first submission to CDP, a nonprofit organization that hosts a global disclosure platform for investors, companies, cities, states and regions to report and manage their environmental impacts. Fortrea received the second-highest level of performance (B-), which indicates how well a company manages its environmental impact.



### Reducing Our Carbon Footprint

Thanks to the collaborative work of our Facilities & Real Estate; EHS; and Global Procurement Services teams, we are proud to report that nearly 100% of our EU operations are powered offsite by renewable sources, a tenfold increase over our 2023 baseline. Meanwhile, 10 of our larger office sites are now certified by LEED or other agencies as “Green” facilities, helping to further reduce our carbon emissions, increase recycling and lower dependence on non-renewable resources.







## Fortrea for All: Responsible People Practices

When thinking about our colleagues around the globe, our employee relations philosophy remains straightforward: we strive to foster trust and respect while creating an environment in which each employee feels included and part of our mission to deliver innovative, life-changing treatments for patients faster.

### Fortrea **FOUR** Cultural Beliefs

#### **Forward together**

I partner with my customers to understand their needs and achieve results together.

#### **Own it**

I hold myself accountable and work across perceived boundaries to find solutions and deliver.

#### **Uphold integrity**

I do the right things in the right way, with the safety of patients and research volunteers always coming first.

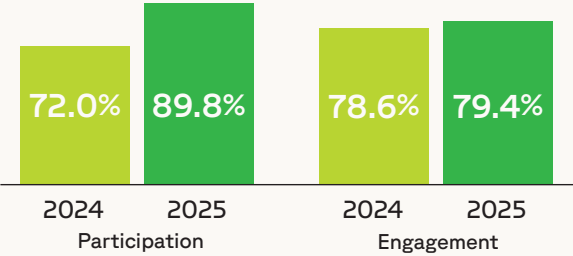
#### **Respect people**

I am inclusive, seek feedback and create positive experiences for all.

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**Engagement Survey Sets Priorities**

Our second annual engagement survey was administered in late 2024. Participation was relatively unchanged from 2023, with 72% of employees responding and an overall engagement index of 78.6%. Both participation and engagement were higher in our third annual survey in 2025—89.8% and 79.4%—indicating how invested employees are in our culture and success. In most areas, our scores remain higher than benchmarks compared to other organizations. One area noted for potential improvement was employee growth and development.



**Fortrean Development Roadmap**

Understanding employees were looking for a more streamlined experience that would allow them to research, plan and ultimately achieve their career and development goals, we introduced the **Fortrean Development Roadmap**. This comprehensive online tool provides all employees with one-stop access to development planning resources, including step-by-step guidance and testimonials to help chart their individual career path. The development roadmap also links with the Fortrea Job Marketplace, where employees can find current openings that align with their individual career path.





### More Learning, More Opportunities

In 2025, we also expanded our training offerings for all employees. ProPath is a new dedicated library of courses and materials that cater to specific professional skills. The program includes a wide selection of content from globally recognized providers in various languages and formats.

### Scientific Learning for All

We are working with SMi Source, the largest cloud-based clinical science learning platform to provide disease, therapeutic area and industry-related microlearning videos to all employees. More than 400 titles are available, covering practically every therapeutic category along with programs on drug development, research, good clinical practices and rare diseases.





## Fortrea for Good: Responsible Societal Practices

We are continuing the process of formalizing the scope and programmatic aspects of our philanthropic and community outreach programs. Meanwhile, employees around the world engage in various activities in support of local initiatives related to health and the environment. Here are some recent examples.



### Planting for Health

In Thailand, a year-long series of engagement activities culminated in the creation of a community garden featuring numerous medicinal plants. This hands-on approach represented investment in the future as residents will continue to enjoy the garden and its bounty for years to come.

### Expired and Properly Retired

The proper disposal of expired medication is a safety and environmental concern. Improper disposal can result in contamination of water supplies and create risks for wildlife and human health. The Fortrea team in Bulgaria addressed this issue directly with a collection program, allowing the public to stop by their office in Sofia to drop off expired or no longer needed medicines.







**DO YOU KNOW HOW TO PROPERLY DISPOSE OF EXPIRED MEDICATIONS?**

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**JOIN THE “EXPIRED DRUGS COLLECTING AND DISPOSAL CAMPAIGN”**

ORGANISED BY THE BULGARIAN CHAPTER OF THE FORTREA SUSTAINABILITY GROUP

**DURATION PERIOD : 03.02.2025-11.02.2025**

Bring your expired drugs to the Sofia office, we will collect it for you and help those reach a waste collection company, with contract with Sofia Municipality for free drug disposal, so the soils and water remain safe.

Do it the proper way - How you ask? Contact the Bulgarian Sustainability group or your local municipality for more information

Fortrea Sustainable Future Group | Bulgarian Chapter

### Plastics with a Purpose

Small things can make a big difference. Employees in our Madrid, Spain office launched a campaign to collect bottle caps in support of rare childhood disease research. Working with NACEX, a pharmaceutical logistics company, this initiative provides funding to ASDENT, a nonprofit organization dedicated to research and awareness of Dent disease, a rare genetic disorder that affects the kidneys.

### Children's Day Celebrated

Employees in our Shanghai and Dalian, China locations celebrated World Children's Day with a pop-up flea market that featured donations of new and lightly used books, toys, clothing and accessories. All proceeds from the sale were donated to UNICEF. World Children's Day is dedicated to promoting the rights and well-being of children worldwide.







## Fortrea for Integrity: Responsible Governance Practices

Effective and responsible corporate governance—the practices and policies under which a company operates—is the foundation of an ethical organization.

In our [2024 CSR report](#), we shared summaries of our extensive corporate policies, ranging from Equal Opportunity Employment and Fair Competition to Privacy Protection and Cybersecurity. At the heart of these policies, especially in a heavily regulated business environment, is our Code of Conduct. Fortrea's Code of Conduct is a comprehensive guide to help all employees make the right choices and decisions that are consistent with our high ethical standards.



### Refreshing Compliance Training

Following a review of our existing Code of Conduct compliance training programs in 2024 and employee feedback, we enhanced our offerings with shorter, more engaging training sessions in place of extended courses.

### Simplified Syllabus and Captain Compliance

In February of this year, we launched a new interactive eLearning course that explains the Fortrea Code of Conduct and announced a new series of microlearning courses (sessions lasting 10 minutes or less) on topics related to the code. We also introduced Captain Compliance, the avatar who features heavily in new trainings and announces a new microlearning course monthly.

Every offering is automatically added to each employee's required training, and each session concludes with a reminder of Fortrea's Global Action Line, a third-party managed service that employees can contact any time with concerns or questions they may have related to conduct or compliance.



### Positive Feedback

Since the introduction of the new program, we have received nearly 18,000 course evaluations. 98% of participants indicated the training effectively explained the company's compliance policies and ethical standards.





## About Fortrea

Fortrea (Nasdaq: FTRE) is a leading global provider of clinical development solutions to the life sciences industry. We partner with emerging and large biopharmaceutical, biotechnology, medical device and diagnostic companies to drive healthcare innovation that accelerates life changing therapies to patients. Fortrea provides Phase I-IV clinical trial management, clinical pharmacology and consulting services. Fortrea's solutions leverage three decades of experience spanning more than 20 therapeutic areas, a passion for scientific rigor, exceptional insights and a strong investigator site network. Our talented and diverse team working in about 100 countries is scaled to deliver focused and agile solutions to customers globally.

**Learn more about how Fortrea is becoming a transformative force from pipeline to patient at [Fortrea.com](https://www.fortrea.com) and follow us on [LinkedIn](#), [X](#) and [Bluesky](#).**

### Looking Ahead

Thanks for reading this update. We hope you have found it informative, and all of us at Fortrea look forward to reporting even greater progress in 2026.