



# Fortrea for Better

2026 Corporate Social Responsibility Report



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## A Message from Our CEO

I am pleased to share Fortrea's 2026 Corporate Social Responsibility (CSR) Report, highlighting the progress we continue to make in advancing our environmental, social and governance priorities—while delivering on our mission to bring high-quality clinical research to patients worldwide.

At Fortrea, ESG is not a parallel agenda—it is embedded in how we operate, how we serve our customers and how we deliver for patients. Our framework, Fortrea for BETTER, reflects a clear and disciplined approach: Safety and quality are non-negotiable, we treat people with fairness and respect and we operate with integrity while minimizing our environmental impact. These principles guide our decisions every day.

We are operating in a period of profound change for our industry. Advances in artificial intelligence, increasing expectations for trial access and diversity and shifting global regulatory landscapes are reshaping how clinical research is conducted. We see this not only as a challenge, but as a responsibility, and an opportunity, to lead.

This year, we made measurable progress across key ESG priorities. We continued to reduce greenhouse gas emissions and improved our EcoVadis rating, placing Fortrea in the top 35% of more than 130,000 companies assessed globally. We also saw meaningful gains in employee engagement, with increased participation and improved sentiment—an important indicator of the strength and alignment of our global team.

At the same time, we are advancing in areas that will define the future of our industry. We are scaling the responsible use of artificial intelligence to enhance quality, efficiency and decision-making across clinical development. We are also expanding our efforts to improve diversity in clinical trials—helping ensure broader patient representation and more equitable access to innovation.

Our commitment to corporate responsibility is grounded in execution. We are focused on setting clear, measurable goals and delivering against them with discipline and transparency. While we are proud of the progress reflected in this report, we remain focused on continuing to raise the bar.

At Fortrea, we believe that how we operate—ethically, sustainably and with accountability—is inseparable from the value we create for our customers, our partners and the patients we ultimately serve.

Anshul Thakral  
*Chief Executive Officer*





## 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 and medical device 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 in full service, functional service provider and hybrid delivery models. 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 global team is able to work in around 100 countries and is scaled to deliver focused and agile solutions to clients around the world.

Fortrea combines decades of domain expertise with the nimbleness required to meet market demand for flexible engagements with large and small clients, delivering solutions that bring life-changing treatments to patients faster and creating value for all stakeholders. Our expertise in the biopharmaceutical product and medical device development process has enabled us to design service offerings that better meet the needs of clients.

### Our Purpose

Delivering solutions that bring life-changing treatments to patients faster and create lasting value for all our stakeholders

### Our Vision

To be the best CRO partner to innovative biotech and biopharma companies, driving **Forward Trials with Ease**

### Spotlight On Quality

As we conduct this important, life-changing work, our foremost priority is the safety and well-being of everyone involved through adherence to the principles of Good Clinical Practice (GCP) across our clinical organization. GCP is the internationally recognized standard for the design and management of clinical trials.

Building on our 30-plus-year heritage, Fortrea's quality management system is a living set of standards. Driven by our quality experts—40%+ of whom have over five years of Fortrea tenure—it helps us consistently provide products and services that meet client and regulatory requirements.

We are continuously improving our processes. Our facilities, equipment, systems and teams are designed and operated to support the ongoing quality, safety and efficacy of clients' products and integrity of data. We have implemented performance indicators that measure our progress toward our quality objectives to continually improve our processes and services.

Quality management at Fortrea is designed and operated to meet global regulations, industry best practices and our clients' expectations. We integrate quality into all our business activities and through policies and procedures to help our employees support this responsibility.

#### Quality By The Numbers: 2021-2025



## Recognized Industry Leadership

### Market Leader in Pharmacovigilance Operations: Everest Group

The Everest Group PEAK Matrix® is a proprietary framework for assessing the relative market success and overall capability of tech and tech service providers based on Performance, Experiences, Ability and Knowledge (PEAK). It provides an objective, data-driven assessment of providers based on their overall capability and market impact across different global services markets. Each provider is comparatively assessed on two dimensions: Market success and delivery capabilities. Market success is measured by revenue, number of clients and year-over-year growth. Delivery capability is measured by scale of operations, scope, technology and innovation, delivery footprint and buyer satisfaction.

**Leaders** are the top-performing providers with the strongest combination of market impact and delivery capability.



**Finalist: SCRS Eagle Awards**

The SCRS Eagle Award honors one sponsor and one CRO that exemplify a site-focused approach to clinical trial management and have demonstrated outstanding leadership, professionalism, integrity, passion and dedication to advancing the clinical research profession through strong site partnerships. The award has been presented annually since 2009.

**Finalists** are selected from nominations provided by SCRS site members. To qualify as a finalist, a company must place in the 75th percentile or higher of the total nominations submitted for that year's Eagle Award. Being a finalist means the clinical research sites that work with these sponsors and CROs day-to-day nominated them as among the very best in the industry.

**Best CRO Finalist: Scrip Awards**

The annual Scrip Awards are designed to celebrate and recognize the very best innovations and achievements in global biopharma. The first awards were presented in 2004.

**Finalists** are selected by an independent panel of senior global industry experts who evaluate nominations based on service quality, client relationships, innovation and impact. Being named a finalist is a significant industry distinction, as it reflects recognition from an expert judging panel that the CRO is among the very best in the world in its class.





**Finalists:** PharmaTimes Clinical Researcher of the Year—The Americas  
PharmaTimes International Clinical Researcher of the Year

PharmaTimes hosts annual competitions to identify and celebrate exceptional talent among clinical researchers in the Americas and internationally. The competition is a cornerstone for learning and development, engaging clinical researchers from pharmaceutical companies, CROs and investigator sites.

**Finalists** are selected following a questionnaire and clinical challenge. Multiple Fortrea colleagues placed as finalists in both competitions, with one winning a Gold and another winning a Silver in their respective categories in 2025.





## Fortrea for Better: Our Approach to ESG

We published our first Corporate Social Responsibility (CSR) Report in 2024, our first step on a journey designed to establish goals and track progress in environmental, social and governance (ESG) performance. We published an interim report in 2025 featuring select updates and new data points. This 2026 report provides a full commentary on our progress to date.

**Fortrea is committed to operating responsibly by:**

**Fortrea for Life:** Minimizing our environmental impact

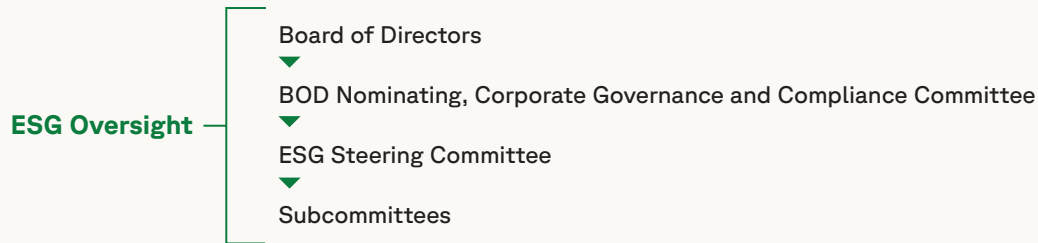
**Fortrea for All:** Creating a welcoming and supportive workplace

**Fortrea for Good:** Making a positive impact on the communities where we work

**Fortrea for Integrity:** Enacting transparent, ethical governance policies

We set goals to continually improve the way we work and put plans in place to measure and report our progress. This company-wide commitment begins with our Board of Directors, who oversee our activities in corporate sustainability, employee health and safety, ethical business practices and inclusion. This oversight is led by the board’s Nominating, Corporate Governance and Compliance Committee. A complete description of their responsibilities can be found in the Governance section of this report.

Fortrea’s ESG Steering Committee, chaired by Sandy Kennedy, our Chief Quality, Regulatory Affairs and Sustainability Officer, includes representatives from Fortrea’s legal, human resources, finance, risk management, information technology, procurement, facilities, commercial, investor relations, corporate communications and marketing organizations and is responsible for establishing the overall strategic direction of our ESG objectives and initiatives.



Collaborating with the ESG Steering Committee are five subcommittees that facilitate engagement with our sustainability agenda and goals throughout Fortrea.



**The Sustainability** subcommittee, in partnership with Fortrea’s Environment, Health and Safety (EHS) team, is responsible for environmental metrics and reporting, sustainability in clinical trials and setting emission targets.



**The Community Contributions** subcommittee directs Fortrea’s corporate giving and sponsorships and encourages employee engagement with respect to our corporate philanthropy.



**Our People Advisory** subcommittee supports and advises our Employee Resource Groups (ERGs) and overall practices in inclusion and engagement.

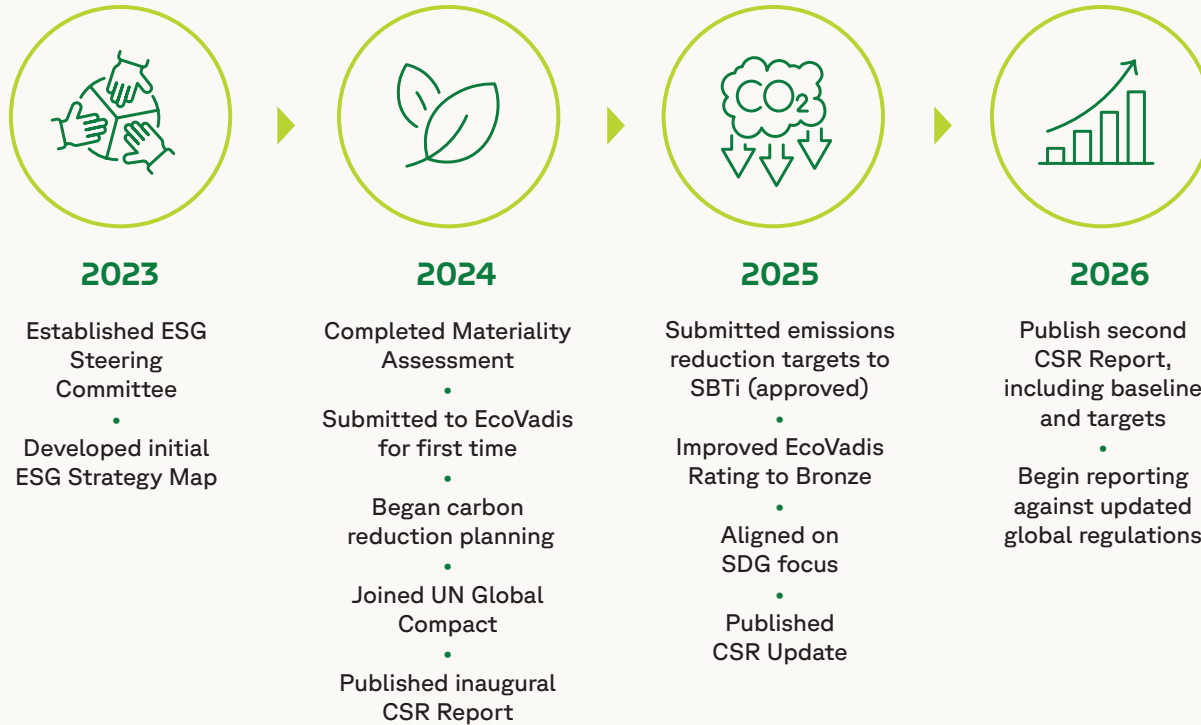


**The Compliance and Corporate Governance** subcommittee coordinates policies and behaviors related to business ethics, supplier code of conduct, third-party risk management, cybersecurity and data privacy.



**Regional/Country** subcommittees develop and implement sustainability and social initiatives across specific regions.

Investing in ESG at Fortrea



### Sustainable Development Goals = Focus Areas

The **Sustainable Development Goals (SDGs)** are a universal framework of 17 interconnected global goals adopted by all 193 United Nations member states in September 2015 as part of the 2030 Agenda for Sustainable Development. The SDGs are related to the UN Global Compact, the world's largest corporate sustainability initiative, which Fortrea joined in 2024. Not all SDGs apply to all companies; individual organizations may select those which are most closely related to their operations or those which they choose to prioritize. Fortrea has selected nine, and we look forward to reporting our progress in future reports:

- Good Health and Well-being
- Quality Education
- Gender Equality
- Decent Work and Economic Growth
- Industry, Innovation and Infrastructure
- Sustainable Cities and Communities
- Responsible Consumption and Production
- Climate Action
- Partnerships for the Goals



### Reporting Standards Adopted

Following a 2024 review to determine which ESG issues are most important to our stakeholders, we finalized our overall strategy and aligned our program with two recognized reporting standards: GRI and SASB.

Founded in 1997, The Global Reporting Initiative (GRI), is used by more than 10,000 companies from more than 100 countries and is focused on stakeholder transparency.

The Sustainability Accounting Standards Board (SASB), founded in 2011, is more industry-specific with 77 different categories and is focused on financial measures of sustainability related to investors. An index for both standards is listed in the appendix.

### Materiality Assessment Complete

A Materiality Assessment is a process by which an organization identifies and prioritizes the ESG issues that are critical to a company’s financial performance. Our first Materiality Assessment, conducted by an independent third-party, allowed us to determine the most important ESG issues as viewed by our stakeholders.

Given we work closely with patients around the world, it was not surprising that Product Quality and Safety were the highest priority, followed closely by Cybersecurity, Risk Management and Business Continuity and Business Ethics. We continue to review our governance efforts in these areas and take necessary action.

One example is our recent ISO 27001:2022 Certification. Verified by a third-party audit, this certification means a company systematically manages information security risks, has controls in place to protect confidentiality and commits to continuous improvement.

#### Material Issues for Fortrea





## Fortrea for Life: Responsible Environmental Practices

Conducting our business in a safe and sustainable manner is a priority at Fortrea. Our Environmental Sustainability Committee includes representatives from every business segment and provides guidance that helps to manage and monitor our environmental impact. We have established responsible environmental standards across the enterprise, which help us manage our environmental impacts and strive to continually improve performance.

### **Fortrea's environmental sustainability efforts are focused on six key areas:**

- Energy efficiency and renewable energy
- Minimizing impact of employee commuting and travel
- Material reuse
- Sustainable procurement
- Waste reduction and recycling
- Water conservation

Fortrea promotes sustainability across the organization by encouraging individual employees to adopt eco-friendly practices.

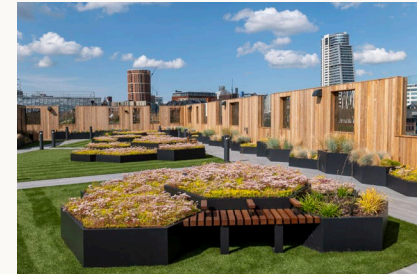
We optimize space utilization and reduce our office footprint wherever possible. For projects requiring new sites, we consider access to public transit a priority in choosing a location. When undertaking new facility construction or the renovation of existing locations, sustainability is a driving force from concept to completion.

Incorporating changes in business practices can make a difference as well. Our travel policy includes an approval process that is focused on efficiency, and we have built sustainable procurement practices into our supplier qualification, selection and contracting processes.

Several of our locations have incorporated renewable energy options, including solar panels and energy credit programs, as part of our effort to improve energy efficiency and reduce our carbon footprint.

By 2025, 56% of electricity consumed across our global operations was sourced from renewable energy, including through renewable electricity contracts or certificates. We are actively expanding our use of renewable energy to support ongoing reductions in Scope 2 emissions.

In many cases, good practices in sustainability overlap and complement each other. Our commitment to improved environmental performance involves large and small projects around the globe.



**Emissions Reduction**

In 2024, Fortrea officially committed to the Science Based Targets initiative (SBTi), a global organization that enables companies to set greenhouse gas (GHG) reduction targets. GHG emissions are measured in three categories:

- Scope 1:** Direct emissions from gasoline, diesel, natural gas and propane by an organization
- Scope 2:** Indirect emissions from purchased electricity, offsite renewable energy or purchased Renewable Energy Credits
- Scope 3:** Indirect emissions that occur throughout a company's supply chain

After careful evaluation, we 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.

**ERM CVS, an independent consultancy, provided limited assurance of our Scope 1 and Scope 2 (location-based and market-based) emissions for 2025. We are pleased to report a reduction in all emissions since establishing a baseline in 2023. A copy of this report is included in the appendix.**

We assess climate-related risks and opportunities under the Taskforce on Climate-related Financial Disclosures (TCFD) framework, drawing on relevant International Financial Reporting Standard (IFRS) S2 concepts as disclosure practices continue to evolve. Detailed climate-related information is disclosed through CDP, where we received a B- score in 2025, demonstrating solid progress in climate management.

**2025 Scope 1, 2, 3 Emissions**

CO2 Metric tons	2023	2024	2025
<b>Scope 1</b>	1,783	2,039	1,418
<b>Scope 2 Location based</b>	8,039	5,643	5,188
<b>Scope 2 Market based</b>	8,343	5,148	2,727
<b>Total Scope 1+2 Market based</b>	<b>10,126</b>	<b>7,187</b>	<b>4,145</b>
<b>Scope 3</b>	177,321	156,502	135,104
<b>Total Scope 1+2 (Market base)+3</b>	<b>187,447</b>	<b>163,689</b>	<b>139,249</b>



### Sustainable Procurement Drives Improvement

Sustainable Procurement performance improved significantly, increasing from 40 in 2024 to 62 in 2025. This advancement reflects the continued maturation of Fortrea's responsible supply chain program, including expanded supplier performance metrics and enhanced ESG data visibility.

Between 2023 and 2025, Fortrea reduced Scope 3 emissions from purchased goods, services and capital goods by 23% across key supplier service types supported by Global Procurement Services. This improvement was driven by a combination of supplier carbon-intensity reductions and internal supplier selection initiatives and decisions, along with related cost reductions.

Continued supplier engagement and refinements in procurement practices supported these gains, while reductions in business travel emissions further contributed to Scope 3 improvements.

In 2025 Fortrea significantly expanded its supplier sustainability survey to further enhance supplier selection and sustainability improvement initiatives. The supplier sustainability survey expansion consisted of:

- Increasing the supplier count from 109 in 2024 to 254 in 2025
- Increasing spend represented by those suppliers from approximately 44% to 84% of total spend
- Increased supplier responses from 25 in 2024 to 151 in 2025
- Increases in spend represented by those respondents from 14% to 58% of those surveyed

Additionally, in 2025, Fortrea significantly expanded the quantity of suppliers with completed supplier risk assessments, with approximately 1,100 suppliers evaluated, representing more than a 70% increase from the prior year. These assessments address key risk areas, including human rights and ethics, supporting responsible supply chain oversight.



### EcoVadis Submission Score Rises

In 2024, we filed our first submission to EcoVadis, the world's largest and most-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.

### Green Facilities Double

A collaborative effort between our Facilities and Real Estate, EHS and Global Procurement Services teams led to a doubling of "Green" sites from six in 2024 to twelve in 2025 as certified by LEED or other agencies.





## Fortrea for All: Responsible People Practices

Fortrea professionals around the globe share a singular purpose: Delivering solutions that bring life-changing treatments to patients faster and creating lasting value for all our stakeholders. Making this aspiration a reality requires a culture that is inclusive and shared. The cultural beliefs that define how we work are known as the “Fortrea FOUR.” These are the behaviors that are the basis of our culture.



### **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.

As an industry leader, we continually strive to be an organization that is respected for delivering innovative solutions while also being admired for how we deliver them. To fuel our growth, we are embracing a leadership mindset of courage, conviction and accountability.

- **Courage** to make hard choices, to challenge what's always been done and learn quickly when something doesn't work
- **Conviction** to stay true to our mission, even when obstacles are daunting. To debate, listen, decide and then move forward with relentless drive and calm resilience
- **Accountability** to our clients, to each other and to the patients who ultimately depend on us to do what we say we will do

Building on our CEO's signing of the CEO Action Pledge, we continue to collaborate with the broader business community to drive meaningful change in advancing responsible people practices in the workplace. Over the past year, we have strengthened our commitment by implementing initiatives that foster open dialogue and promote opportunity across all levels of our organization.

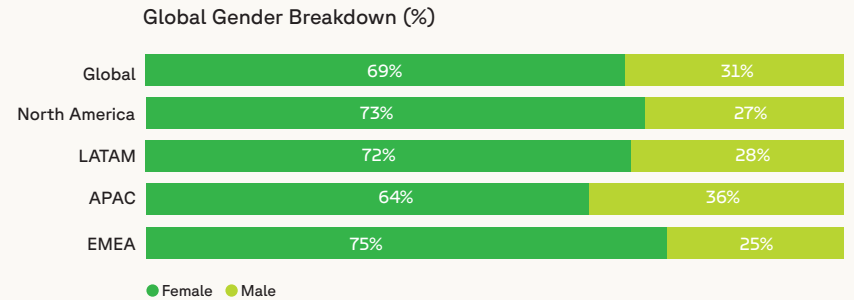
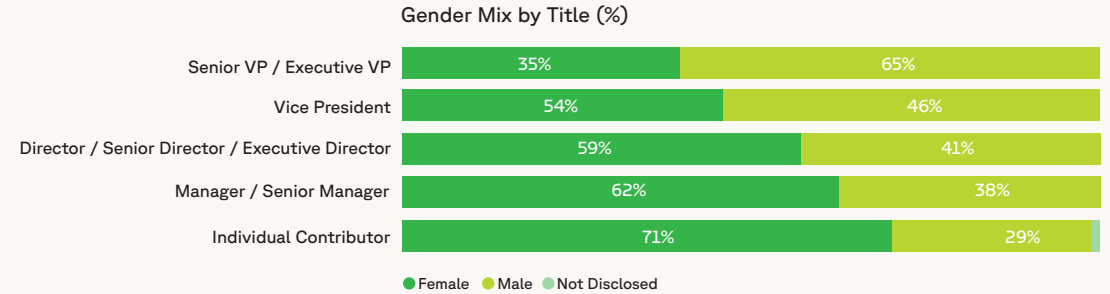


### Workforce Demographics

Our success is rooted in our sustained ability to attract, develop and retain a highly specialized and skilled global workforce.

### Gender Equity

At Fortrea, women constitute 69% of our global workforce, and gender mix is an important metric in tracking equity and inclusivity. Our most recent measurement indicates that 58% of our employees in roles at the director-level and above are women.

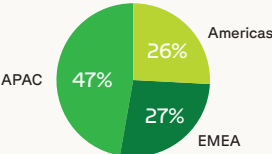


**Inclusion at Fortrea**

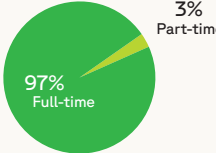
Inclusion and belonging are reflected in our culture—part of the Fortrea FOUR—but beyond a moral imperative, it is a strategic advantage in the diverse global marketplace we serve.

In our latest employee engagement survey, diversity was valued at 85.5% and was one of our top five strengths. 75% of employees indicated “I feel like I really belong at Fortrea,” a leading driver of engagement.

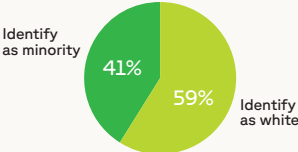
Workforce Global Footprint



Full-time vs Part-time Employees



U.S. Race and Ethnicity



### Recruitment and Retention: Finding the Right Match

Talent recruitment among CROs is highly competitive. One reason people seek work at Fortrea is because of our laser focus and dedication to changing the lives of patients, but we recognize that other organizations seek their attention as well. We start by offering competitive compensation and benefits, wellness programs and other incentives, but part of what differentiates Fortrea is our recruitment strategy. We look for individuals who are already good at what they do, but who also want to grow with us and become great at what they do. At the same time, we intentionally recruit recognized industry leaders who naturally attract other talented individuals who want to work among the best in the business.

### Measuring Contributions to Success: Performance Management

Fortrea's Performance Management and Development (PMD) process provides tools and resources for employees and their managers to measure, manage and grow their individual and collective performance. Our executive team sets priorities, which are then translated into team-level and individual objectives. Additionally, individual objectives recognize what behaviors are required to achieve success. We also encourage all employees to set development objectives that align with how they plan to grow professionally during the year.

The process culminates in a year-end performance review between an employee and their manager, but they are also expected to meet throughout the year to measure progress to date, make any needed adjustments and address any issues.





### Learning Drives Growth and Development

Fortrea recognizes that continuous learning and professional development are essential to building a skilled, engaged and future ready workforce.

Understanding that 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 Fortrea 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.

In 2025, Fortrea employees completed more than 2.27 million training assignments through our enterprise learning platform, reflecting the scale and breadth of our global learning, professional development and regulatory compliance programs.

In addition to required regulatory and compliance training, employees had access to onboarding programs, therapeutic and role based training, professional skills development, leadership education and technology enablement opportunities. Learning is delivered through a combination of digital courses, instructor led programs and structured on the job training experiences.

A substantial portion of 2025 learning activity focused on regulatory compliance, quality standards and controlled documentation. Employees completed hundreds of thousands of assignments related to country specific regulations, corporate policies, standard operating procedures (SOPs), work instructions and quality and inspection readiness training. These efforts support Fortrea's commitment to regulatory rigor, data integrity and maintaining an audit ready learning culture across all regions.

Fortrea also continues to deliver extensive project specific and client driven training, enabling teams to meet sponsor, protocol and study-level requirements. In 2025, employees completed hundreds of thousands of project and client specific training courses, supporting operational readiness across a wide range of therapeutic areas, studies and client engagements.

To support scientific and therapeutic expertise, Fortrea employees had access to SMi Source™, an on demand therapeutic training library offering more than 400 MD and PhD reviewed courses across disease areas, therapeutic disciplines, Good Clinical Practice (GCP) and clinical research topics. In 2025, Fortrea employees completed more than 1,200 SMi Source therapeutic area training courses, supporting scientifically informed decision making across clinical and operational roles.



Professional growth and leadership development remained a priority in 2025. Employees participated in a broad portfolio of professional development, leadership and soft skills learning, including communication, collaboration, business skills and people management programs.

Our Level Up! learning program remained popular, with more than 20 online and instructor-led courses focused on soft skills, coaching and communications drawn from Fortrea-focused case studies, designed to help individuals become better teammates, more effective managers and valued co-workers.

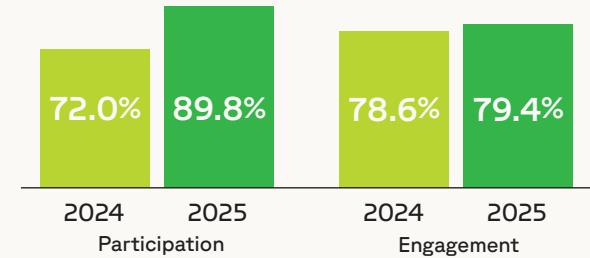
The new Fortrea Impact program was launched to develop people-leadership skills for those at the manager and director level. An advanced program is being developed for those at the senior director level and above.

Fortrea employees also had access to ProPath, a curated professional development learning library powered by Cornerstone Content Anytime. In 2025, there were more than 83,000 completions of ProPath professional development courses, reflecting strong engagement in continuous learning, career development and leadership skill building.

Employees additionally engaged extensively in technology and systems training, completing tens of thousands of IT-focused courses that supported adoption of enterprise platforms, digital tools and evolving technology solutions including AI. These learning initiatives played a key role in enabling efficient, secure and compliant ways of working.

To help employees keep learning top of mind, Fortrea's Global Learning and Change Management team recently launched Planting Seeds, a quarterly newsletter to amplify information about learning opportunities across the enterprise.

Together, Fortrea's learning and development programs demonstrate a strong commitment to employee growth, operational excellence and regulatory compliance. By investing at scale in learning that balances mandatory training with professional, scientific and leadership development, Fortrea supports a capable, compliant and engaged global workforce.



### Compensation, Benefits and Rewards

Our compensation and benefits programs are designed to reflect our commitment to our employees. Our compensation philosophy is rooted in fairness and transparency and is tied to performance. A mix of base and variable pay, long-term incentives and special recognition awards allow us to attract the best candidates, engaging and rewarding those who contribute positively to our purpose, vision and goal.

As a life sciences organization, we recognize that many factors contribute to a healthy environment, and our benefits package is designed to address an employee’s overall well-being. That’s why we offer market-based benefits including health coverage, retirement solutions and wellness initiatives.

### Engagement

Fortrea has strengthened its commitment to employee listening and connection, placing a deliberate emphasis on building meaningful relationships among our executive team, leaders and employees. This creates a deeper understanding of local experiences and strengthens trust through visible, accessible leadership.

These discussions, alongside our continued commitment to annual engagement surveys and pulse checks throughout the year, lay the foundation for Fortrea’s global engagement program. Participation remains strong, reflecting employees’ willingness to share feedback and actively partner in shaping Fortrea’s culture. The insights gathered show consistent alignment with industry benchmarks and demonstrate meaningful progress across key engagement drivers, including collaboration, inclusion and confidence in leadership.

Our continued investment in in-person connection, executive visibility and robust listening practices underscores Fortrea’s commitment to creating an engaging, supportive and high-performance workplace where employee voices are heard, valued and translated into action.

### You are Welcome: Employee Resource Groups (ERGs)

ERGs are voluntary, employee-led groups of individuals who identify with historically marginalized communities and share common interests or experiences. They are designed to help members feel welcome and comfortable to have open discussions in a safe environment.

To promote the success and sustainability of each ERG, we have global and chapter leaders from various regions. They lead the ERGs in various formats, including in-person and virtually, coordinating with team members to support the ERG's purpose and objectives, programming and event planning.

Each ERG also has an executive liaison, a senior leader who provides guidance and leverages their influence within the organization to support the objectives of the ERG.

There are presently eight ERGs at Fortrea, with more than 4,000 unique, active members.





In 2025, Fortrea launched ForCommunity, a new online platform replacing a legacy system. ForCommunity offers greater visibility into events, interactive content and streamlined tools for ERG members and leaders.

In alignment with our broader sustainability initiatives, our newest ERG is LEAF: Leading Environmental Action for the Future, with over 550 members in three chapters.

LEAF empowers Fortreans to embrace their role as citizens of the world by raising awareness, championing eco-friendly initiatives and fostering a supportive, action-oriented global community. They intend to:

- **Educate** through events, guest speakers and learning opportunities that deepen understanding of sustainability
- **Act** by collaborating with Fortrea departments, local communities and industry partners to implement impactful, eco-conscious initiatives
- **Inspire** by cultivating a positive, inclusive space where all are encouraged to contribute
- **Align** our efforts with those of the Environmental, Social and Governance team and the business to focus our impacts and create open dialogues



Additionally, two former ERGs merged to form EPIC: Empowering People with Inclusion and Culture. EPIC was formed to cultivate a vibrant, inclusive community that celebrates Fortrea’s global diversity—empowering connection, cultural exchange and business impact. Its goals are to enhance cultural understanding through education, strengthen community through celebration, empower diversity through amplifying diverse voices and drive business impact through global collaboration.

#### Why EPIC?

- **Global Alignment:** Reflects Fortrea’s international footprint and diverse workforce
- **Cross-Cultural Collaboration:** Encourages dialogue and unity across cultures
- **Expanded Reach:** Enables broader engagement in underserved regions
- **Optimized Resources:** Streamlines leadership, funding and programming
- **Intersectional Inclusion:** Recognizes and celebrates multifaceted cultural identities
- **Locally Relevant, Globally Aligned:** Delivers programming that resonates across regions



#### Health and Safety

The health and safety of our employees is of primary importance. We have established employee health and safety protocols—supported by risk assessments, EHS audits and our occupational health program—including engineering and administrative controls, policies, procedures, processes and training to minimize the potential for, and the severity of, work-related injuries and illnesses.



## Fortrea for Good: Responsible Societal Practices

Fortrea is a part of many different communities around the world. Our commitment to diversity and inclusion is the foundation of our efforts to build a global team that delivers a lasting impact on healthcare. But that commitment extends beyond our doors. These principles also apply to our community involvement and business practices.



### About Artificial Intelligence (AI)

At Fortrea, we see AI as an opportunity. AI and Machine Learning (ML) will increase and improve innovation in drug discovery, resulting in more investigational products to be researched. More products and regulatory changes are likely growth drivers for CROs in the longer term. As such, we see AI as a force multiplier that accelerates execution and ultimately drives more science, more trials and more growth—not as a cost cutting threat to the CRO model.

AI will automate specific task-level work rather than replacing core staff roles. It can accommodate routine or repeatable work. Ultimately, AI is part of a broader effort to compress trial timelines and costs while increasing productivity, but with an important boundary: Quality is non-negotiable.

With this in mind, we recently introduced Fortrea Intelligent Technology™ (FIT), a suite of technology solutions designed to enhance clinical trial operations and delivery of new medicines to patients.

Using AI-powered solutions to automate workflows, streamline oversight and elevate productivity, FIT helps enable sponsors, investigator sites and Fortrea project teams to deliver trials faster, with greater predictability, agility and quality. The suite provides applications for biopharma and biotech clients across clinical pharmacology, clinical development and medical device development.

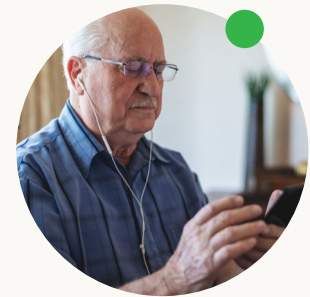
To help bring employees along the journey, Fortrea launched an AI Knowledge Hub as a central destination for AI literacy, safe usage and approved tools. Through the hub, employees can access AI/ML policies, FAQs, training and resources.

### Representative Recruitment in Clinical Trials

Diversity in clinical trials is both a scientific imperative and an ethical one that is fundamental to ensuring that medical treatments are safe and effective for all people, not just individuals traditionally overrepresented in research. Historically, clinical trials enrolled a high percentage of white male participants, leaving gaps in our understanding of how treatments affect women, racial and ethnic minorities, older adults and other underrepresented groups. Biological differences—including genetics, metabolism, hormonal variation and comorbidities—mean that a drug's efficacy profile can vary significantly across populations. When trials lack diverse participants, these differences go undetected, potentially leading to treatments that work well for some but inadequately for others.

Diverse trials produce more scientifically robust data, strengthening regulatory submissions and accelerating approvals that apply broadly across patient populations. And regulators have taken notice. The FDA has increasingly emphasized diversity action plans as part of trial design, and sponsors are under growing pressure to demonstrate inclusive enrollment practices. The Food and Drug Omnibus Reform Act of 2022 (FDORA), includes several provisions intended to promote diversity in clinical trial enrollment, encourage the growth of decentralized clinical trials and streamline clinical trials.

Inclusive trials not only improve outcomes across populations but also help build trust in medical research among communities that have historically had reason to be skeptical of it.



### Our role in promoting diversity in clinical trials

At Fortrea, we're committed to helping sponsors increase diverse representation of populations in their clinical trials and have implemented a complete and integrated solution across our **Consulting and Clinical Operations** services. We provide a framework for success based on our:

- Diversity in Clinical Trials Multifunctional Workstream and Advisory Board
- Methodology for writing a Diversity Action Plan, including use of real-world data (RWD) and literature to identify targets and propose goals
- Innovative analytical dashboard that tracks real-time progress of enrollment in different populations

From protocol development to study close, we have been providing innovative diversity solutions to support sponsors with establishing and reporting on **Diversity Action Plan** metrics in their clinical trials. Our teams help:

- Inform and develop targeted recruitment strategies for specific populations, including patient advocacy groups
- Incorporate the Voice of the Patient to understand patients' needs, support protocol optimization and capture feedback at the close of the study to continually improve the diversity profile
- Assess the impact of and track progress toward study enrollment goals (and potentially identify safety signals) with a real-time dashboard

### Outreach: Engaging with our Communities

Employees in many Fortrea locations share a special affinity for giving back to their community through volunteer efforts, fundraising or other partnerships with local nonprofits. Here are a few of their stories.

#### Out of Date? Out of Here!

Proper disposal of expired medications is crucial for both environmental and public health. Incorrect disposal can lead to contamination of water sources and pose risks to wildlife and human well-being. The Bulgarian Fortrea team sponsored a campaign to collect and safely dispose of expired medication in their community.

As a result of their efforts, nearly 30 pounds of expired medications were safely gathered and transferred to EcoSafe, a local waste disposal company.



#### Learning to be Less Wasteful

Fortreans in the UK hosted a special educational session with a representative from The Wildlife Trusts, a federation of 46 charitable organizations working to preserve and protect wildlife and nature reserves throughout the UK. Attendees learned that while global actions are crucial, personal contributions also play an essential role. Every small effort can add up, helping to create meaningful change in the environment.

Most importantly, everyone can take impactful action by setting a personal net-zero target and crafting a plan to reduce carbon emissions—such as adopting energy-efficient habits and more sustainable commuting or travel practices. Supporting local nature sites, protecting green spaces and engaging in community efforts are important steps too.

### Putting a Cap on Rare Disease

Employees in our Madrid office joined a campaign to collect plastic bottle caps and fund medical research for a rare childhood disease. Supported by NACEX, a parcel delivery company and ASDENT, the Spanish Association for Dent Disease, the recycled caps provide funding for research of Dent disease, a rare, inherited kidney disorder that primarily affects males. It is caused by mutations in genes that regulate the part of the kidney responsible for reabsorbing important proteins, minerals and other substances from the filtered blood back into the body.

This effort is a powerful reminder that small, everyday actions—like saving a bottle cap—can lead to meaningful change for children living with rare diseases. Over seven years, this national campaign has collected more than 147 tons of caps.



### **A Place to Stay: St. Jude India**

Fortrea helps underprivileged children battling cancer by supporting safe, hygienic and cost-free accommodations for them and their families at the St. Jude India Childcare Center. This crucial assistance helps families traveling from remote areas for treatment.

More than 500 children and their families have benefitted from the center, especially those needing long-term stays or repeated visits. The center offers individual family units, shared spaces, kitchens, dining areas and modern sanitation facilities, fostering a community environment. Support staff includes an infection control nurse, visiting counselors, housekeeping personnel, a teacher and therapists for yoga, art and music, ensuring comprehensive care and normalcy for the children.

This Fortrea initiative helps children battling cancer receive the best chance at survival and a healthy, happy life, focusing on physical, emotional and mental health in addition to their medical treatment.



### A Flea Market for UNICEF

Fortrea's offices in Shanghai and Dalian, China, hosted a pop-up flea market to benefit children around the world. Employees donated new and second-hand treasures, from books and trendy toys to clothing and accessories. Colleagues made offers on items, giving forgotten gems a new lease on life. But this event was about more than finding a bargain, it was about making a difference. All proceeds were donated to United Nations International Children's Fund (UNICEF) in honor of World Children's Day.

Celebrated annually on 1 June, World Children's Day is dedicated to promoting the rights and well-being of children worldwide. It emphasizes ensuring all children have access to essential necessities like education, healthcare and protection from harm.

### Who's Next in STEM?

Fortrea's Clinical Pharmacology Services at Draper's Yard in Leeds, UK, opened its doors to STEM undergraduate students at the nearby Leeds University, a major research university that is part of the prestigious Russell Group of leading universities. In an "Exclusive Insight Event," students had the opportunity to tour the clinic and meet with Fortrea experts.

From recent experiences in recruiting early talent, the Fortrea team learned that many students with life sciences degrees lack a comprehensive understanding of the vital role CROs play within the drug-development ecosystem. That led the Draper's Yard team create this event to open our doors and raise awareness of the clinical trial process with students, showcasing the important work we conduct throughout Fortrea.

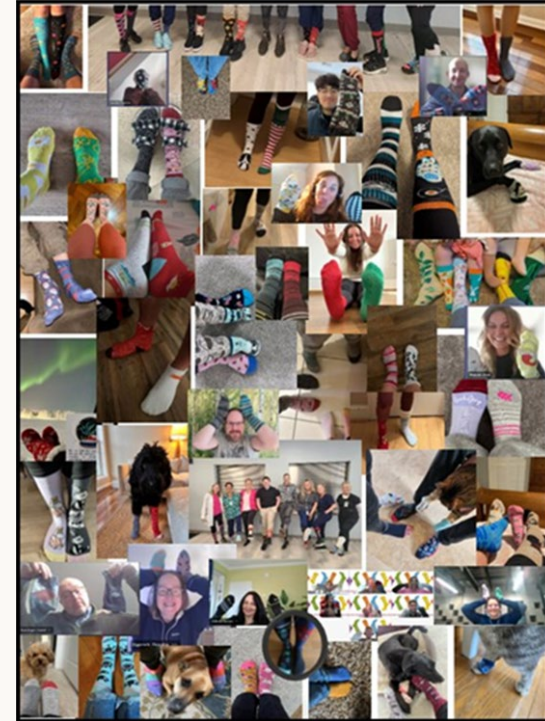


### Earth Day Around the Globe

Across Fortrea's global offices, our Employee Resource Groups and Facilities team collaborated an earth-wide Earth Day celebration, dedicated to turning everyday sustainability into action with activities that ranged from encouraging reusable cups and containers to repurposing materials like glassware, books and office materials. Many employees made personal pledges for a more sustainable lifestyle, signing on to a "Green Commitment Wall," making every day an Earth Day!

### Socks for Awareness

World Down Syndrome Day was created to celebrate the lives of people with Down syndrome and to make sure they have the same freedoms and opportunities as everybody else. Part of the United Nations calendar since 2012 and celebrated on March 21, it serves as a call for action with a theme to ensure the human rights of people with Down syndrome and works to organize worldwide activities and discussions. The "Lots of Socks" campaign encourages wearing colorful, mismatched socks to spark conversations about inclusion and special abilities. With support from our EnABLE ERG, Fortreans around the world sported unique socks as part of the campaign to raise awareness of this year's theme: End the Stereotypes!





# Fortrea for Integrity: Responsible Governance Practices

At Fortrea, we believe effective and responsible corporate governance—the practices and rules under which a company operates—is the foundation of an ethical organization. Our commitment to compliance and ethics is reflected in the Fortrea FOUR, the four tenets of our culture.

**Forward Together • Own It • Uphold Integrity • Respect People**





**Board of Directors**

Led by our Chairman, the Board of Directors at Fortrea has established high standards for the company’s employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and oversee the management of the company’s business. The Board consists of seven individuals, six of whom are independent directors. The Board has three subcommittees:

**The Audit Committee** is responsible for oversight of the company’s accounting and financial reporting processes and audit of Fortrea’s financial statements. It is also responsible for oversight of compliance with legal and regulatory requirements, performance of the company’s internal audit function, the qualifications and independence of the public accounting firm(s) engaged by the company and cybersecurity.

**The Management Development and Compensation Committee** is responsible for the oversight of Fortrea’s compensation and benefits policies. In addition, the committee sets the compensation for and monitors performance of the CEO and company officers.

**The Nominating, Corporate Governance and Compliance Committee** has broad responsibilities including assisting in identification of individuals qualified to become board members, development and recommendation of corporate governance guidelines, advising the board with respect to governance matters, policies and practices and overseeing management’s efforts to implement policies and procedures related to compliance.

### **Risk Management and Business Continuity**

We have expanded the integration of corporate social responsibility with our business continuity planning and risk mitigation efforts.

Our corporate risk management program engages teams throughout the organization to identify, assess and manage traditional as well as emerging risks. We support achievement of corporate objectives utilizing cost-effective combinations of risk transfer, risk retention and risk mitigation strategies.

We actively collaborate with Quality, Legal, EHS, Facilities and Operations to ensure informed decision-making while enhancing business resiliency and continuity planning. Maintaining compliance and safeguarding assets are key tenets to our traditional risk management function.

Fortrea's ESG risk management builds on traditional frameworks and extends them to address a wider, longer-term and more interconnected set of risks and opportunities aligned with sustainable value creation.

### **Code of Conduct and Ethics**

Our Code of Conduct and Ethics is a comprehensive guide designed to help all employees make the right choices and smart decisions that are consistent with our high ethical standards. These standards apply to all employees, officers and directors, as well as contingent workers, independent contractors, suppliers, vendors and representatives who work on Fortrea's behalf. All are required to read, understand and follow all relevant policies and procedures within the Code.



### Sarbanes-Oxley Compliance

Fortrea has implemented an enhanced control structure to promote compliance with the Sarbanes-Oxley Act (SOX), marking a significant milestone in our commitment to transparency, accountability and ethical governance. Our emphasis on SOX reflects our broader commitment to corporate social responsibility, as we strive to uphold ethical practices and contribute positively to our communities and the environment. SOX mandates rigorous internal controls and auditing practices to ensure that financial statements, public filings and financial data are accurate and reliable. This heightened focus on accountability extends beyond financial performance to encompass ethical conduct and social responsibility within the scope of SOX via corporate governance initiatives.

### Equal Opportunity Employment

We are firmly committed to providing equal opportunity in all aspects of employment and to the principles of inclusion and respect. We prohibit discrimination in employment, employment-related decisions or in business dealings on the basis of an individual's race, color, national origin, ancestry, nationality, citizenship, religion, creed, age, sex (including pregnancy), marital or familial status, sexual orientation, gender identity and/or expression, military service, veteran status, disability, matriculation, political affiliation, genetic information, immigration status or any characteristic protected by applicable law.

### Discrimination and Harassment

Fortrea does not tolerate any unlawful discrimination, harassment or retaliation of any kind. Discrimination is defined as any action or decision which affects the terms and conditions of an individual's employment. Harassment involves any unwelcomed act or series of acts that are based on an individual's protected status where either enduring the offensive conduct becomes a condition for continued employment or the conduct is severe enough to create a work environment that a reasonable person would consider intimidating, hostile or abusive.

### Anti-Violence

Fortrea has a zero-tolerance policy for workplace violence. Engaging in any act that could cause another individual to feel threatened or unsafe is expressly prohibited. This includes verbal assaults, threats or any expression of hostility, aggression or hazing. Fortrea also prohibits the possession of weapons in the workplace. To the extent permitted by local law, this prohibition extends to company parking lots as well as our facilities.

### Fair Competition

We compete fairly and honestly. Fortrea complies with all applicable antitrust and competition laws. We seek competitive advantages through superior performance, never through unethical or unlawful business practices. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent or inducing disclosures of trade secrets by past or present employees of other companies is prohibited.

### Privacy, Information Protection and Security

Fortrea respects the privacy rights of those with whom we work, including patients, study participants, employees, clients and vendors. Protecting the privacy and security of personal information is of the utmost importance to Fortrea's business and is key to maintaining the trust of individuals whose information we process including patients, study participants and clients.

We require all personal information (including but not limited to that of patients, study participants and employees) be treated with the strictest confidentiality in accordance with contractual commitments, ethical standards and all applicable laws in the jurisdictions in which we do business including but not limited to the European Union and UK General Data Protection Regulation (GDPR), China's Personal Information Protection Law (PIPL) and Canada's Personal Information Protection and Electronic Documents Act (PIPEDA).





### Cybersecurity

Our global cybersecurity program is designed to protect colleague, patient and client information while maintaining the confidentiality, integrity and availability of Fortrea's information and assets. The controls are based on industry-recognized best practices and standards for cybersecurity and information technology, including the National Institute of Standards and Technology (NIST) and Cybersecurity Framework (CSF 2.0). Most recently, we received International Organization for Standardization (ISO) 27001:2022 certification for meeting Information Security Management System Requirements for our Clinical Systems environment. It reflects the security-by-design disciplines and operating practices Fortrea applies to strengthen security across the organization.

The cybersecurity program is administered through two primary channels: Fortrea-led cybersecurity services and capabilities and trusted third-party partners delivering cybersecurity services overseen by our Cybersecurity leadership team. Combined, these channels deliver the entire cybersecurity program. We collaborate with other departments, such as IT, legal, compliance, privacy and business stakeholders, to ensure a holistic approach to cybersecurity.

#### *Cybersecurity risk management program, including, but not limited to:*

- Risk assessment activities/analyses
- Risk Committee oversight, documentation and escalation
- Periodic reviews and assessments by external third parties measuring cybersecurity services capability and maturity
- Reporting of risk issues deemed material to our Audit Committee of the Board of Directors

#### *Cybersecurity services, including, but not limited to:*

- 24x7 security services and operations including incident response
- Identity access management support and governance
- Security architecture oversight and guidance
- Governance, Risk and Compliance (GRC) functions such as operational and third-party risk management, cybersecurity policies, training and awareness
- Annual and independent penetration testing and vulnerability scanning activities
- Reporting of the state of the cybersecurity program to our Audit Committee of the Board of Directors

We encourage our colleagues to identify and report cybersecurity risks. Cybersecurity risks are identified, documented, presented and reviewed with the Fortrea Cybersecurity Risk Management Committee. The Risk Committee, in conjunction with business stakeholders as required, evaluates risks which are presented to them to determine an appropriate response. The Audit committee of the Board of Directors has oversight of the cybersecurity program.

As we continue to execute our cybersecurity program, we will regularly engage external cybersecurity partners for additional evaluation and assessment of our program and its capabilities to continuously improve.

### Conflict of Interest

Any potential or actual conflict of interest—or even the appearance of such a conflict—must be avoided. A conflict of interest occurs when a person's private interest actually or potentially interferes in any way with the interests of Fortrea, such that it may be or appear to be difficult for that individual to perform their work objectively and effectively.

### Bribery, Corruption and Improper Influence

Fortrea strictly prohibits giving or asking for anything of value to obtain an improper business advantage whether to or from government officials, clients or other commercial entities. The U.S. Foreign Corruption Practices Act prohibits giving gifts, benefits or anything of value, directly or indirectly to officials of foreign governments, foreign political candidates and public international organizations such as the World Health Organization or the United Nations and healthcare professionals employed at state-owned entities to obtain an improper business advantage. Other countries have similar restrictions, such as the United Kingdom's Bribery Act and other jurisdictional regulations, that cover both public and private sector employees.

### International Trade

With global reach and locations worldwide, Fortrea complies with all applicable import, export and trade control laws and regulations in jurisdictions in which we operate. These may include embargo restrictions, anti-boycott regulations, cross-border restrictions and other regulations that may exist to restrict trade with other countries.

## Human Rights

Fortrea recognizes the importance of maintaining and promoting fundamental human rights in our operations and throughout our supply chain. Derived from the principles and guidance of the United Nations, the International Labor Organization and the Organization for Economic Cooperation and Development, Fortrea operates under programs and policies that:

- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws
- Recognize employees' right to freedom of association
- Provide humane and safe working conditions
- Support a work environment that is free from human and sexual trafficking, forced and bonded labor and unlawful child labor
- Promote a workplace free from discrimination and harassment
- Address the human rights and environmental issues connected with the mining and trading of Conflict Minerals

## Supplier Code of Conduct

Fortrea has established a standalone Code of Conduct that specifically applies to all suppliers, vendors, contractors, consultants and agents. The Code highlights certain legal, ethical, environmental and business requirements that are of particular importance to Fortrea and our stakeholders. Areas specifically addressed include ethics and compliance, labor and human rights, safe and healthy work environments and ethical management systems.

In 2025, Fortrea expanded the number of suppliers that completed supplier risk assessments, with approximately 1,100 suppliers evaluated—more than a 70% increase over the prior year. These assessments address key risk areas, including human rights and ethics, supporting responsible supply chain oversight.

## Global Action Line

Any employee or third party with concerns regarding Fortrea's Code of Conduct and Ethics or any related policies and standards is encouraged to contact our global ethics hotline, which is available via telephone or online and managed by industry leading hotline provider NAVEX via their EthicsPoint system. The hotline is available 24 hours a day, seven days a week, 365 days a year. Live telephone language support is available in more than 150 languages, and calls made through one of the country-specific telephone numbers are toll-free. Employees may also choose to speak with their supervisor, a Human Resources representative or the legal department with their concerns. All reports are reviewed and investigated as appropriate.



### Forward-Looking Statements

This report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG goals, targets, commitments, strategies and expected future performance. These statements often include words such as “believe”, “expect”, “approximately”, “anticipate”, “intend”, “plan”, “estimate”, “seek”, “will”, “should”, “could”, “may” or the negative thereof or variations thereon or similar expressions that are predictions of or indicate future events or trends. These statements are based on certain assumptions that we have made in light of our experience in the industry as well as our perceptions of historical trends, current conditions, expected future developments and other factors we believe are appropriate in these circumstances.

These statements are based on current assumptions and expectations and are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied. Such risks include, among others, changes in economic conditions, regulatory developments, evolving ESG standards, technological developments and our ability to execute our strategies. For a further discussion of the risks relating to our business, see the “Risk Factors” Section of our Annual Report on Form 10-K (the “Form 10-K”), as filed with the SEC, as such factors may be amended or updated from time to time in our subsequent periodic and other filings with the SEC which are accessible on the SEC’s website at [www.sec.gov](http://www.sec.gov).

Forward-looking statements are not guarantees of future performance and speak only as of the date of this report. We undertake no obligation to update these statements, except as required by law.



## Looking Ahead

Thanks for reading this report. We hope you have found it informative, and all of us at Fortrea look forward to reporting even greater progress in 2027.

Learn more about how Fortrea is streamlining drug development at [Fortrea.com](https://www.fortrea.com) and follow us on [LinkedIn](#), [X](#) and [Bluesky](#).



## Global Reporting Initiative (GRI) Index

General Disclosures		
GRI Code	Disclosure	Location
2-1	Organizational details	About Fortrea
2-2	Entities included in the organization's sustainability reporting	Fortrea 10-K
2-3	Reporting period, frequency and contact point	Fortrea 10-K; <a href="https://www.fortrea.com/contact">https://www.fortrea.com/contact</a>
2-4	Restatements of information	None
2-6	Activities, value chain and other business relationships	About Fortrea, Fortrea for Life, Fortrea for Integrity (Supplier Code of Conduct), Fortrea 10-K
2-7	Employees	Fortrea for All
2-9	Governance structure and composition	Fortrea for Integrity
2-10	Nomination and selection of the highest governance body	Fortrea Board of Directors
2-11	Chair of the highest governance body	Fortrea Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Fortrea Board of Directors, Fortrea 10-K
2-13	Delegation of responsibility for managing impacts	Fortrea Board of Directors, Fortrea ESG Steering Committee
2-14	Role of the highest governance body in sustainability reporting	A Message from Our CEO, Fortrea Board of Directors
2-15	Conflicts of interest	Fortrea for Integrity
2-16	Communication of critical concerns	Fortrea Investor Relations, <a href="https://ir.fortrea.com/">https://ir.fortrea.com/</a>
2-17	Collective knowledge of the highest governance body	A Message from Our CEO, Fortrea Board of Directors
2-18	Evaluation of the performance of the highest governance body	A Message from Our CEO, Fortrea Board of Directors
2-22	Statement on sustainable development strategy	A Message from Our CEO
2-23	Policy commitments	Fortrea for Integrity
2-24	Embedding policy commitments	Fortrea for Integrity

2-25	Processes to remediate negative impacts	Fortrea for Integrity
2-26	Mechanisms for seeking advice and raising concerns	Fortrea Global Action Line
2-27	Compliance with laws and regulations	Fortrea for Integrity, Fortrea 10-K
2-29	Approach to stakeholder engagement	Fortrea for Better (Approach to ESG)
<b>Material Topics</b>		
3-1	Process to determine material topics	A Message from Our CEO, About Fortrea, Fortrea ESG Executive Steering Committee
3-3	Management of material topics	Fortrea ESG Executive Steering Committee
<b>Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	About Fortrea, Fortrea 10-K
201-2	Financial implications and other risks and opportunities due to climate change	Fortrea CDP Report
201-3	Defined benefit plan obligations and other retirement plans	Fortrea 10-K
201-4	Financial assistance received from government	None
<b>Market Presence 2016</b>		
201-1	Direct economic value generated and distributed	About Fortrea, Fortrea 10-K
201-2	Financial implications and other risks and opportunities due to climate change	Fortrea CDP Report
201-3	Defined benefit plan obligations and other retirement plans	Fortrea 10-K
201-4	Financial assistance received from government	None

## Global Reporting Initiative (GRI) Index, continued

Indirect Economic Impacts 2016		
GRI Code	Disclosure	Location
203-2	Significant indirect economic impacts	Fortrea 10-K
Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Fortrea for Integrity (Conflict of Interest, Anti-corruption)
205-2	Communication and training about anti-corruption policies and procedures	Fortrea for All (Learning Drives Growth and Development), Fortrea for Integrity (Anti-corruption; Fortrea Global Action Line)
Materials 2016		
301-2	Recycled input materials used	Fortrea for Life
Energy 2016		
302-1	Energy consumption within the organization	Fortrea for Life
302-4	Reduction of energy consumption	Fortrea for Life
Biodiversity 2024		
101-4	Identification of biodiversity impacts	Fortrea for Life
Emission 2016		
305-1	Direct (Scope 1) GHG emissions	Fortrea for Life (Emissions Reduction), CDP Report
305-2	Energy indirect (Scope 2) GHG emissions	Fortrea for Life (Emissions Reduction), CDP Report
305-5	Reduction of GHG emissions	Fortrea for Life (Emissions Reduction), CDP Report

Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Fortrea for Integrity (Supplier Code of Conduct)
308-2	Negative environmental impacts in the supply chain and actions taken	Fortrea for Integrity (Supplier Code of Conduct)
Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Health and Safety
403-5	Worker training on occupational health and safety	Training Compliance
403-6	Promotion of worker health	Spotlight on Quality, Human Rights
Training and Education 2016		
404-1	Average hours of training per year per employee	Fortrea for All (Learning Drives Growth and Development)
404-2	Programs for upgrading employee skills and transition assistance programs	Fortrea for All (Learning Drives Growth and Development)
404-3	Percentage of employees receiving regular performance and career development reviews	Fortrea for All (Learning Drives Growth and Development)
Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Fortrea for All (Workforce Demographics)
Local Communities 2016		
413-1	Operations with local community engagement, impact assessments and development programs	Fortrea for Good (Outreach: Engaging with our Communities)
Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Fortrea for Integrity (Cybersecurity), Fortrea 10-K

## Sustainability Accounting Standard Board (SASB) Index

Topic	Metric	Code	Location
<b>Biotechnology and Pharmaceuticals</b>			
Safety of Clinical Trial Participants	Discussion by region of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	About Fortrea, Fortrea for Good, Fortrea for Integrity
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries <sup>1</sup>	HC-BP-210a.3	Fortrea 10K (none reported)
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims <sup>3</sup>	HC-BP-270a.1	Fortrea 10K (none reported)
Employee Recruitment, Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	Fortrea for All
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery <sup>4</sup>	HC-BP-510a.1	Fortrea 10K (none reported)
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	Fortrea for Integrity
<b>Professional and Commercial Service</b>			
Data Security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	Fortrea for Integrity
	Description of policies and practices relating to collection, usage and retention of customer information	SV-PS-230a.2	Fortrea for Integrity
	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches (3) number of (a) customers and (b) individuals affected	SV-PS-230a.3	Fortrea for Integrity
Workforce Diversity and Engagement	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	SV-PS-330a.1	Fortrea for All
	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	Not Reported
	Employee engagement as a percentage	SV-PS-330a.3	Fortrea for All
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	Fortrea for Integrity
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Fortrea 10K (none reported)



## Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Fortrea Holdings Inc. to provide limited assurance in relation to the selected information set out below and presented in Fortrea's 2025 Sustainability Report (the "Report").

### ENGAGEMENT SUMMARY

<b>Scope of our assurance engagement</b>	<p>Whether the following Selected Information for 2025 is fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>	<b>Assurance standard and level of assurance</b>	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
<b>Selected information</b>	<p>GHG Emissions</p> <ul style="list-style-type: none"> <li>• Total Scope 1 GHG emissions (thousand metric tons CO<sub>2</sub>e)</li> <li>• Total Scope 2 GHG emissions (thousand metric tons CO<sub>2</sub>e) (Location-based)</li> <li>• Total Scope 2 GHG emissions (thousand metric tons CO<sub>2</sub>e) (Market-based)</li> </ul>	<b>Respective responsibilities</b>	<p>Fortrea is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS' responsibility is to provide a conclusion to Fortrea on the agreed scope based on our engagement terms with Fortrea, the assurance activities performed and exercising our professional judgement.</p>
<b>Reporting period</b>	1 January 2025 – 31 December 2025		
<b>Reporting criteria</b>	<ul style="list-style-type: none"> <li>• The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions</li> <li>• GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions)</li> <li>• Fortrea's Basis of Reporting as indicated in the Report</li> </ul>		

## OUR CONCLUSION

Based on our activities, as described on this page, nothing has come to our attention to indicate that the Selected Information for 2025 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

## OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information
- Interviewing management representatives responsible for managing the Selected Information
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2025 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary
- Conducting a review of source data and local reporting systems and controls for seven sites
- Evaluating the conversion factors, emission factors and assumptions used
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings

## THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

## OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Fortrea in any respect.



19 May, 2026  
Malvern, PA

ERM Certification & Verification Services Incorporated  
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