

Environmental, Social and Governance (ESG) Framework Report





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1 A Message from the CEO

It is with great pleasure and pride that I hereby introduce Inotiv's inaugural report on our Environmental, Social and Governance (ESG) philosophy and progress. Inotiv is a valued partner to the scientific and medical research communities. Today, we offer a wide portfolio of products and services supporting the development of new medicines, from high health status, laboratory quality research animals, through drug discovery and drug safety assessment services, to analytical support for human clinical trials.

In recent years, through organic investment and acquisition, Inotiv has built a world-class contract research organization (CRO). Importantly, we have also consolidated our access to critical elements of our supply chain, primarily the non-human primates required for the safety testing of certain classes of new medicines. We anticipate completing the initial stages of integrating and optimizing our global footprint during 2024, and our focus and investment are pivoting to drive global growth and take market share by positioning ourselves as ever more indispensable to our research partners.

We are honored to be a leader in an industry that is 100% focused on making improvements to people's quality of life and life expectancy. Our research models were utilized in the vital research conducted to enable the development and production of vaccines against SARS-CoV2, the virus that causes Covid-19, and every day Inotiv scientists are working on behalf of our clients to develop safe new medicines for heart disease, cancer, and Alzheimer's, to name just a few. We also have deep expertise across different types of therapies, from small molecule drugs, to monoclonal antibodies, and cell and gene therapies.

As well as being deeply proud of what we do, we are very focused on how we can always do better. This is our philosophy and culture across all aspects of our business, including those that pertain to how we conduct our business, how we treat our employees, clients and suppliers, and the impacts we have on our local communities and the environment.

I trust you will find in these pages that Inotiv is making great strides on all of these as part of our ESG agenda, but this is very much only the beginning. This initial report is a benchmark for Inotiv on our journey, and we look forward to future reports demonstrating our commitment to, and progress on, continuing to build a world-class, ethical and sustainable enterprise.

At Inotiv, we strive to **Always Do The Right Thing.**



Robert Leasure, Jr.

Chief Executive Officer, President and Director

Inotiv’s environmental, social and corporate governance model
Always do the right thing



Environment

Energy consumption and greenhouse gas
 Water and waste management
 Product integrity and use: *Biosafety*



Labor & Human Rights

Employee health and safety
 Fair working conditions
 Diversity, equity and inclusion
 Human rights



Ethics & Compliance

Animal welfare
 Business ethics
 Quality management
 Data privacy and security
 Good governance



Corporate Stewardship

Financial health and performance
 Recruitment and retention of employees
 Sustainable supply chain management
 Contribution to society and the communities where we operate

2 Introduction

At Inotiv, one of our core values is to “Always Do the Right Thing.” In keeping with this principle, we are delighted to introduce our first Environmental, Social and Governance (ESG) report, outlining our multiple commitments to how we operate as a good corporate citizen.

As a leading global provider of mission-critical products and services to the scientific and medical research community, we recognize our unique opportunity to make a positive impact on our employees, within our local communities, as well as the larger global community, on the environment, and on the broad variety of our external stakeholders.

Inotiv believes that a sound business is an ethical and sustainable business. We have, or are developing, business practices that continue to raise the bar on the welfare and care of our animals, enhance the working lives and well-being of our employees, improve the impact our company has on the environment, and protect the interests of our shareholders and other stakeholders. This inaugural report highlights our efforts to advance our strong ESG agenda in our ongoing goal to always do the right thing.

Inotiv has purposefully assembled and grown an extensive portfolio of products and services to support scientific research efforts around the globe. From academic research uncovering the secrets of our biology, to the targeted development of new medicines to meet unmet needs and improve quality of life, Inotiv has consistently invested to ensure our clients have the highest quality research tools and data at their disposal.

Our Inotiv team is committed to providing our scientific research community with the highest levels of quality and responsiveness, commensurate with their research and development needs. Increasingly, we are extending that focus and dedication into considering and improving how we operate as a strong, sustainable organization in keeping with our business strategy and values, and guided by our Four Foundations; Environment, Labor & Human Rights, Ethics and Compliance, and Corporate Stewardship.



ENVIRONMENT

Inotiv is committed to operating safely and sustainably wherever we operate, while understanding our current environmental impact and ensuring we can improve that impact in future. With substantial physical operations and a global network delivering our products and services to clients, we strive to understand and improve how we manage our water consumption, waste disposal and carbon footprint. Although it is relatively early in our journey in this regard, we have made substantial improvements in our network, from consolidating production facilities to optimizing our transport delivery routes.

Inotiv is committed to operating safely and sustainably wherever we operate, while understanding our current environmental impact and ensuring we can improve that impact in future.

LABOR & HUMAN RIGHTS

Inotiv understands its ability to deliver on our promises to clients are critically dependent on having a highly-motivated and engaged workforce. We therefore constantly focus on a culture of opportunity, development and equity, leading to our being awarded a USA Top Workplaces award for 2023.

ETHICS & COMPLIANCE

A core value at Inotiv is “Always Do The Right Thing,” starting with our commitment to the highest standards of animal welfare. All of our colleagues sign up to our Global Code of Ethics and are encouraged to report, anonymously if preferred, any perceived infringements without fear of retaliation.

CORPORATE STEWARDSHIP

To be a sustainable enterprise, it is essential Inotiv manages risk and uncertainty, and is seen as a valued partner in our supply chain network and local communities. Board of Director oversight of key risks ensures they are identified and mitigated. Focused action groups of key internal stakeholders advance our improvement efforts in areas as diverse as attraction and retention of key talent, and reducing cost through process efficiency.

Inotiv’s commitment to community outreach aligns seamlessly with our vision to provide life-changing therapies to people around the world through cutting-edge research and responsible practices. By engaging with the communities where we operate, supporting the well-being of diverse populations, and encouraging employee-led volunteer efforts, we foster a culture of care, collaboration, and positive change.

As an example of our community outreach, we recently entered into a charitable partnership with Helping Veterans and Families (HVAF) of Indianapolis, Indiana, a group dedicated to help homeless and at-risk veterans return to self-sufficiency. Volunteers at HVAF assist homeless veterans in finding housing, access to food and clothing, and opportunities to re-enter the workforce.

We will continue to grow and strive toward amplifying the positive impact we have on society, extending our responsibility far beyond the boundaries of science. At Inotiv, we believe that by embracing these principles and acting upon them with integrity, we can truly make a difference in the world—transforming lives and contributing to a brighter future for all.

At Inotiv we play to win by delivering value for our clients, colleagues and shareholders, and we are determined to do that while promoting social responsibility and long-term sustainability. Thank you for your interest in reading about these efforts as we advance our programs for ESG, and we look forward to sharing updates with you in the future.

3 About Inotiv

Inotiv, Inc., is a leading contract research organization (CRO) dedicated to providing nonclinical and analytical drug discovery and development services and research models and related products and services.

The Company's products and services focus on bringing new drugs and medical devices through the discovery and preclinical phases of development to increase efficiency, improve data, and reduce the cost of bringing new drugs to market. Inotiv is committed to supporting clients' discovery and development objectives and helping researchers realize the full potential of their critical R&D projects, all while working together to bring life-changing therapies to people around the world.

Our mission is to deliver exceptional service and products to drive improved decision making, allowing accelerated goal attainment, while providing client-centric scientific continuity in an environment where people are valued and can succeed.

INOTIV'S VALUES

- Deliver excellent client experiences
- Provide insightful problem solving
- Always do the right thing
- Be humbly confident
- Get it done



BUSINESS SEGMENTS

To be a partner of choice for scientific researchers worldwide, Inotiv has assembled a diverse suite of products and services supporting various key stages of scientific research and development. These are organized into two separate, but highly synergistic, business segments; Discovery and Safety Assessment ('DSA') and Research Models and Services ('RMS').

Our DSA segment supports the discovery, nonclinical development and clinical development needs of researchers and clinicians for chemical and biologic drug candidates, as well as biomedical devices. Our scientists have skills in analytical instrumentation development, computer software development, histology, pathology, physiology, pharmacology, proteomics, surgery, analytical chemistry, drug metabolism, pharmacokinetics and toxicology to make the services and products we provide increasingly valuable to our current and potential clients. Our principal clients are companies whose scientists are engaged in analytical chemistry, drug safety evaluation, clinical trials, drug metabolism studies, pharmacokinetics and basic research, from small start-up biotechnology companies to some of the largest global pharmaceutical companies.

Inotiv's RMS segment offers access to a wide range of small and large research models for basic research and drug discovery and development, as well as specialized models for specific diseases and therapeutic areas. We combine deep animal husbandry expertise and expanded access to scientists across the discovery and preclinical continuum, which reduces nonclinical lead times and provides enhanced project delivery. In conjunction with our DSA segment, we have the ability to run selected nonclinical studies directly on-site or at closely located research model facilities and provide access to innovative genetically engineered models and services solutions. Our principal clients include biopharmaceutical companies, CROs, and academic and government organizations.

ANIMAL WELFARE

In line with all research and development and breeding operations of international companies, Inotiv recognizes the cultural differences and diverse local operating conditions which exist in different countries in relation to the care and use of animals in biomedical work.

Our commitment to globally providing the highest levels of animal care and welfare aims to bring a harmonized approach to the ethical use of animals through:

- Actively fostering a culture of care (toward the animals used and bred at Inotiv) at all levels of the company
- Complying with all national and local regulations as a minimum standard with regard to the care and use of animals within our establishments
- Achieving the highest standards of animal welfare that are compatible with attaining the scientific objectives of the studies conducted and breeding performed
- Implementing the 3R principles of reduction, refinement and replacement
- Fostering and encouraging the application of these objectives with our client community and to the scientific community at large

All of our facilities are accredited by, or currently working toward accreditation by, AAALAC International (formerly known as the Association for the Assessment and Accreditation of Laboratory Animal Care International), an independent nonprofit organization that promotes the humane treatment of animals in science through voluntary assessment and accreditation programs to ensure the highest levels of animal welfare.

More details on our commitment to animal welfare can be found on our [website](#).

4 Corporate and ESG Governance

Acting as an ethical company and valued partner to all our stakeholders is the responsibility of every employee at Inotiv, starting with the employee and non-employee members of the Board of Directors (the 'Board'). The Board's composition, role and responsibilities are laid down in the corporate governance guidelines made effective as of July 27, 2022, and available to review on our [website](#).

The Board is elected by the shareholders to oversee management's performance so that the interests of stockholders are served. Both the Board and management recognize the interests of stockholders, employees, clients, consumers, suppliers, the government and the communities in which the Company operates, all of whom are important to the Company's success.

As part of its general oversight function, the Board reviews, monitors and approves fundamental business and financial strategies and major corporate actions, and reviews and discusses reports by management on the performance of the Company and its prospects, as well as issues and risks facing the Company. The Board, operating through its committees, selects, evaluates and determines compensation and succession planning for the Chief Executive Officer and senior management, engages and assesses the independence of the outside auditor for the Company, and nominates directors for the Board. The Board also ensures that processes are in place for maintaining the integrity of the Company's financial statements and external reporting, and the integrity of compliance with law and ethics policies.

Specifically, with regard to ESG matters leadership and direction are provided by the Nominating and Governance Committee of the Board. Supporting that body, Inotiv has convened an employee ESG Committee comprising senior executives with a wide variety of experience and expertise across the business including, but not limited to, the Chief Human Resources Officer, Executive Director Laboratory Animal

Resources, Head of Facilities, and senior leaders of operations and quality.

The purpose of the ESG Committee is to assist Executive leadership and the Inotiv Board of Directors in fulfilling their oversight responsibilities with respect to ESG matters including, but not limited to, topics such as climate change impacts, energy and natural resources conservation, supply chain sustainability, human rights, diversity and inclusion, corporate governance and other ESG issues that are relevant and material to the Company by:

- Recommending to Executive leadership and the Board of Directors a Company strategy relating to ESG matters, including identifying, evaluating and monitoring ESG factors that could affect its business activities, performance and reputation;
- Overseeing the Company's policies, practices and performance with respect to ESG matters;
- Assisting in shaping communications with employees, clients and other Company stakeholders with respect to ESG matters, including assisting where necessary in the preparation of materials demonstrating to such stakeholders the presence and progress of Inotiv's ESG strategy;
- Monitoring emerging developments in ESG matters that may affect the Company's business performance or reputation and, if appropriate, advise Executive leadership and the Board of Directors in potential actions to take in relation to the same.

5 Ethical Framework

A core value at Inotiv is to always do the right thing, and this includes our commitment to the highest ethical approach to all aspects of operating our business. From our Board of Directors to our front-line workforce, Inotiv expects and demands everyone to act with transparency and integrity.

Inotiv has produced, and trained every employee on, a Global Code of Conduct ('the Code') that gives guidance on appropriate ethical conduct across a whole range of activities. The Code is not an exhaustive rulebook as it would be impossible to cover every conceivable situation that could arise. Rather, the Code describes what ethical conduct looks like across a range of core areas where inappropriate behavior, or conflicts of interest, could arise. It also references multiple other policies that go deeper on specific topics.

These policies, and associated training modules where appropriate, include:

- Animal welfare
- Anti-bribery and corruption
- Confidentiality
- Corporate governance guidelines
- Ethics and compliance hotline
- Insider trading
- Social media

In addition to an appropriately robust policy framework, Inotiv believes it is critical to create a culture where all employees are encouraged to report any concerns they have over behavior they witness, or suspect, that could infringe our ethical business philosophy. Employees are free to report these concerns to their manager, a member of HR, any senior executive or, if they feel more comfortable, anonymously to an external integrity hotline.

All concerns reported will be fully investigated. In creating the right culture for people to feel free to come forward, and in furtherance of our corporate value of always doing the right thing, Inotiv will not allow retaliation in any form against any individual who makes a good faith report of their concerns. Any employee engaged in such retaliation would be subject to appropriate disciplinary action.



6 Risk Management

Identifying and managing financial and non-financial risks that could impact Inotiv, our employees, our suppliers, our shareholders or our planet are pivotal to ensuring we maintain a sustainable enterprise that will thrive and deliver value for all of our stakeholders. This includes a wide array of ESG-related risks which, if unmitigated, have the potential to negatively impact any or all of these stakeholders.

The highest level of risk assessment and management is the responsibility of Inotiv's Board of Directors, who receive reports, either to the whole Board or its various committees, from executive leadership and others throughout the year to afford them the information required to perform this function. In furtherance of assisting the Board of Directors in assessing risks specifically related to ESG, the ESG Committee is in the process of conducting a company-wide materiality analysis to identify and prioritize such risks, and consider appropriate reporting. It is anticipated that the Board of Directors will then consider and respond to the materiality analysis over time.

While the materiality analysis is not yet complete, and therefore all relevant ESG-related risks may not yet have been identified, Inotiv is already focused on some areas we believe are material.





ANIMAL WELFARE

The use of animals in the safe development of new medicines is scientifically necessary and required by regulatory law in all of the countries in which we operate. At Inotiv, we take with the utmost seriousness our responsibility for the care of the animals in our breeding and safety assessment operations, and strive for the highest animal welfare standards throughout our business.

To achieve these aims, Inotiv has developed a set of principles (which are also available on our [website](#)):

- There will be a sustained investment program and maintenance schedule to ensure animal facilities, plants and equipment meet national guidelines, codes of practice and operating criteria;
- Each operating establishment will have policies, systems and procedures supporting local (national) legislative compliance and best animal welfare practices;
- Each operating establishment will provide sufficient and adequately trained staff to ensure legislative compliance and maintenance of high animal welfare standards;
- Each operating establishment will maintain an animal welfare body (AWB) or an institutional animal care and use committee (IACUC) where required;
- AWBs and IACUCs, where appropriate, will have responsibility for overseeing ethical review standards and processes, standards of animal care (including environmental and social enrichment) and the application of the 3R principles to all study protocols. If an AWB or IACUC does not exist that responsibility lies with local management;
- Animal care and technical staff will hold the necessary qualifications appropriate to their positions and responsibilities;
- All members of the animal care and technical staff will receive education and training commensurate with their positions and responsibilities;
- All members of the scientific (animal studies) and animal care staff will be encouraged to undertake continuing professional development (CPD) in the field of laboratory animal science, with special reference to animal welfare and the 3Rs; and
- Members of the scientific and animal care staff will be encouraged and supported in the publication and presentation of material which will further the dissemination of information on animal welfare and the application of the 3Rs.

Continual review and improvement of our animal welfare programs are under the oversight of our Chief Strategy Officer and through our Executive Director of Laboratory Animal Resources, both of whom are veterinarians. Together they are also responsible for the global recruitment, continuing professional development and deployment of our 20+ veterinarians and more than 500 animal technicians that care for our animals in compliance with our policies and procedures.

All employees who work with animals must undergo level-appropriate training in Inotiv's policies and best practices, including annual refresher training as directed. Our training programs are continually reviewed to ensure they remain best practice, and new training is introduced as the science and our knowledge continues to develop.

A new training module was introduced in 2023, and is expected to be launched company-wide in 2024, covering compassion fatigue, a known condition in both human and animal caregivers. By ensuring our animal care professionals are aware of and understand this condition, we ensure they are available every day to give their best care and respect to our animals.



In addition to ensuring we provide excellent animal care professionals, Inotiv is committed to support the well-being of our animals with extensive environmental enrichment programs. Environmental enrichment is specifically tailored for the behavioral needs of each species and our employees are encouraged to continually follow best practice and innovate to improve conditions for our animals. Our animal care professionals have presented their innovations at numerous industry professional meetings so other technicians can learn from and adopt advances in animal care and welfare.

Inotiv strives to meet and exceed all national animal welfare standards in the geographies in which we operate and additionally volunteers to be visited by AAALAC International (AAALAC). AAALAC is a private, non-profit organization promoting the humane treatment of animals in science. The core way it achieves this is through the rigorous assessment of research facilities against not only national regulations, but also against the often-higher standards laid down in the Guide for Care and Use of Laboratory Animals ('the Guide'; National Research Council, 2011). To be accredited by AAALAC, a facility must demonstrate it is in compliance with both the national regulations and the Guide.

ATTRACTION AND RETENTION OF EMPLOYEES

Inotiv understands its ability to grow and expand its business and conduct its affairs as a strong, sustainable organization is critically dependent on our ability to attract and retain the highest quality talent.

As of December 31, 2022, Inotiv had more than 1,800 employees in our facilities across North America, Europe and the Middle East dedicated to always doing the right thing. Throughout 2022 we attracted more than 850 individuals to join Inotiv, predominantly through the intensive efforts of our internal recruitment team. We believe our internal resources are most effective at recruiting for our organizations, particularly at the animal care technician levels, due to their deep knowledge and experience of the unique requirements for those positions.

Engaging our employees is a multifaceted process encompassing fostering a culture where our employees feel their ideas are heard and considered, continually giving them opportunities for growth and development, and creating improved work environments. Inotiv employees completed more than 37,000 training courses during 2022, of which almost 30% were non-mandatory courses accessed by employees at their request from resources the company makes available.

Our inaugural employee engagement survey was completed by almost three quarters of our employees. Based on their anonymous responses, Inotiv was awarded a Top Workplaces USA award for 2023. We intend to extend similar surveys to our European operations in the near future.

CYBERSECURITY

Inotiv not only generates, but is the custodian of, our clients' data on their critical and potentially life-enhancing new medicines. The integrity of our computer systems and networks that capture, process and output that data is paramount for us to maintain the trust of our clients.

As the most common entrance point for cyber-bad actors is phishing attacks, every Inotiv employee is on the front line of protecting our company and our clients. To ensure we maintain heightened awareness of the nature of the threats that are posed to our computer systems, every employee completes mandatory annual training in addition to the training included in employee onboarding. In addition, our email systems prominently flag any email that originated from outside our networks, even if the email address is masked to pretend it originated internally.



Ongoing cybersecurity strategy and oversight is managed through a dedicated information security team within our IT organization. This team ensures our computer systems are adequately designed to ensure the vast majority of cyberthreats cannot penetrate our networks, and that any potential damage, and downtime, would be minimized in the event a threat was briefly successful. We utilize powerful third-party software and services to continually monitor the health and integrity of our networks, and, for most applications accessing our systems externally, require multifactor authentication ('MFA'). As threat actors become increasingly more sophisticated, our security program continues to evolve and improve to meet these threats.

DATA PROTECTION

As with cybersecurity, the protection of the data we hold, including client, supplier and employee, is critically dependent upon the rigor of our framework of policies and procedures, and the constant vigilance of our workforce in complying with that framework. To that end, frequent mandatory employee training is again prominent in reinforcing the importance of our data protection measures.

Such policies and guides currently in place include:

- Data protection policy;
- Employee global code of conduct;
- Employee handbook;
- Confidentiality policy;
- Communications policy;
- Electronic devices with recording capabilities policy; and
- Social media policy.

Additional relevant policies are currently in review for harmonization across the organization, including those covering the IT network and our backup and restore protocols.

We are in compliance with all applicable laws and regulations regarding the protection of data, including the EU General Data Protection Regulation (GDPR). Inotiv does not collect or retain any personally identifying information other than for specific, legitimate purposes, and for no longer than is required to achieve that purpose.

FINANCIAL RECORDING AND REPORTING

Accurate recording and reporting of the financial performance of our organization is essential for internal management and for external stakeholders to assess the health, and progress, of Inotiv financially.

Responsibility for ensuring the robustness of the company's systems and process around financial recording and reporting rests with the Audit Committee of the Board. To assist the Audit Committee, independent financial auditors are regularly engaged by the CEO and CFO to test the quality of the company's control over those systems and processes, and the completeness of the data therein. The independent auditor's reports are shared with the Audit Committee, including in executive sessions in which management does not take part.

For any weaknesses thereby identified in financial controls, management will produce a remediation plan and the Audit Committee will monitor progress against that plan until the weakness is resolved.

7 Environmental Stewardship

Inotiv considers it a key tenet of building a resilient and sustainable company to play our part in improving our environmental footprint and reducing our consumption of natural resources. As a multinational company with a significant facilities footprint, plus the distribution network that delivers our products to thousands of clients around the world, we are acutely aware of our responsibilities at both a local and global level and have begun taking steps to better understand our environmental footprint and how we can improve our performance over time.

GREENHOUSE GAS (GHG) EMISSIONS

In addition to recently building significant internal knowledge regarding GHG emissions, the company is currently in the process of engaging expert external resources to assist in building a roadmap for our improvement journey.

Example areas of initial focus include:

- Climate governance.
- Climate scenario modeling and risk management.
- Carbon balance sheet – including inventory boundaries for scopes 1, 2 and 3.
- Near and long-term emission reduction targets and actions.

We are currently working to better understand the implications of the Task Force on Climate-Related Financial Disclosures (TCFD) for our potential future reporting in this area, as well as other frameworks for target setting and reporting such as the Carbon Disclosure Project (CDP) and Science-Based Targets Initiative (SBTi).

Inotiv has already taken multiple steps to reduce the scope 1 and scope 2 GHG emissions produced by operating our business and delivering our products and services to clients.

Examples of projects that have been completed, or are underway, include:

- Consolidating certain operating facilities in both our DSA and RMS business segments to more efficiently utilize our footprint and reduce the number of facilities supporting our current levels of business;
- Optimizing our distribution network to reduce the numbers of routes and vehicles required, plus beginning the upgrade of our fleet to more fuel-efficient models;
- Upgrading aging plants with increased energy-efficiency models, for example chillers, boilers and air conditioning units; and
- Installing LED lighting in facility refurbishment and upgrade projects.

We have not yet been able to quantify the scope 1 and 2 improvements from our GHG inventory baseline, but we are putting in place the tools we will need to be able to do so in future.

CASE STUDY: NORTH AMERICAN TRANSPORT NETWORK

An in-depth review of Inotiv's North American final-mile product distribution routes revealed an opportunity to optimize our network without compromising on quality or client service. A total of 51 routes were consolidated into other existing parts of the network, driving a 25% reduction in miles travelled by our fleet, with a concomitant reduction in fuel consumption.

In addition, we are in the process of upgrading our fleet of vehicles to increasingly modern models. We also down-rated the engines from 500HP to 475HP and switched to automatic transmission models. On adopting these changes, on average, each like-for-like vehicle is anticipated to be ~44% more fuel-efficient, further reducing our fleet fuel consumption and GHG emissions.

WASTE AND WATER MANAGEMENT

Building a sustainable and responsible business requires that Inotiv carefully manages the waste we generate, and the natural resources, such as water, that we consume in our operations. All of our sites are encouraged to innovate to find ways to improve our performance in careful husbandry of these resources.

Recent examples would include:

- A \$5M investment in water treatment and management at one of our facilities to replace the current requirement to haul excess wastewater for disposal off site;
- More efficient use of water throughout cleaning cycles, for example reusing final rinse water for pre-rinse cycles, and reusing greywater (from sinks and showers) for non-potable purposes such as flushing toilets;
- Installing low-flow toilets, faucets and showerheads (low flow showerheads can reduce water consumption by up to 50% with no loss of pressure); and
- Recycling and composting on site to divert waste from landfill and incinerators.

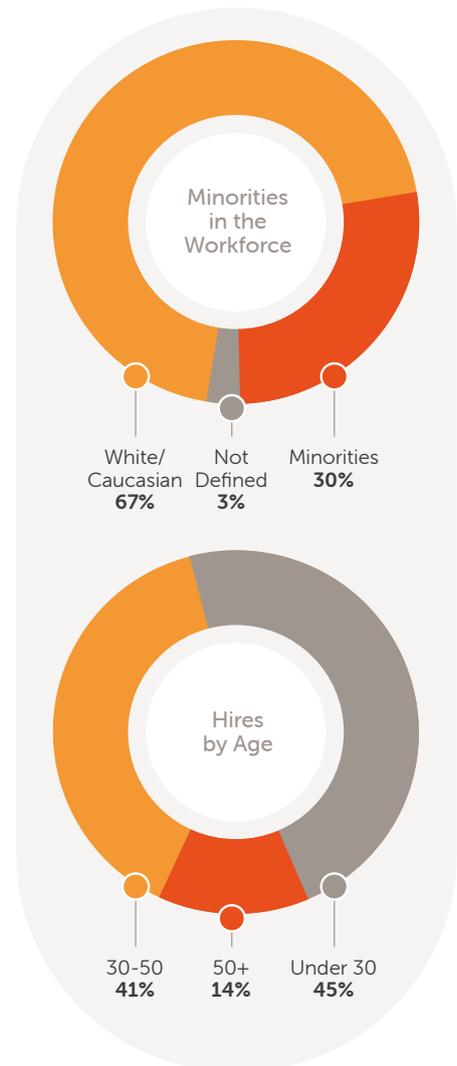
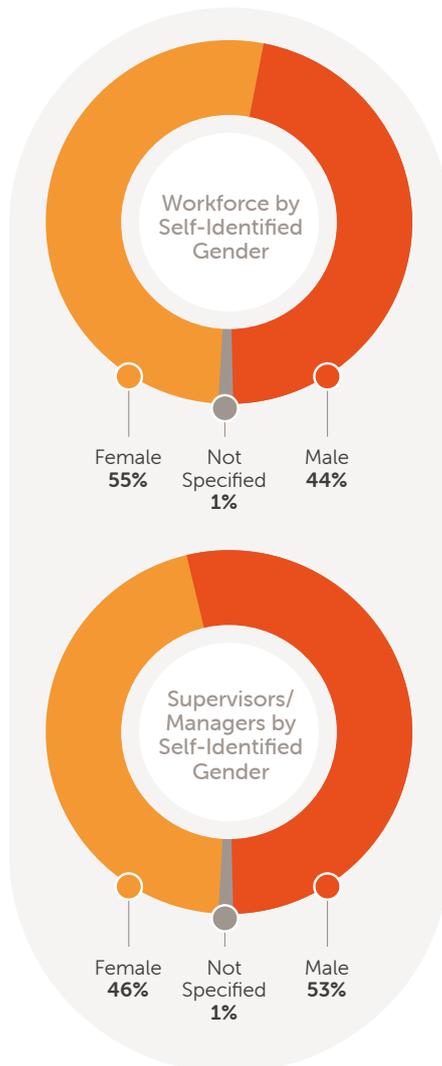
8 Fair Treatment of Employees

DIVERSITY, EQUITY AND INCLUSION

Inotiv is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives.

This commitment is embodied in company policy and the way we do business at Inotiv and is an important principle of sound and sustainable business management.

Inotiv provides equal employment opportunities to all employees and applicants for employment without regard to race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, gender identity, results of genetic testing, or service in the military. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.



Inotiv has zero tolerance for, and expressly prohibits, any form of unlawful employee harassment or discrimination based on any of the characteristics mentioned above, and recently launched company-wide training on unconscious bias for all employees, with additional training for people managers.



As an example of our commitment to attracting diverse candidates in our recruitment efforts, Inotiv has established a partnership with Circa and Diversity Jobs, advertising our job openings across a network of local and diversity-focused job boards that target reaching, for example, women, people of color, individuals with disabilities and veterans.

Inotiv has also attended numerous career fairs, and built community partnerships with organizations working to enhance the opportunities for diverse candidates. One such example is our partnership with CAFÉ Indy, an Indianapolis East community group working primarily with people of color to assist with job readiness, career development, education and skills training, and career placement.



GROWTH AND DEVELOPMENT

Inotiv recognizes that a key element to attracting and retaining the best talent to the organization is creating an environment in which all individuals have the opportunity to enhance their skills and progress their careers.

Total Completed Courses	37,250
eLearning Completed Training Videos	10,650
eLearning Completed On-Demand Courses	26,600

Inotiv offers all employees training courses geared to developing and improving job-specific skills, as well as courses focused more on personal growth and development.

In addition to the comprehensive initial onboarding training given to all new hires, Inotiv employees completed more than 35,000 training courses during 2022, on subjects as diverse as health and safety, cyber security, and leadership.

ENVIRONMENTAL HEALTH AND SAFETY (EHS)

Maintaining the environmental health, safety and well-being of our employees is paramount at Inotiv. Due to the nature of the laboratory, animal husbandry and manufacturing processes employed within Inotiv facilities, our employees have the potential to be exposed to hazards that could pose a risk to their health. Inotiv is committed to providing the appropriate training, work tools and environment, operating processes and procedures, and workplace culture to minimize the risks to their health and well-being.

Our compliance, performance and continuing improvement programs for EHS are the joint responsibility of the leadership of our global and local site-based EHS professionals, as well as all Inotiv employees through their constant vigilance to protect themselves and their colleagues.

Over the last twelve months, Inotiv's focus on improving EHS drove a 63% reduction in recordable injuries (primarily musculoskeletal and sharps-related).

This was achieved, in part, through the introduction of multiple processes and procedures that continually engage our employees and spotlight the focus on EHS, including:

- Monthly Safety Success Stories: Local EHS representatives highlighting local improvements made to the physical work environment, job processes or procedures designed to reduce accidents and injuries;
- Recordable Event Awareness and Learning (REAL): A process employed following a safety incident, or near miss, to ensure organizational learning and improvement to reduce the risk of a similar incident in future, utilizing a CAPA (corrective and preventative action) methodology; and
- Daily Incident Prevention Affirmation (DIPA): A proactive process whereby local EHS representatives seek out at least one thing every day that can help their site prevent worker injuries.



Notice on Forward-Looking Statements

This document contains forward-looking statements that are subject to risks and uncertainties including, but not limited to, risks and uncertainties related to the impact of recent events related to non-human primate matters on the Company's business, operations, results, financial condition, cash flows, and assets, the Company's ability to comply with covenants under its credit agreement, Company's ability to reduce its legal and third party fees, changes in the market and demand for the Company's products and services, the development, marketing and sales of products and services, changes in technology, industry and regulatory standards, the timing of acquisitions and the successful closing, integration and business and financial impact thereof, governmental regulations, inspections and investigations, claims, investigations and litigation against or involving the Company, its business and/or its industry, the impact of site closures and consolidations, expansion and related efforts, and various other market and operating risks, including those detailed in the Company's filings with the U.S. Securities and Exchange Commission.



Find out more at
[inotivco.com](https://www.inotivco.com)