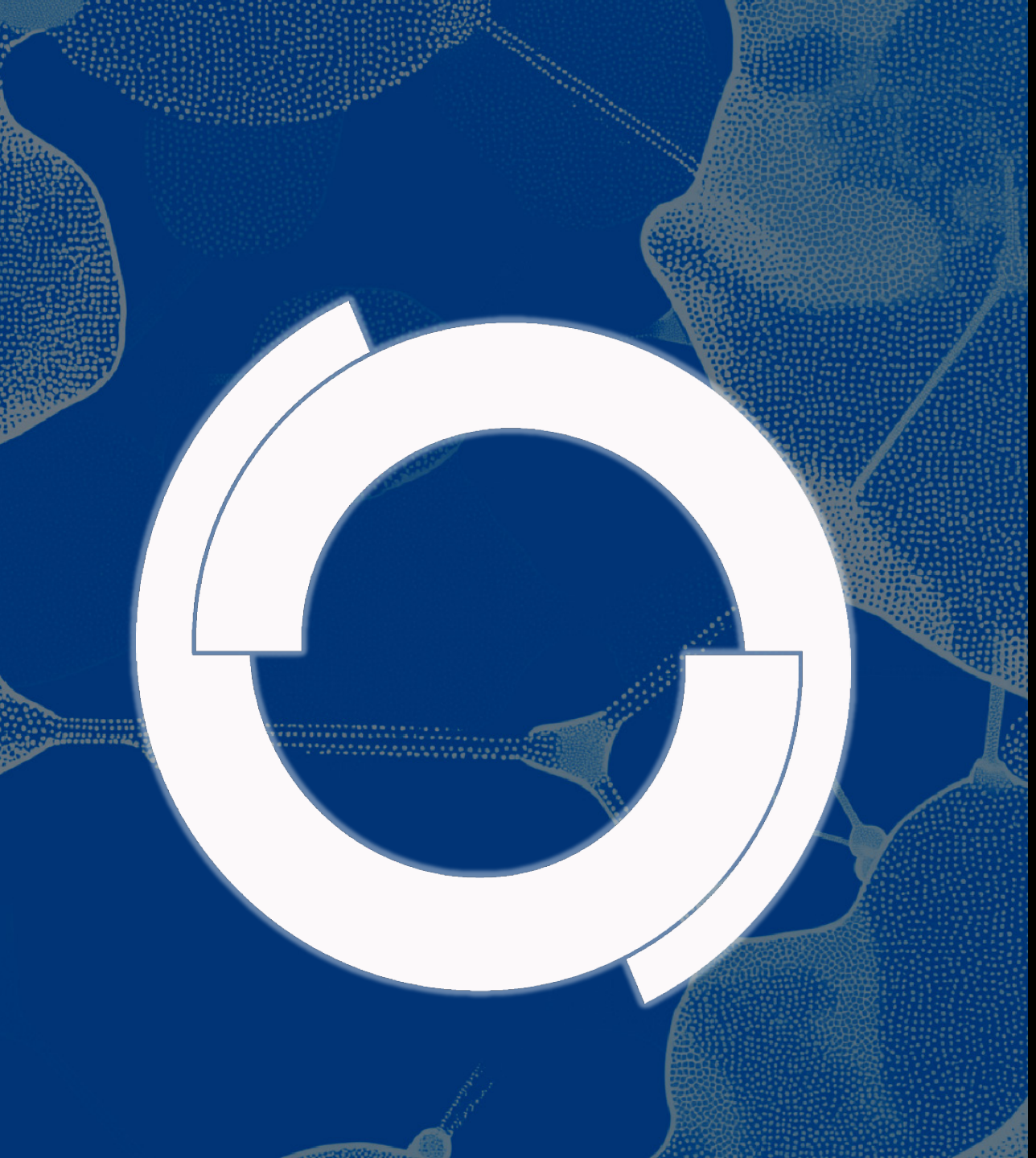


Environmental | Social | Governance

# 2026 ESG Report

Transforming drug discovery and development for good.

Certara, Inc. | For the year ended December 31, 2025

CERTARA

INTRODUCTION

# About this report

This 2026 Environmental, Social, and Governance (ESG) Report describes Certara, Inc.'s approach to responsible business practices, governance, and sustainability for the year ended December 31, 2025. It highlights our progress, commitments, and oversight structures across environmental stewardship, social responsibility, and corporate governance.

## REPORT AT A GLANCE

### Reporting period

Year ended December 31, 2025

### Scope

Global operations of Certara, Inc.

### Reporting framework

GHG Protocol Corporate Standard; near-term climate targets validated by SBTi

**Forward-looking statements.** Targets and commitments are forward-looking and subject to change. Unless otherwise stated, data reflect Certara's global operations as of December 31, 2025; office footprint metrics are presented as of May 2026.


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2025 IN REVIEW

# ESG Highlights and Progress

During 2025, Certara continued to advance its environmental, social, and governance programs while strengthening the quality, transparency, and scope of its ESG reporting. Certara's near-term greenhouse gas reduction targets were validated by the Science Based Targets initiative (SBTi) as aligned with a 1.5°C pathway — a 63% reduction in Scope 1 and Scope 2 emissions and a 37.5% reduction in selected Scope 3 categories by 2035, using 2024 as the baseline year.

## KEY TAKEAWAYS

### Environmental

- Scope 1 emissions decreased 4.9% year-over-year.
- Scope 2 emissions decreased 19.1% (location-based) and 11.2% (market-based).
- Scope 3 represented approximately 91% of total reported emissions in 2025.

### Social

- 1,576 employees across 28 countries.
- 14.8% internal promotion rate and 7.91% voluntary turnover.
- Employee Wellness and Balance scores exceeded the Global Life Sciences benchmark by 9%.

### Governance

- ESG oversight is maintained through the Nominating & Corporate Governance Committee.
- Progress is reported directly to the Board of Directors.

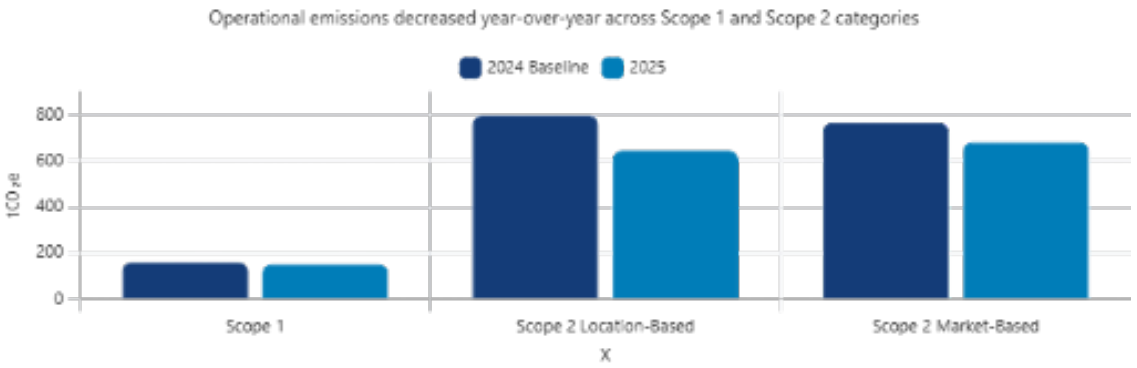

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ENVIRONMENTAL

# 2025 Climate Performance

Operational emissions decreased year-over-year despite expanded emissions measurement and reporting, reflecting continued progress toward Certara's long-term climate targets.

### OPERATIONAL GHG EMISSIONS BY SCOPE ($tCO_2e$)




*Scope 1 –4.9%; Scope 2 location-based –19.1%; Scope 2 market-based –11.2% vs. 2024.*

**~91%** of reported emissions were Scope 3 in 2025

While total reported emissions increased year-over-year, the rise was driven primarily by expanded Scope 3 measurement and improved data quality — not by higher direct operational emissions.

With no manufacturing operations and a 100% leased facility footprint, Certara's direct impact is limited. Efforts stay focused on science-based climate action, operational efficiency, and value-chain engagement to drive long-term reductions.


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SOCIAL

# Human Capital

Certara's workforce is globally distributed. At year-end 2025, Certara employed 1,576 colleagues across 28 countries, with a balanced presence across its three regions.

## WORKFORCE BY REGION

| | |
|---|---|
| 45% | **EMEA** |
| 43% | **Americas** |
| 12% | **APAC** |

## WOMEN REPRESENTATION BY LEVEL




Women represented 49% of Certara's global workforce at year-end 2025 — including 44% of senior leadership, 55% of people manager, and 50% of individual contributor roles.


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Jon Resnick

Chief Executive Officer

*Appointed CEO effective January 1, 2026*

01 · FROM OUR CEO

# A message from our CEO

At Certara, our mission to accelerate medicines to patients carries a responsibility to operate with scientific integrity, disciplined governance, and measurable accountability. In 2025, we strengthened our governance framework, enhanced cybersecurity resilience, and advanced our environmental commitments.

Subsequent to the reporting period, in February 2026, our near-term greenhouse gas emissions reduction targets were validated by the Science Based Targets initiative (SBTi) as aligned with a 1.5°C pathway — a milestone that reflects our commitment to data-driven environmental stewardship and long-term risk management.

As we support the global development of therapies for patients worldwide, we remain focused on responsible innovation, transparency, and continuous improvement across our ESG practices.

> *"Our progress reflects a commitment to data-driven environmental stewardship, strong governance, and long-term risk management."*



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# About Certara

Certara accelerates medicines using biosimulation software, technology, and services to transform traditional drug discovery and development. Our clients include more than 2,600 biopharmaceutical companies, academic institutions, and regulatory agencies across 70 countries.

**8,000+**

Drug development programs supported since 2014

**2,600+**

Organizations served across 70 countries

**70**

Countries with clients and collaborators

**90%+**

Of 2014–2024 FDA novel drug approvals involved Certara customers

Our work spans oncology, rare diseases, metabolic disorders, and infectious diseases — supporting the advancement of safe and effective therapies worldwide. Since 2014, Certara customers were involved in the vast majority of FDA novel drug approvals, underscoring the reach of biosimulation across the industry.



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# An integrated platform for model-informed drug development

Certara pairs mechanistic and empirical biosimulation with regulatory science and technology-enabled services — spanning early discovery through development, regulatory support, and market access. Since 2013, we have acquired 21 companies, 14 of which brought advanced software or technology into our ecosystem.

### Mechanistic biosimulation

The Simcyp Simulator, our trusted PBPK platform, supports first-in-human dosing, drug–drug interaction prediction, virtual bioequivalence, and dosing for special populations.

### Empirical biosimulation & pharmacometrics

The Phoenix platform and our pharmacometricians quantify efficacy and safety to optimize trial design and dosing — central to Model-Informed Drug Development.

### Chemical & research informatics

Chemaxon and D360 digitize the design–make–test–analyze cycle, giving scientists faster access to integrated data across discovery.

### Regulatory science & operations

CoAuthor and GlobalSubmit streamline authoring and eCTD submissions to the FDA, EMA, PMDA, and other health authorities worldwide.


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# ESG at a glance

**1,576**
EMPLOYEES

**28**
COUNTRIES

**300+**
CLIENT AUDITS

## ENVIRONMENTAL

Near-term GHG reduction targets validated by SBTi (Feb. 2026) as aligned with a 1.5°C pathway. Office-based, asset-light footprint across 36 offices in 17 countries; 100% leased; zero manufacturing.

## SOCIAL

Workforce of 1,576 across 28 countries. Great Place to Work® and Fortune Best Workplaces in BioPharma™ for four consecutive years. Fellowship and academic programs strengthen the global scientific pipeline.

## GOVERNANCE

11-member Board, substantial majority independent under SEC and Nasdaq standards. Three fully independent committees. ESG oversight delegated to the Nominating & Corporate Governance Committee.

*Workforce data are as of December 31, 2025. Footprint metrics are presented as of May 2026.*


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# ESG strategy and governance

## CORE PRINCIPLES

- Conduct business in an accountable, transparent, and ethical manner
- Maintain compliance with applicable environmental, health, and safety regulations
- Provide a safe, supportive, and inclusive work environment globally
- Uphold human rights and non-discrimination standards
- Align disclosure with globally recognized ESG frameworks

## GOVERNANCE & OVERSIGHT

**Board of Directors**

Oversees corporate strategy, enterprise risk management, and the integrity of operations.

**Nominating & Corporate Governance Committee**

Owns ESG strategy, performance, and emerging risks; reports to the full Board.

**Audit Committee**

Oversees risk management including cybersecurity, data privacy, compliance, and internal controls.

**Executive Leadership**

Implementation and operational execution across business units.



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# Ongoing ESG focus areas

### Health & safety

Promoting employee health and safety and supporting responsible drug development that prioritizes patient well-being.

### Ethical conduct & compliance

A Code of Conduct, training, and confidential reporting channels that uphold integrity across the organization.

### Corporate governance

Independent Board, committee oversight, and disclosure practices that enhance stakeholder confidence.

### Environmental stewardship

Science-based emissions targets, operational efficiency, and supplier engagement on climate accountability.

### Risk monitoring & reporting

Monitoring regulatory developments and ESG-related risks while maintaining timely, transparent reporting.

### Continuous improvement

Periodic ESG performance reviews and program evolution in response to regulatory and stakeholder developments.

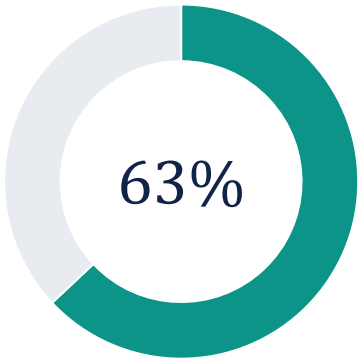


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# Science-based climate targets

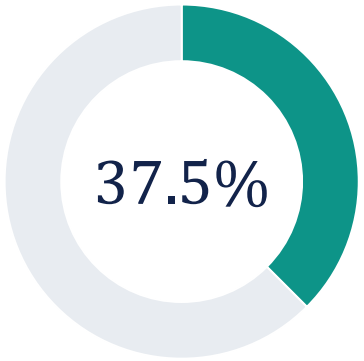
**VALIDATED FEBRUARY 2026**

Near-term emissions targets validated by SBTi as aligned with a 1.5°C pathway under the Paris Agreement.



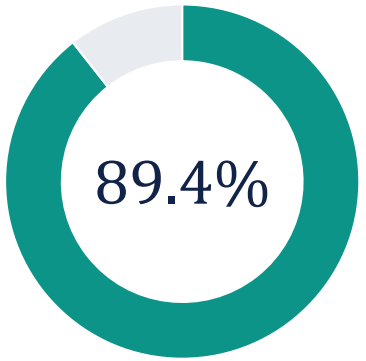

### ABSOLUTE REDUCTION

in Scope 1 and Scope 2 GHG emissions by 2035 (2024 base year). Average annual linear reduction of ~5.7%.




### REDUCTION

in selected Scope 3 emissions categories by 2035 (2024 base year).




### SUPPLIER COVERAGE

of supplier emissions by spend (Purchased Goods & Services, Capital Goods, Upstream Transportation & Distribution) covered by science-based targets by 2030.

*Progress is measured and disclosed in accordance with the GHG Protocol Corporate Standard.*



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# Climate strategy implementation and oversight

## IMPLEMENTATION APPROACH

- Improve energy efficiency across facilities
- Procure renewable energy where feasible
- Engage suppliers on emissions measurement and target-setting
- Strengthen emissions data quality and reporting practices

**Accountability & oversight.** Climate strategy oversight is maintained at the Board level through the Nominating & Corporate Governance Committee, with regular review of progress and risk exposure.

## WHERE OUR EMISSIONS ORIGINATE

### Scope 1 — Direct emissions

Limited emissions from natural gas and refrigerant use in office facilities.

### Scope 2 — Purchased energy

Indirect emissions from purchased electricity, heating, cooling, and steam in offices.

### Scope 3 — Value chain

Indirect emissions across our value chain, including business travel, employee commuting, and purchased goods and services.


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# Climate approach and disclosure framework

Certara's climate management is grounded in science-based targets, disciplined governance, and transparent disclosure aligned with the GHG Protocol Corporate Standard. We measure, manage, and report GHG emissions across Scope 1, Scope 2, and relevant Scope 3 categories, reflecting our global, office-based operations and value chain.

### Measurement & methodology

Inventory developed per the GHG Protocol Corporate Standard. Scope 1 covers natural gas and refrigerant use; Scope 3 is calculated using spend-based and supplier-specific methodologies.

### Governance & oversight

Board-level oversight through the Nominating & Corporate Governance Committee, with regular review of emissions performance, climate risks, and target progress.

### Continuous improvement & data quality

Actively enhancing emissions data quality through improved collection systems, supplier engagement, and validation processes.

### Strategy & operational footprint

Asset-light, 100% leased, office-based model with no manufacturing limits direct Scope 1 emissions; primary exposure is indirect.


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# Environmental stewardship — operational footprint

Our office-based, asset-light service model supports lower energy use, reduced emissions, and efficient resource utilization. Environmental oversight is incorporated into enterprise risk management and is subject to Board-level review through the Nominating & Corporate Governance Committee.

| 36 | 17 | 100% | 0 |
|---|---|---|---|
| OFFICES | COUNTRIES WITH OFFICES | LEASED FACILITIES | MANUFACTURING |

### OUR ENVIRONMENTAL POLICY COMMITS CERTARA TO:

- Compliance with applicable environmental, health, and safety laws
- Pollution prevention and risk mitigation
- Continuous improvement of environmental performance
- Transparent communication of priorities and progress


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# Resource efficiency and supplier engagement

### Water & energy

- Water filtration to eliminate bottled-water deliveries
- HVAC and energy use aligned with occupancy
- Periodic facility utilization reviews

### Paper & digital workflows

- Default duplex printing and office-wide paper recycling
- Electronic access badges replacing plastic
- Recycling and donation of IT equipment

### Business travel

- Virtual collaboration to reduce travel where appropriate
- Travel limited to business-critical activities
- Improving travel emissions data transparency

### Supplier engagement

- Encouraging adoption of science-based targets
- Strengthening sustainability standards in procurement
- Embedding sustainability into vendor onboarding


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# Greenhouse gas emissions inventory

Certara measures and reports greenhouse gas emissions in accordance with the GHG Protocol Corporate Standard. Our inventory covers Scope 1, Scope 2, and relevant Scope 3 categories across our global, office-based operations.

## Scope 1

**Direct emissions**

Emissions from natural gas consumption and refrigerant use in office facilities.

## Scope 2

**Purchased energy**

Indirect emissions from purchased electricity, heating, cooling, and steam used in office facilities.

## Scope 3

**Value-chain emissions**

Indirect emissions across our value chain — business travel, employee commuting, purchased goods and services, waste, and upstream and downstream activities. Scope 3 represents the majority of our total emissions and is central to our long-term reduction strategy.

*Certara's validated science-based targets incorporate Scope 1, Scope 2, and relevant Scope 3 categories.*



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# 2025 GHG emissions inventory (Scope 1–3)

| Category | FY 2025 ($tCO_2e$) | Methodology |
|---|---|---|
| Scope 1 — Direct emissions | 152.73 | GHG Protocol Corporate Standard |
| Scope 2 — Purchased energy (location-based) | 644.36 | GHG Protocol Scope 2 Guidance |
| Scope 2 — Purchased energy (market-based) | 685.11 | GHG Protocol Scope 2 Guidance |
| Scope 3 — Purchased goods & services | 4,801.50 | Spend-based / supplier-specific |
| Scope 3 — Capital goods | 105.35 | Spend-based |
| Scope 3 — Upstream transportation & distribution | 20.43 | Spend-based |
| Scope 3 — Business travel | 2,845.09 | Distance-based / spend-based |
| Scope 3 — Employee commuting | 587.12 | Survey- and average-data-based |
| Scope 3 — Waste generated in operations | 8.79 | Average-data method |
| Scope 3 — Fuel- & energy-related activities | 83.36 | Activity-based |
| Scope 3 — Upstream leased assets | 8.20 | Activity-based |
| Scope 3 — Downstream leased assets | 17.36 | Activity-based |
| **Total Scope 3** | **8,477.22** | **Multiple methodologies** |
| **Total Emissions (Location-based)** | **9,273.92** | **Multiple methodologies** |
| **Total Emissions (Market-based)** | **9,315.05** | **Multiple methodologies** |

**Note:** Individual Scope 3 categories are rounded to two decimal places for presentation purposes. As a result, the displayed category totals may not precisely sum to the reported Scope 3 total. The reported total Scope 3 emissions of 8,477.22 mtCO2e is based on the underlying unrounded data.

*Scope 3 represented approximately 91% of Certara's total emissions in FY 2025.*

CERTARA

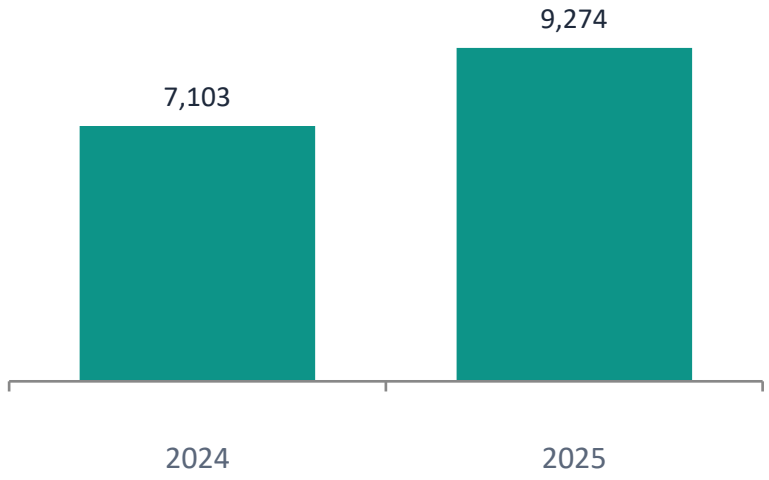
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# Year-over-year GHG emissions comparison (2024–2025)

Comparison anchored to Certara's 2024 SBTi base year.

| Category | 2024 | 2025 | YoY |
|---|---|---|---|
| Scope 1 — Direct | 160.67 | 152.73 | -4.94% |
| Scope 2 — Energy (location) | 796.48 | 644.36 | -19.10% |
| Scope 2 — Energy (market) | 766.34 | 685.11 | -10.60% |
| Scope 3 — Total | 6,145.99 | 8,477.22 | +37.93% |
| **Total (Location-based)** | **7,103.14** | **9,273.92** | +30.56% |
| **Total (Market-based)** | **7,073.00** | **9,315.05** | +31.70% |

**TOTAL EMISSIONS (LOCATION-BASED), $tCO_2e$**




*The year-over-year increase largely reflects expanded Scope 3 coverage and improved data quality, not a rise in operational intensity.*

*2024 serves as the baseline year. Reported Scope 1 and Scope 2 emissions remain subject to independent third-party validation. Year-over-year changes reflect operational activity, footprint changes, travel patterns, and improvements in data quality and accounting methodologies.*

CERTARA

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# Responsible drug development and scientific impact

Our technologies and scientific services support responsible, evidence-based drug development. By integrating biosimulation, pharmacometrics, regulatory science, and structured data governance, we help sponsors reduce development risk, improve study design, and support the ethical advancement of therapies — reducing unnecessary reliance on animal testing and human trial volunteers.

**125+**

**Novel drug label claims**

supported by PBPK modeling where modeling was used in lieu of certain clinical studies (as of July 2025).

### Model-Informed Drug Development

Pharmacometrics, QSP, clinical pharmacology, and regulatory strategy support dose justification, patient stratification, and risk-benefit analysis.

### Patient-centric development

Biosimulation optimizes development for special populations, including pediatrics, pregnant women, and patients with renal or hepatic impairment.

### Advancing the 3Rs

Committed to reducing, replacing, and refining animal testing through new approach methodologies and our Non-Animal Navigator solution.

### Data integrity & regulatory readiness

Structured data governance and validated workflows ensure submissions meet client and regulatory expectations.



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# Responsible AI governance and model assurance

We integrate artificial intelligence and advanced analytics within validated scientific frameworks and structured governance controls to ensure outputs are reliable, traceable, and appropriate for regulatory decision-making.

## SCIENTIFIC FRAMEWORK

- Scientific reproducibility and model validation
- Human oversight (expert-in-the-loop)
- Documentation integrity and traceability
- Regulatory suitability and transparency

## DATA SECURITY & DEPLOYMENT

- Robust data security and governance controls aligned with client and regulatory expectations
- Secure architecture, deployable within client environments
- Supports client governance and compliance requirements


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# Drug development and risk mitigation

Quantitative modeling and structured regulatory engagement help identify safety, dosing, and efficacy risks earlier in the development lifecycle.

**Improved trial design and dose justification**

**Earlier detection of safety and variability signals**

**Reduced likelihood of late-stage development failure**

**More predictable and efficient regulatory interactions**

**More efficient allocation of development resources**

**Decision-quality benefits across the lifecycle**



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# Building global scientific capacity

Long-term sustainability in life sciences depends on a highly trained scientific workforce. We invest in academic partnerships, fellowships, and structured internships that expand global capacity in clinical pharmacology, pharmacometrics, and regulatory science.

### UNC Eshelman Fellowship

7

PHARMD FELLOWS

A two-year fellowship with the UNC Eshelman School of Pharmacy since 2020 — one year of academic training and one year of applied clinical pharmacology experience within Certara.

### Applied Pharmacometrics Training

27 / 41%

FELLOWS / WOMEN

Over the past three years, 27 fellows (41% women) completed this Africa-based program. Intensive virtual instruction and applied projects; top performers advanced to extended fellowship placements.

### University of Florida — QSS

Graduate

ACADEMIC PARTNERSHIP

Our Quantitative Scientific Solutions team teaches graduate-level courses in Applied Pharmacokinetics and Pharmacometrics using Pirana-NONMEM and RsNLME. We also host PhD and post-doctoral interns.


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# Our core values

Our Core Values — Challenge, Collaborate, Deliver — guide how we conduct business and uphold accountability to clients, regulators, employees, and stakeholders.

01

## Challenge

Apply rigorous scientific inquiry, continuously evaluate methodologies, and promote evidence-based decision-making to support responsible innovation.

02

## Collaborate

Foster transparent communication and cross-functional engagement across global teams, clients, and regulatory authorities.

03

## Deliver

Maintain operational discipline, quality controls, and accountability to meet regulatory requirements and client commitments.


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# Our people and culture

Our workforce includes scientists, regulatory experts, software developers, and data specialists operating in a highly specialized, research-driven environment. Company-wide engagement and pulse surveys inform action plans on communication, professional development, workload management, inclusion, and well-being — translated into measurable follow-up initiatives reviewed by executive leadership.

**1,576**
EMPLOYEES

**28**
COUNTRIES

*We believe that when our people thrive, our science advances — and ultimately, patients around the world benefit.*

## WORKPLACE RECOGNITION

**Great Place to Work®**
Fourth consecutive year

**Fortune Best Workplaces in BioPharma™**
Fourth consecutive year

**The Forum of Executive Women**
Recognized for corporate commitment to board diversity

**Fortune Best Workplaces in New York**
2024–2025


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# 2025 workforce snapshot

At year-end 2025, Certara employed 1,576 colleagues across 28 countries. During the year we welcomed 185 new colleagues and maintained an average tenure of 5.73 years. An internal promotion rate of 14.8% reflects continued investment in career development, while voluntary turnover of 7.91% supports workforce stability.

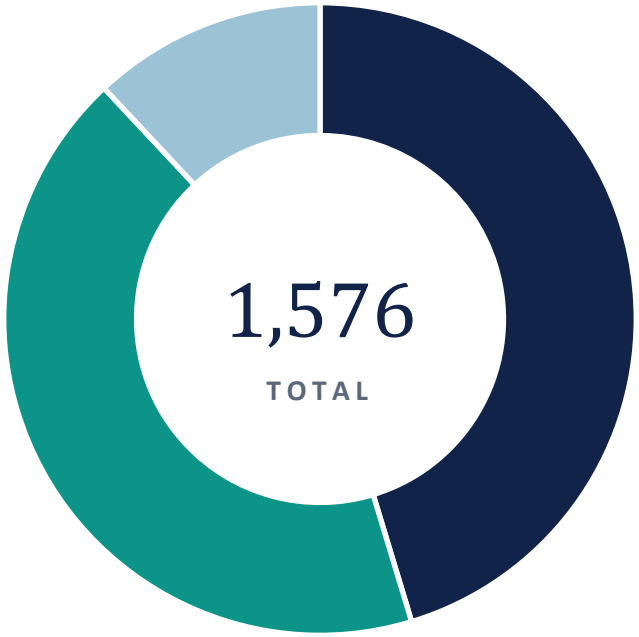
| 1,576 | 28 | 185 | 5.73 | 14.8% | 7.91% |
|---|---|---|---|---|---|
| Employees | Countries | New hires | Avg. tenure (yrs) | Promotion rate | Voluntary turnover |

**Overall turnover of 10.49%.** These workforce metrics help us understand the composition of our organization and support informed talent and workforce planning across our global operations.


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# Global workforce by region

At year-end 2025, our workforce of 1,576 spanned three regions, reflecting our global presence and commitment to serving customers worldwide.




| | | |
|---|---|---|
| **EMEA** | 712 employees | 45% |
| **Americas** | 676 employees | 43% |
| **APAC** | 188 employees | 12% |


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# Global workforce representation

At year-end 2025, women represented 49% of Certara's global workforce, with representation approaching near-equal levels globally. Representation varied across organizational levels, including 44% of senior leadership roles and 55% of people-manager positions.

## GENDER COMPOSITION

**49%** — **Women**
774 employees

**50%** — **Men**
782 employees

**1%** — **Not disclosed**
20 employees

## REPRESENTATION BY ORGANIZATIONAL LEVEL

| Level | Women | Men | Total | % Women |
|---|---|---|---|---|
| **Executive Leadership** | 8 | 23 | **31** | **26%** |
| **Senior Leadership** | 87 | 109 | **197** | **44%** |
| **People Managers** | 91 | 75 | **168** | **55%** |
| **Individual Contributors** | 588 | 575 | **1,180** | **50%** |

*Compensation practices are reviewed periodically to promote equity across roles, geographies, and levels.*


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SPOTLIGHT

# Walktober

In 2025, Certara launched Walktober — a company-wide, four-week step challenge held each October to encourage physical activity, foster team connection, and make wellness fun across our global workforce. Employees participated individually and in cross-functional teams, logging daily steps and supporting one another throughout the month.

*The program reflects our broader commitment to building a culture where well-being is not just a benefit offering, but an active, shared experience — regardless of where in the world our people work.*



## 315

employees participated in Walktober 2025 — 20% of our global workforce.



## 4 weeks

of daily step challenges, team leaderboards, and peer encouragement across 28 countries.



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# Employee health and well-being

We maintain a structured, globally coordinated approach to employee health and well-being that supports physical, mental, and financial stability. Programs are tailored regionally to align with local labor regulations and workforce needs.

**+9%**

In 2025, Certara's Employee Wellness and Balance scores surpassed the Global Life Sciences benchmark by 9% and exceeded the High Performing Companies benchmark — as measured by Willis Towers Watson.

### Comprehensive benefits

- Medical, dental, and vision (or statutory programs)
- Wellness reimbursement where applicable
- Preventive care incentives

### Work-life balance

- Hybrid and remote work arrangements
- Flexible working hours
- Gender-neutral parental leave; U.S. flexible time off

### Mental health support

- Global EAP for counseling, stress, and life management
- Certified Mental Health First Aiders
- Live and on-demand yoga and mindfulness

### 2025 wellness programming

- Cardiovascular health education
- Financial literacy and retirement planning
- Wellness challenges and intranet resources


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# Community and educational engagement

We support early exposure to scientific careers, strengthen educational access, and contribute to the development of future scientific talent — aligned with our broader commitment to scientific capacity building.

FEATURED INITIATIVE

## Letters to a Pre-Scientist

Connects Certara employees with students in grades 5 through 10 from low-income communities. Through structured correspondence, employees share insights into scientific careers and educational pathways — increasing the visibility and accessibility of STEM professions.

**12**

Certara scientists were named to the 2025 Stanford/Elsevier Top 2% Scientists List — among the most cited researchers in their fields worldwide.

### BROADER ENGAGEMENT

- Presentations on drug development and regulatory science
- Participation in career fairs and academic panels
- Mentorship for students considering quantitative sciences
- Work-experience programs covering drug development


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# Global equity and inclusion

We are committed to maintaining a workplace that promotes fairness, equal opportunity, and respect across our global operations. Equity and inclusion are embedded within our human capital management practices, governance, and performance processes. Certara has been repeatedly recognized by The Forum of Executive Women for its corporate commitment to board diversity.

### Policy framework

Policies prohibiting discrimination, harassment, and retaliation across all regions of operation.

### Inclusive training

All new hires complete unconscious bias training; individuals involved in recruitment receive nondiscriminatory hiring training.

### Transparent advancement

Promotion opportunities are posted and communicated; performance management is standardized and formally documented.

### Pay equity

Compensation practices are reviewed periodically to promote equity across roles, geographies, and levels.


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# Corporate governance framework

Certara maintains a corporate governance framework designed to promote independent oversight, accountability, and long-term value creation. The Board oversees corporate strategy, enterprise risk management, and the integrity of financial and operational performance.

## BOARD INDEPENDENCE

**SEPARATE CEO AND CHAIR ROLES**

| 11 | 91% | 3-year |
|---|---|---|
| Directors as of Dec 31, 2025 | Independent | Staggered terms |

**5x** annual cash retainer — director stock ownership guideline, to be achieved within 5 years of Board appointment.



# Board committees and ESG oversight

The Board has established three standing committees, each composed entirely of independent directors. ESG oversight is delegated to the Nominating & Corporate Governance Committee, with regular reporting to the full Board.

### Audit Committee

Financial reporting integrity, internal controls, enterprise risk management, cybersecurity, data privacy, and compliance programs. Supervises the independent auditor and reviews internal audit effectiveness.

### Compensation Committee

Executive and director compensation, including performance-based incentive structures and equity programs. Evaluates compensation-related risks and ensures alignment with long-term shareholder interests.

### Nominating & Corporate Governance

Corporate governance practices, Board composition, director nominations, and ESG strategy. Monitors emerging governance and sustainability trends and reports regularly to the full Board.

*ESG considerations are integrated into Certara's enterprise risk management framework and strategic planning. The Board receives periodic updates on ESG strategy and performance.*


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# Ethics and compliance framework

## CODE OF CONDUCT

Our Code of Conduct establishes standards for ethical behavior, regulatory compliance, and professional accountability across all employees, executives, and directors. All new employees review and acknowledge the Code upon hire, with regular training thereafter.

### STANDARDS COVER:

- Business integrity and professional conduct
- Conflicts of interest
- Data protection and privacy
- Anti-corruption and anti-bribery
- Accurate recordkeeping and financial reporting
- Insider trading
- Fair competition and antitrust
- Anti-discrimination and anti-harassment

### Annual compliance training

Ongoing training aligned with industry regulatory standards — covering the Code of Conduct, AI governance, cybersecurity and phishing awareness, data protection, anti-corruption, and insider trading.

### Confidential reporting

A confidential compliance hotline enables employees and stakeholders to report concerns. A strict non-retaliation policy protects good-faith reporters; reports are reviewed under established investigation procedures with Audit Committee oversight where appropriate.


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# Data privacy and cybersecurity

We protect the privacy and security of personal and sensitive information handled in our business operations, complying with applicable data protection laws across the jurisdictions in which we operate. Our Data Security and Privacy Program safeguards information assets, maintains regulatory compliance, and reinforces client trust.

**Zero reportable data breaches.** As of the reporting period, no reportable data breaches occurred and no material regulatory fines were incurred.

## Governance & oversight

Led by the Head of Compliance and Data Privacy within IT, in coordination with Legal. Reports to the Executive Leadership Team and the Audit Committee, which receives regular updates on cybersecurity posture, privacy compliance, and risk.

## Controls & incident response

Privacy by Design across system development — privacy impact assessments, data protection agreements, standard contractual clauses, encryption at rest and in transit, access management, continuous monitoring, and a formal incident response framework.

## Transparency & individual rights

Our Privacy Notice describes how personal information is collected, used, retained, and shared. We honor rights to access, correction, deletion, portability, and to restrict or object to processing.


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# Building transparency through our Trust Site

In 2025, Certara launched a dedicated Trust Site to enhance transparency and streamline stakeholder access to governance, compliance, and security information. The platform supports structured, consistent disclosure and reinforces our commitment to accountability.



trust.certara.com

LAUNCHED 2025

A centralized repository of publicly available governance, privacy, security, compliance, ESG, and quality information.

### WHAT IT COVERS

- Corporate governance policies
- Data privacy and cybersecurity practices
- Compliance frameworks
- ESG disclosures
- Quality management standards

**Client due diligence benefits.** Reduces duplicative due diligence inquiries, supports vendor risk assessments, and improves efficiency in procurement and audit cycles.



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# Quality and operational integrity

Certara maintains a structured, risk-based Quality Management System (QMS). Our electronic QMS (eQMS) — a 21 CFR Part 11 compliant and validated platform — serves as the foundation of our global quality program and functions as our enterprise training management system.

| 300+ | 21 CFR Part 11 | Risk-based |
|---|---|---|
| Client audits completed in the past calendar year | Validated eQMS platform | Global quality framework |

## OUR eQMS SUPPORTS RISK-BASED QUALITY PRINCIPLES

- **Policy & procedure management**
- **Audit management**
- **Risk management & governance**
- **CAPA oversight**
- **Training management & compliance tracking**
- **Metrics, audits & continuous improvement**


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# Looking ahead

We will continue to refine our ESG strategy, enhance data transparency, and strengthen alignment with global reporting frameworks and stakeholder expectations. Our priorities include advancing our climate commitments, deepening governance practices, and investing in our workforce and scientific capabilities.

01

## Climate

Continue execution against our SBTi-validated near-term targets and improve emissions data quality across Scopes 1, 2, and 3.

02

## Governance

Deepen Board oversight of ESG, cybersecurity, and AI governance; expand disclosures aligned with evolving frameworks.

03

## Workforce

Invest in scientific capacity, fellowships, well-being, and inclusive workforce practices across our global operations.

04

## Transparency

Build on the Trust Site and structured disclosure to support stakeholders, clients, and investor due diligence.

*Through responsible innovation and disciplined governance, we aim to contribute to a more sustainable and effective healthcare ecosystem.*



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# Long-term value, grounded in scientific integrity and strong governance.

Certara remains committed to advancing its environmental, social, and governance performance through disciplined execution, measurable progress, and transparent reporting. As regulatory expectations and stakeholder priorities continue to evolve, we will further integrate ESG considerations into our strategy, risk management, and operations.

**For more information, visit www.certara.com**

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