

Catalent®

2023

CORPORATE SOCIAL RESPONSIBILITY REPORT



A LETTER FROM THE CEO, ALESSANDRO MASELLI



As a leading service and manufacturing organization, Catalent has furthered our mission to help patients live better and healthier lives by maintaining a strong focus on environmental and social responsibility. I am pleased to share our fiscal 2023 Corporate Responsibility Report with you, providing an update on all our Corporate Responsibility metrics and visibility to our progress and trends.

In August 2023, the Catalent Board of Directors formed a Strategic and Operational Review Committee to conduct a review of the company's business, strategy and operations, as well as its capital-allocation priorities with a view towards maximizing value for all Catalent stockholders. On February 5, 2024, we saw the culmination of that Committee's efforts when we announced that Catalent had agreed to be acquired by Novo Holdings in an all-cash transaction valuing Catalent at \$16.5 billion on an enterprise value basis.

At Catalent, our business is about people. We serve millions of patients every year, all of whom depend on us to make safe and effective treatments essential to their health and well-being. Quality is our highest priority. In fiscal 2023, we formally launched The Catalent Way, with new leadership and a greater focus on our continuous improvement, in order to deliver consistent, reliable, and sustainable outcomes for clients, patients, and employees. Knowing the important role of our strategic suppliers in upholding our quality standards, we increased the pace of our supplier audits to almost one a day across the year.

Our performance as a business is made stronger through the actions we take to build a better planet for the future. For example, ISO certified Environmental Management Systems are now in place at 24 of our locations representing over 70% of our energy use. This investment will be instrumental in the delivery of our climate targets, which were formally approved by the Science Based Targets initiative (SBTi), confirming our alignment with the Paris Agreement. By 2030, we are committed to reducing our Scope 1 and 2 greenhouse gas emissions by 42% from our 2022 baseline. In fiscal 2023, we also estimated Scope 3 emissions beyond our factory gates. This analysis revealed that they are approximately four times greater than our own direct emissions, a statistic that spurred us to foster a goal to engage our suppliers, such that 70% of their emissions will have science-based targets by fiscal 2028.

This too is SBTi approved. Beyond GHG emissions reduction efforts, we continued to progress towards our zero landfill and water conservation goals.

None of our achievements as a company would be possible without the talent and commitment of our teams across the world. I would like to take this opportunity to thank all of our employees for their dedication and commitment during a difficult year. We are only as successful as our people, so we prioritize providing leading career development and training opportunities to build long and rewarding career paths. I am delighted that our employees benefited from more than 108,000 LinkedIn Learning courses and many other career growth opportunities during the year.

I am pleased to report that our reportable incident and lost workday rates are both lower than the prior year by significant margins, and of course deeply thankful that our company's record of zero fatalities since our founding remains intact.

We know that our business is stronger when our employees feel a sense of belonging. The work we've done to create a culture of Diversity and Inclusion for all employees has driven positive results for our business. Our ability to deliver for our customers and their patients depends on attracting, inspiring and developing the best talent and supporting all our people to realize their full potential.

Our commitment extends to the communities where we live and work. In fiscal 2023, our contributions to health & patient-service, STEM education and other important causes remain close to our all-time high of \$1.3 million. And our employees showed up in record numbers to give back, with team members volunteering in 100 projects across our communities as part of the Catalent Month of Service.

I could not be prouder of the work we did to improve and advance strong governance, environmental stewardship, and social responsibility in fiscal 2023. I look forward to reporting our progress to you in fiscal 2024.

ALESSANDRO MASELLI

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About Us

Catalent, Inc. (NYSE: CTLT), is the global leader in enabling pharma, biotech, and consumer health partners to optimize product development, launch, and full life-cycle supply for patients around the world. With broad and deep scale and expertise in development sciences, delivery technologies, and multi-modality manufacturing, Catalent is a preferred industry partner for personalized medicines, consumer health brand extensions, and blockbuster drugs. Catalent helps accelerate over 1,500 partner programs and launch over 150 new products every year. Its flexible manufacturing platforms at over 50 global sites supply approximately 70 billion doses of nearly 8,000 products annually. Catalent's expert workforce of nearly 18,000 includes more than 3,000 scientists and technicians. Headquartered in Somerset, New Jersey, the company generated nearly \$4.3 billion in revenue in its 2023 fiscal year. For more information, visit www.catalent.com.

Our Corporate Responsibility Commitment

Our Corporate Responsibility (CR) Strategy is more than a plan—it reflects who we are and how we operate our business. We will continue to invest in a corporate culture that aligns our decision-making and operations with our values, all while creating long-term, sustainable value for our stakeholders.

Our CR Strategy is embedded in our company-wide strategic plan and performance metrics and focuses on the areas most material to our business. Supported by three pillars—Environment, People and Communities—our Strategy is informed by our stakeholders, including our employees, communities, customers, and investors.

Our Corporate Responsibility Council, comprised of executive and senior leadership members who are responsible for various aspects of our CR performance, provides oversight and guides the implementation of our CR strategy and commitments. The CR Council meets at least quarterly, reports to our CEO, and provides regular updates to our Board of Directors, including one formal ESG review each fiscal year.

The following report details updates and performance metrics in our highest-impact areas for fiscal 2023. For additional information into our approach and vision, visit our [Corporate Responsibility website](#).

ENVIRONMENTAL SUSTAINABILITY UPDATE

A healthy society requires a healthy planet—so we take seriously our responsibility for environmental stewardship across our operations and value chain. Below we outline our progress in fiscal 2023.

ENVIRONMENTAL MANAGEMENT

KEY PROGRESS IN FISCAL 2023

We align our management systems with recognized standards to ensure their efficacy. Two additional Catalent sites earned ISO 14001 certification for their Environmental Management Systems bringing the total to 24 certified out of 40 manufacturing locations. These sites represent 75% of working hours and 72% of energy consumption.

CLIMATE

KEY PROGRESS IN FISCAL 2023

Our climate strategy starts with energy efficiency and renewable electricity programs to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions.

As part of our Scope 1 and 2 emission reduction program, we executed energy-saving projects including equipment upgrades and heating, ventilation, and air conditioning (HVAC) optimization. Additionally, we increased our purchases of renewable electricity. Because we achieved a significant reduction to our carbon footprint between fiscal 2020 and fiscal 2022, we updated the baseline year for our climate goals to fiscal 2022 to drive even more progress.

For the first time, we estimated our Scope 3 footprint for the prior year.¹ Our fiscal 2022 Scope 3 emissions amounted to 718.4 thousand metric tons of carbon dioxide equivalent (MTCO₂e), showing that more than 80% of our emissions are generated by our value chain. We strengthened and expanded our targets to tackle our Scope 3 emissions and multiply the impact through our partners. We started a partnership with EcoVadis, to engage our suppliers in our sustainability program and monitor their progress towards our GHG target.

The Science Based Targets initiative (SBTi) approved our near-term emissions reduction and supplier engagement goals, confirming alignment with the organization's ambition to limit global temperature rise to 1.5°C above pre-industrial levels.

DATA ANALYSIS

- Combined Scope 1 and 2 emissions were 146.5 thousand MTCO₂e, down 10.2% compared to our fiscal 2022 baseline.
- Total energy use was 973.4 thousand megawatt hours (MWh), down 6.7% from fiscal 2022.
- Energy intensity was 228 MWh per million dollars of revenue, up 5.1% from fiscal 2022.
- The share of our total electricity use covered by renewable energy was 80%, up from 76% in fiscal 2022.
- The share of our total energy use covered by renewable energy was 36%, up from 33% in fiscal 2022.

We attribute our greenhouse gas emission trends to the combined impact of energy efficiency projects, increased renewable electricity and energy attribute certificate purchases, and reduced revenue. Our greenhouse gas emission data was assured by a third party.

GOALS

By fiscal 2028, we commit to:

- Engage with our suppliers of purchased goods and services, capital goods, and upstream transportation and distribution, such that 70% of their emissions will have reduction goals aligned with science-based targets.

By fiscal 2030, we target to:

- Reduce absolute total Scope 1 and 2 emissions by 42% compared to a fiscal 2022 baseline.
- Reduce absolute Scope 3 emissions from fuel- and energy-related activities and employee commuting by 25% compared to a fiscal 2022 baseline.

¹ Data delays prevent reporting in the same year. Fiscal 2023 Scope 3 emissions will be available in our fiscal 2024 report.

WATER

KEY PROGRESS IN FISCAL 2023

We are committed to reducing the impact of our water usage and wastewater discharges. To achieve this, we have initiated water-saving projects in areas facing water scarcity. One notable success is our water use optimization campaign in Anagni, Italy, which will save 30,000 cubic meters (m³) of water annually. We continuously assess risks at our key sites, implementing effective controls to ensure that active pharmaceutical ingredient (API) levels at the point of discharge into the environment remain below the Predicted No-Effect Concentration (PNEC).

DATA ANALYSIS

- Water withdrawal was 2.2 million m³, maintaining the volume from last year despite the inclusion of acquired sites.
- Water withdrawal intensity was 524 m³ per million dollars of revenue, up 7.4% from fiscal 2022, mainly due to our reduced revenue.
- We withdrew 362 thousand m³ of water from water-stressed areas, a 14.4% decrease from fiscal 2022, mainly due to the impact of water savings projects at water-stressed sites.

Our water consumption and discharge data were assured by a third party.

GOALS

By fiscal 2024, we target:

- Water intensity reduction to 500 m³ per million dollars of revenue.
- No residual active pharmaceutical ingredients (API) above Predicted No-Effect Concentration (PNEC) in wastewater at the point of discharge to the environment.

WASTE

KEY PROGRESS IN FISCAL 2023

We seek to use materials efficiently and divert waste from landfills. Through our Zero Waste to Landfill program, we educated employees on waste sorting and identified additional landfill diversion routes. We continued to increase gelatin recycling up to 2,700 metric tons, nearly doubling the volume recycled in fiscal 2022. This was achieved by partnering with vendors that reprocess waste gelatin into biogas, fertilizer, glue, and other commercial products. We recycled construction materials, reprocessing nearly 1,000 metric tons of concrete to use in the construction of a new parking area at our Bloomington, Indiana, site. Other construction wastes from the site, not suited for reuse in the project, were sent for external recycling.

DATA ANALYSIS

- Operations generated 23 thousand metric tons of waste, a 4.5% increase from fiscal 2022.
- Our waste intensity was 5.4 metric tons per million dollars of revenue, a 12.5% increase from fiscal 2022.

Recently acquired sites contributed to our overall increase in waste generation, and reduced revenue led to increased waste intensity.

- 85% of waste was diverted from landfill, compared to 73% in fiscal 2022, due to the progress from our Zero Waste to Landfill program.

Our waste generation data was assured by a third party.

GOALS

By 2024, we target zero waste to landfill.

10%

REDUCTION IN SCOPE 1 & 2
CARBON EMISSIONS FROM
OUR 2022 BASELINE

14%

LESS WATER WITHDRAWN FROM
SITES IN WATER-STRESSED AREAS

85%

OF OUR WASTE DIVERTED
FROM LANDFILL

PEOPLE & COMMUNITIES UPDATE

People are at the core of everything we do—from the patients we serve to our employees, supply chain workers, and community members. Below we outline our progress in fiscal 2023.

PRODUCT QUALITY & SAFETY

KEY PROGRESS IN FISCAL 2023

Our highest priority is to help develop and manufacture safe and effective products for the millions of patients who count on them. We continued to invest in talent and resources that strengthen our focus on quality and safety. We deployed several new electronic systems throughout the Catalent network to increase efficiency and support compliance. We also invested in new training and education centers in Bloomington, Indiana, and Harmans, Maryland, where employees can learn and practice equipment and process operations in a safe environment before entering or performing in a Good Manufacturing Practices production area. Additionally, we trained 500 employees on aseptic manufacturing best practices through a new instructor-led, interactive program. The program is now part of our core curriculum for new aseptic area employees.

We are implementing the Lean principles, practices, and mindsets embodied in the Catalent Way—our continuous improvement (CI) system—across all our sites and key functional areas. Our initial emphasis is on rolling out our roadmap for improvements in key areas such as strategy deployment, daily management, Kaizen effectiveness, and capability building.

DATA ANALYSIS

- We audited 322 suppliers for quality risks, up from 300 in fiscal 2022. 290 of these audits were performed on site, up from 246 in fiscal 2022. Our increased access to sites was facilitated by the relaxation of COVID-19 travel restrictions.
- We have had over 300 Kaizen events in the past year, that have resulted in \$93 million in savings.

SUPPLY CHAIN RESPONSIBILITY

KEY PROGRESS IN FISCAL 2023

We carefully oversee and address environmental and social risks within our supply chain to ensure that our products meet the highest standards of responsibility. Catalent is an active member of the [Pharmaceutical Supply Chain Initiative](#), collaborating with other members to define, establish, and promote responsible supply chain practices, human rights, environmental sustainability, and responsible business.

Our supplier engagement partnership with EcoVadis plays a crucial role towards achieving our Scope 3 greenhouse gas emissions reduction goal. Additionally, it assists us in monitoring and managing other aspects of the environmental and social performance of our suppliers.

DATA ANALYSIS

- We assessed 870 supplier companies through a third-party risk management platform, bringing our total assessed to 1,569, as part of our ongoing program to improve supply management.
- Through the EcoVadis supplier engagement program, we addressed more than 300 suppliers and received responses from suppliers representing more than 70% of our direct spend.

TALENT MANAGEMENT

KEY PROGRESS IN FISCAL 2023

We strategically hire and develop talent to ensure we have the best people in high-impact roles and to build a pipeline of future leaders. We enhanced our career development offerings, actively engaging our employees in learning and development activities, which include onboarding programs, leadership development, online learning, mentorship, bubble assignments, assessments, and coaching. Every year, a growing number of employees are nominated to participate in our various leadership development programs to accelerate their careers.

The slowing demand for vaccines in the wake of the COVID-19 pandemic, reduction in biotech funding, and lower consumer discretionary spending, regrettably, required us to reduce our workforce across facilities to right size our team for current market conditions. We are constantly organizing our teams to have the most efficient structure to serve patients and deliver products on time to our customers.

DATA ANALYSIS

- Employees viewed over 108,000 LinkedIn Learning courses, nearly 40,000 more than in the prior year, due to our ongoing emphasis on employee learning and development.
- Our voluntary turnover rate was 13.2%, down from 14.6% in fiscal 2022, due to the combined impact of our employee engagement and development programs and external economic factors.
- Our involuntary turnover rate was 9.2%, up from 4.5% in fiscal 2022, due to our actions to right size our headcount for operational efficiency.

DIVERSITY & INCLUSION

KEY PROGRESS IN FISCAL 2023

We foster a company culture that is welcoming to all and create workplaces that reflect the demographics of our communities. Our consistent approach continues to achieve progress in integrating the values of diversity and inclusion (D&I) throughout the organization.

Globally, all Catalent facilities implemented D&I action plans to assess and address region- and site- specific diversity and inclusion opportunities. We added an Asia-Pacific (APAC) regional council under our global D&I council as a focal point for diversity and inclusion efforts in the region. To help us evolve our inclusion initiatives in North America and the U.K., we launched an anonymous self-identification campaign that collected more complete employee demographic information. We expanded our employee resource group (ERG) network by adding a ninth global ERG focused on Indigenous identities and growing our overall network of chapters by 21%.

In support of our LGBTQ+ population, we published a global Gender Affirmation Policy and updated our benefits guide in the U.S. We achieved a score of 90 for our LGBTQ+ inclusive culture from the Human Rights Campaign's Corporate Equality Index. For the second year in a row, [Disability:IN](#) rated us among the Best Places to Work for people with

disabilities. We also participated in the Hispanic Association for Corporate Responsibility's Corporate Inclusion Index to measure our progress in Latinx inclusion efforts.

Catalent employees confirmed the value of our diversity and inclusion work, rating it their #1 factor for culture in our Voice of the Employee survey.

DATA ANALYSIS

- Women held 38% of Leadership Team roles globally, up from 35% in fiscal 2022.
- Racial or ethnic diversity in U.S. leadership positions was 27%, up from 23% in fiscal 2022.
- Racial or ethnic diversity in our U.S. new hire population was 47%, up from 36% in fiscal 2022.
- Racial or ethnic diversity in our overall U.S. employee population was 35%, up from 32% in fiscal 2022.

We attribute this progress to our ongoing commitment to inclusive hiring and development practices, supported by initiatives that drive cultural awareness, address implicit bias, and localize recruitment.

HEALTH & SAFETY

KEY PROGRESS IN FISCAL 2023

Ensuring the health and safety of our employees is critical. We reinforced our long-standing health and safety program through the introduction of our Stop, Think, Assess, Respond (STAR) initiative. This empowers employees to gather comprehensive information about hazards, controls, and residual risks related to any activity before they proceed with it. Additionally, we improved our root cause identification process and continued sharing lessons learned with employees to prevent recurrence. Twenty-four manufacturing locations are now certified to ISO 45001, covering 75% of working hours.

DATA ANALYSIS²

- Recordable incident rate (RIR) was 0.53, a 22.1% reduction from fiscal 2022 and significantly lower than the 2022 industry average of 1.5.
- Lost workday case rate (LCWR) was 0.20, a 39.4% reduction from fiscal 2022 and significantly lower than the 2022 industry average of 0.5.
- Since our founding, Catalent sites have experienced no work-related fatalities.

Our improvements are the result of our consistent efforts to enhance health and safety practices and awareness.

² 2022 industry averages are from the [U.S. Bureau of Labor Statistics](#); NAICS code 3254.

COMMUNITY INVESTMENT

KEY PROGRESS IN FISCAL 2023

Through Catalent Cares, we aim to be a positive force in our communities, dedicating time and resources to STEM education, patients, and disaster response. In all, we supported 725 non-profits through our philanthropic and employee-driven programs.

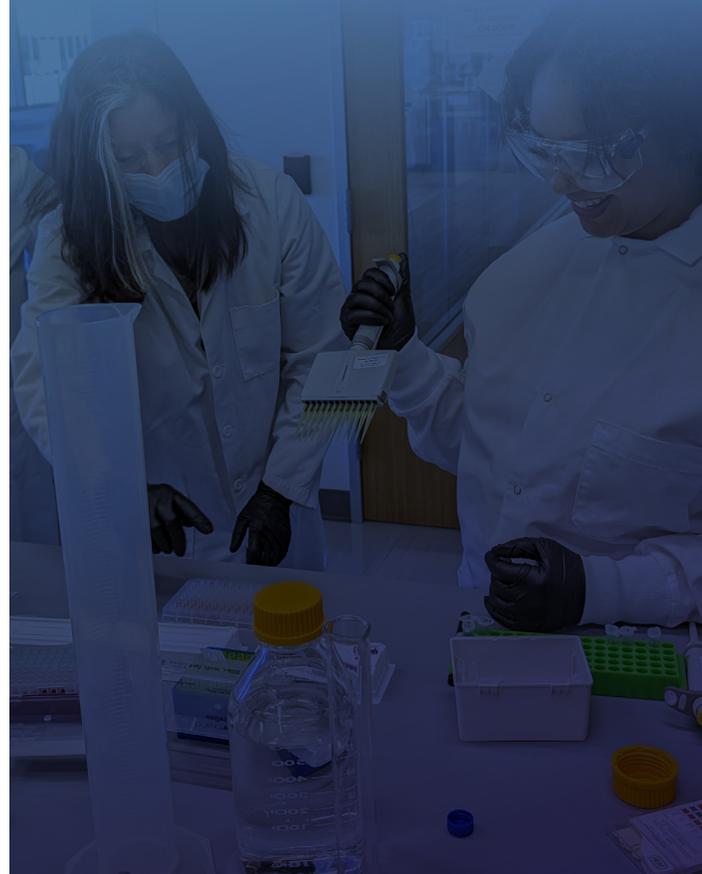
During our sixth annual Catalent Month of Service, a record number of employees across the globe volunteered in their communities through activities such as creating comfort kits for patients, cleaning up parks, packing meals, and raising funds to support people with disabilities.

DATA ANALYSIS

- Total giving amounted to \$1,295,000, remaining relatively stable compared to the \$1,320,000 in total giving in fiscal 2022.
- 21% of employees participated in our annual Month of Service, up from 18% in fiscal 2022, reflecting the expanded range of participation options we offered.
- Strategic investments in nonprofits working to promote STEM and to better serve patients increased by 13% compared to fiscal 2022.

Community Grant Partnership Highlights

- Led by our Resource Group for Employees of African Culture and Heritage, we provided a community grant to the American Lung Association that promoted access to clinical trials for Black lung cancer patients.
- We expanded our partnership with Fundación Caminando Juntos, improving primary care access in Buenos Aires to facilitate better health outcomes in the community.



GOVERNANCE UPDATE

Strong governance mechanisms and high standards for ethical behavior are of the utmost importance to our business and for maintaining the trust of our stakeholders. Below we outline our progress in fiscal 2023.

BOARD OF DIRECTORS

KEY PROGRESS IN FISCAL 2023

We implemented critical measures to enhance governance processes at Catalent. In August 2023, the members of the Board appointed four new independent directors, which increased the size of the Board to 16 directors. The Board nominated the eight incumbent directors and the four new independent directors to stand for election at the 2023 Annual Meeting of Shareholders, where the shareholders elected the 12 directors for a one-year term until the 2024 Annual Meeting of Shareholders. Accordingly, the Board currently consists of 12 directors and the Board will maintain this size until the 2024 Annual Meeting of Shareholders.

The Board also established a Strategic and Operational Review Committee to assess business, strategy, operations, and capital-allocation priorities, in order to maximize the long-term value of the Company. John Greisch was appointed the Executive Chair of the Board and chair of the Strategic and Operational Review Committee. See our [website](#) for a full report on our governance enhancements.

In addition, on August 23, 2023, the Compensation and Leadership Committee of the Board recommended, and the Board approved, an update to the committee charter with a focus on human capital management. Moving forward, the Compensation and Leadership Committee of the Board will assist the Board with review and assessment of reports from management and provide recommendations to the Board on company culture, policies, and strategies relating to human capital management, including talent development, diversity, equity and inclusion initiatives, performance management, retention and employee engagement.

ETHICAL CONDUCT

KEY PROGRESS IN FISCAL 2023

We maintain processes to ensure ethical conduct and address risks at Catalent and within our value chain. Our ethics and compliance group partnered with key stakeholders to mitigate the root causes of key risk areas identified in our fiscal 2022 global compliance risk assessment:

- Technical Management of Confidential Information: We are designing and implementing controls that will address many of the gaps identified in this risk assessment.
- Culture: We developed a training module on Ethical Leadership and added an onboarding video that introduces new employees to our Ethics & Compliance Program. Further, we rolled out additional mechanisms to reinforce our Speak Up Policy.
- Due Diligence Processes and Risk Management Involving Third Parties: We updated our Global Procurement Organization (GPO) risk management procedures to clarify roles and responsibilities for specific areas of risk ownership. We also published a GPO Procurement Policy and a GPO Third-Party Vetting and Due Diligence Procedure Policy. We implemented processes that ensure uniformity in the internal supplier qualification process, establishing regular supplier audits. We also invested in extended external supplier vetting and a due diligence program to all suppliers.

DATA ANALYSIS

- We received 193 submissions through our Business Conduct Helpline, remaining relatively consistent with the 221 received in fiscal 2022, due to our continued emphasis on our Speak Up Policy.
- 100% of employees received Code of Conduct training and 100% completed their annual ethics refresher.

CYBERSECURITY

KEY PROGRESS IN FISCAL 2023

We are dedicated to ensuring a safe cyber environment for our employees, partners, customers, and patients. Our Cybersecurity team continued its efforts to improve IT risk management for the company. Building on the work from fiscal 2022, we took significant strides to reduce our IT vulnerabilities, improve our response capabilities, revise our documentation, and enhance our identity and access management program. We also revised our annual education and training efforts to ensure they address current threats. In fiscal 2024, we will continue to focus on these areas as well as operating efficiencies.



DATA SUMMARY

ENVIRONMENTAL DATA

	FY20	FY21	FY22	FY23	
ENVIRONMENTAL MANAGEMENT SYSTEM & DATA COVERAGE					
Locations Covered by ISO 14001-Certified Environmental Management System (#)	-	-	22	24	
Working Hours from Locations Covered by ISO 14001-Certified Environmental Management System (%)	-	-	52	75	
Energy Consumption from Locations Covered by ISO 14001-Certified Environmental Management System (%)	-	-	57	72	
Facilities Included in Emissions, Energy, Water, and Waste Figures (#) ^[A, B]	34	34	39	40	

^A Fiscal year 2022 energy/CO₂ data includes 42 sites, including Greenville and Princeton (US), and Shiga (Japan), in line with our science based targets baseline restatement policy (impact above 5%).

^B Fiscal year 2023 data includes acquired sites (Greenville, Princeton) and minor sites (Shiga) and closure of Montgomery and Houston (US).

ENERGY USE^[A], ENERGY INTENSITY & RENEWABLE ENERGY					
Total Energy Use (Thousands MWh) ^[B]	805.6	847.7	1,042.9	973.4	A
Direct Fuel Combustion and Bought in Steam (Thousands MWh)	424.5	460.1	585.5	530.2	A
Total Electricity Usage (Thousands MWh)	381.1	387.6	457.4	443.1	A
Non-Renewable Electricity Usage (Thousands MWh)	363.6	298.8	109.2	90.7	A
Renewable Electricity Usage (Thousands MWh)	17.5	88.8	348.2	352.4	A
Energy Intensity (MWh / M\$ Revenue) ^[B]	271	226	217	228	A
Energy From Renewable Sources (% of Total)	2	10	33	36	A
Electricity From Renewable Sources (% of Total)	5	23	76	80	A

^A Fiscal year 2022 Energy/CO₂ data include 42 sites, including Greenville and Princeton (US), and Shiga (Japan), in line with our science based targets baseline restatement policy (impact above 5%).

^B Fiscal year 2020, 2021, and 2022 have been restated from the fiscal 2022 report due to changes in data parameters or improvements in data quality.

A = Metric's FY23 data has been externally assured

T = Metric has targets

	FY20	FY21	FY22	FY23	
ENERGY EFFICIENCY PROJECTS					
Projects Implemented That Focus on Energy Efficiency (#)	-	-	158	186	A
Total energy saving (MWh/year)	-	-	30	55.8	A
Annual Energy Savings as a Result of Projects Implemented That Focus on Energy Efficiency (%) ^[A]	-	-	4	7.1	A
Total CO ₂ saving (Thousand MT CO ₂ e/year)	-	-	4.5	9.0	A

^A Energy savings compared to the fiscal 2018 reference year.

SCOPE 1 & 2 GREENHOUSE GAS EMISSIONS & INTENSITY^[A, B]					
Scope 1 Direct Fuel Combustion (Thousand MT CO ₂ e)	71.9	78.4	103.6	94.5	A
Scope 1 Other Direct GHG Emissions (Refrigerants) (Thousand MT CO ₂ e)	-	-	11.0	12.4	A
Scope 2 Market-based Emissions (Electricity & Bought in steam) (Thousand MT CO ₂ e)	145.9	119.2	48.6	39.6	A
Scope 2 Location-based Emissions (Electricity & Bought in Steam) (Thousand MT CO ₂ e)	132.9	126.4	156.5	150.1	A
Total Market Based CO ₂ (Scope 1 and 2) Emissions (Thousand MT CO ₂ e)	217.8	197.6	152.2	134.1	A
Total Market-based GHG (Scope 1 and 2) Emissions (Thousand MT CO ₂ e)	-	-	163.2	146.5	A T
Market based CO ₂ Intensity (MT CO ₂ e / M\$ Revenue)	73	53	32	31	A
Market based GHG Intensity (including other GHG) (MT CO ₂ e / M\$ Revenue)	-	-	34	34	A

^A All GHG data values have been calculated in accordance with the GHG Protocol with appropriate emission factors from multiple official sources. Details are included in our [submission](#) to the CDP. Some changes in reported figures versus previous years are the result of the inclusion of acquired sites and additional minor energy sources. Fiscal year 2022 data have been restated to include acquired sites in line with our science based targets baseline restatement policy (impact above 5%).

^B Market based emissions calculation may exceed location based as residual-mix factors are adopted where available.

A = Metric's FY23 data has been externally assured

T = Metric has targets

	FY20	FY21	FY22	FY23	
2022 SCOPE 3 GREENHOUSE GAS EMISSIONS^[A, B]					
Total Scope 3 Emissions (Thousand MT CO ₂ e)	-	-	718.4	-	
Scope 3 Category 1: Purchased Goods and Services (Thousand MT CO ₂ e)	-	-	498.8	-	
Scope 3 Category 2: Capital Goods (Thousand MT CO ₂ e)	-	-	94.0	-	
Scope 3 Category 3: Fuel- and Energy-related Activities (Not Included in Scope 1 or 2) (Thousand MT CO ₂ e)	-	-	29.2	-	
Scope 3 Category 4: Upstream Transportation and Distribution (Thousand MT CO ₂ e)	-	-	40.1	-	
Scope 3 Category 5: Waste Generated in Operations (Thousand MT CO ₂ e)	-	-	3.5	-	
Scope 3 Category 6: Business Travel (Thousand MT CO ₂ e)	-	-	2.9	-	
Scope 3 Category 7: Employee Commuting (Thousand MT CO ₂ e)	-	-	45.4	-	
Scope 3 Category 8: Upstream Leased Assets (Thousand MT CO ₂ e)	-	-	0	-	
Scope 3 Category 9: Downstream Transportation and Distribution (Thousand MT CO ₂ e)	-	-	4.4	-	
Scope 3 Category 10: Processing of Sold Products (Thousand MT CO ₂ e)	-	-	0.05	-	
Scope 3 Category 11: Use of Sold Products (Thousand MT CO ₂ e)	-	-	0	-	
Scope 3 Category 12: End of Life Treatment of Sold Products (Thousand MT CO ₂ e)	-	-	0.2	-	
Scope 3 Categories 13, 14 and 15 (Thousand MT CO ₂ e)	-	-	0	-	

^A Scope 3 data have been calculated for fiscal year 2022 for the first time.

^B Fiscal year 2023 data will be reported in the fiscal 2024 Corporate Responsibility Report.

Note: Categories with a value of "0" for fiscal year 2022 are not relevant to Catalent.

WATER WITHDRAWAL, DISCHARGE & INTENSITY					
Water Withdrawal (Thousand m ³)	1,970	2,074	2,249	2,241	A
Water Withdrawal from Areas with Water Stress (Thousand m ³) ^[A]	-	-	423	362	
Water Discharged (Thousand m ³)	1,392	1,447	1,620	1,638	A
Water Withdrawal Intensity (m ³ / M\$ Revenue)	662	552	488	524	A T

^A Based on combined assessment of World Resources Institute (ERI) Aqueduct and World Wildlife Fund (WWF) water risk filter (Read more in our [submission to the CDP](#)).

A = Metric's FY23 data has been externally assured

T = Metric has targets

	FY20	FY21	FY22	FY23	
WATER REDUCTION					
Sites Prioritized in Water Reduction Efforts (#) ^[A]	-	-	7	7	

^A Includes 4 sites in water stress areas and an additional 3 priority sites based on water use and water stress tendency.

FISCAL 2023 WATER SOURCES					
Water From Municipal Water (%)	-	-	80	81	
Water From Wells (%)	-	-	18	17	
Water From Surface Water (Rivers, Creeks) (%)	-	-	2	2	
Water From Tankers (%)	-	-	Negligible	Negligible	

WASTE GENERATION (THOUSANDS MT)					
Waste Generation (Thousands MT)	19.1	21.3	22.0	23.0	A
Hazardous Waste Generation (Thousands MT)	4.0	4.1	3.9	4.8	A
Nonhazardous Waste Generation (Thousands MT)	15.1	17.2	18.1	18.2	A

WASTE GENERATION INTENSITY					
Overall Waste Intensity (MT / M\$ Revenue)	6.4	5.7	4.8	5.4	A
Hazardous Waste Intensity (MT / M\$ Revenue)	1.3	1.1	0.9	1.1	A
Nonhazardous Waste Intensity (MT / M\$ Revenue)	5.1	4.6	3.9	4.3	A

WASTE TREATMENT & DIVERSION FROM LANDFILL					
Waste Sent to Landfill (%)	29	25	27	15	A T
Waste to Incineration/Energy Recovery (%) ^[A]	38	44	46	57	A
Waste Recycled (%)	32	31	27	28	A
Waste Diverted from Landfill (%)	71	75	73	85	A T
Sites that are Landfill-Free (%)	-	-	65	58	

^A The majority of incinerated waste is recovered as energy in the U.S. and Europe.

ENVIRONMENTAL COMPLIANCE					
Environmental Notice of Violations (#)	-	3 (no fines)	4 (no fines)	5 (no fines)	

A = Metric's FY23 data has been externally assured

T = Metric has targets

PEOPLE & COMMUNITY DATA

	FY20	FY21	FY22	FY23
PRODUCT QUALITY & SAFETY				
Professionals in Catalent Quality Team (#)	-	-	1,900	1,900
Regulatory Inspections (#)	50	52	54	58
Third-Party Supplier Quality Risk Audits (#)	336	292	300	322
RESPONSIBLE SUPPLY CHAIN				
Companies Assessed Through Third-Party Risk Management Platform (# cumulative)	-	-	699	1,569
Direct Suppliers Linked to Areas at High Risk of Conflict Materials (#)	-	-	0	0
TOTAL GLOBAL WORKFORCE				
Total Global Employees (#)	13,940	15,823	17,920	17,221
GEOGRAPHIC DIVERSITY				
Employees in Asia (%)	4	4	3	3
Employees in Europe (%)	35	32	30	31
Employees in South America (%)	6	6	5	5
Employees in North America (%)	55	59	62	60
EMPLOYEE BY COUNTRY^[A]				
Employees in Argentina (%)	3.06	2.79	2.48	2.58
Employees in Belgium (%)	4.71	5.06	4.84	5.14
Employees in Brazil (%)	3.31	3.00	2.65	2.57
Employees in Canada (%)	4.51	3.59	3.34	3.59
Employees in China (%)	1.10	1.19	1.16	1.19
Employees in France (%)	2.91	2.53	2.28	2.54
Employees in Germany (%)	10.69	9.42	8.55	9.23
Employees in Italy (%)	6.80	6.79	6.23	6.50
Employees in Japan (%)	2.37	2.12	1.88	1.93
Employees in Singapore (%)	0.27	0.27	0.26	0.30
Employees in Switzerland (%)	0.34	0.39	0.47	0.47
Employees in United Kingdom (%)	9.71	8.16	7.30	7.74
Employees in United States (%)	50.19	54.66	58.54	56.18
Employees in Uruguay (%)	0.04	0.03	0.03	0.03

^A Percents may not add up to 100% due to rounding.

	FY20	FY21	FY22	FY23
GLOBAL EMPLOYEE GENDER DIVERSITY				
Women (#)	6,186	6,973	7,811	7,613
Men (#)	7,741	8,745	9,866	9,503
Undeclared/Blank (#)	13	105	243	105

GLOBAL NEW HIRES – GENDER DIVERSITY				
New Hires (#)	3,646	4,499	5,230	3,205
Women (#)	1,591	1,973	2,281	1,407
Men (#)	2,044	2,449	2,760	1,722
Undeclared/Blank (#)	11	77	189	76
New Hires Who Are Women (%)	44	44	44	44

GLOBAL WOMEN IN MANAGEMENT				
Global Employees Who Are Women (%)	44	44	44	44
Global Technical Roles Across All Levels Who Are Women (%)	43	48	48	49
Global Managers Who Are Women (%)	38	39	39	40

GLOBAL LEADERSHIP LEVELS WHO ARE WOMEN				
Total Leadership Team (%)	-	37	35	38
Catalent Leadership Team (%)	-	39	37	40
Senior Leadership Team (%)	-	30	31	33
Executive Leadership Team (%)	-	19	18	20
Board of Directors (%)	-	Not reported	21	21

GLOBAL EMPLOYEES – GENERATIONAL DIVERSITY^[A]				
Silent Generation (1928 - 1945) (%)	0.04	0.02	0.01	0.02
Baby Boomers (1946 - 1964) (%)	14.8	11.6	10.1	9.1
Generation X (1965 - 1980) (%)	40.2	37.5	35.4	35.4
Generation Y (1981 - 1996) (%)	41.8	44.9	45.2	45.5
Generation Z (1997 & Onwards) (%)	3.1	5.8	9.0	9.5
No Response	0.09	0.21	0.4	0.6

^A Percents may not add up to 100% due to rounding.

TOTAL U.S. WORKFORCE				
Total U.S. Employees (#)	6,997	8,649	10,490	9,674

	FY20	FY21	FY22	FY23
U.S. WORKFORCE - RACIAL & ETHNIC DIVERSITY^[A]				
Native American (%)	0.3	0.3	0.3	0.3
Asian (%)	9.6	10.2	10.2	11.2
Black or African American (%)	13.0	12.9	11.6	13.4
Hispanic or Latino (%)	7.8	6.2	7.3	7.6
Native Hawaiian or Other Pacific Islander (%)	0.2	0.2	0.2	0.2
White (%)	62.2	64.7	65.0	62.1
Two or More (%)	2.0	2.2	2.2	2.2
Unspecified/Blank (%)	4.8	3.4	3.3	3.0

^A Percents may not add up to 100% due to rounding.

U.S. RACIALLY OR ETHNICALLY DIVERSE TALENT				
U.S. Employees Who Are Racially or Ethnically Diverse (%)	33	32	32	35

U.S. NEW HIRES - RACIAL & ETHNIC DIVERSITY				
U.S. New Hires (#) ^[A]	2,128	3,630	4,123	2,252
U.S. New Hires Who Are Racially or Ethnically Diverse (%)	40	33	36	47

^A New hire data includes those employees brought into the organization through standard talent acquisition activities and employees incorporated through acquisitions, but does not include employees who switch roles within the Company.

U.S. LEADERSHIP MEMBERS WHO ARE RACIALLY OR ETHNICALLY DIVERSE				
Total Leadership Team (%)	-	19	23	27
Catalent Leadership Team (%)	-	21	25	28
Senior Leadership Team (%)	-	15	19	25
Executive Leadership Team (%)	-	6	6	13
Board of Directors (%)	-	Not reported	14	14

EMPLOYEE RESOURCE GROUP (ERG) FOOTPRINT^[A]				
Chapters (#)	58	67	105	127
Global ERGs (#)	6	8	8	9

^A This includes all employee resource group chapters, including global steering committees, and virtual and site chapters.

U.S. DIVERSE CANDIDATE SLATE				
U.S. Director+ Applicant Slates that Include Two Or More Diverse Candidates (%)	Not tracked	Not tracked	73	94

	FY20	FY21	FY22	FY23
SITE LEVEL ACTION PLANS				
Manufacturing Sites With Site-Level D&I Action Plans (%)	0	0	53	100
NEW HIRES				
Global New Hires (#)	3,646	4,499	5,230	3,205
INTERNSHIP PROGRAMS				
U.S. Summer Interns (#)	-	78	97	47
U.S. Cooperative Education Positions (#)	-	42	37	41
RECRUITMENT				
Open Roles Requiring STEM skills (%)	-	33	33	33
EMPLOYEE DEVELOPMENT				
Employees with a Development Plan (%)	38	65	75	58
Employees Who Participated in Performance Reviews (%)	78	78	81	78
Employees Who Accepted Promotions or Development Moves (# and %)	1,685 (12%)	2,547 (16%)	3,261 (18%)	2,749 (16%)
LINKEDIN LEARNING PLATFORM^[A]				
Employees With Access to Platform (%)	100	100	100	100
Employees With an Activated Account (%)	37	56	77	62
Courses Viewed (#)	38,175	45,000	69,791	108,029

^A Fiscal year 2020 data covers the period since Catalent began using LinkedIn Learning in September 2019.

GLOBAL EMPLOYEE TURNOVER				
Total Turnover (%)	12.6	15.3	19.1	22.4
Voluntary Turnover (%)	8.5	10.9	14.6	13.2
Involuntary Turnover (%) ^[A]	4.1	4.4	4.5	9.2

^A Involuntary turnover includes end of fixed-term contract, unsatisfactory performance or misconduct, failure to return from leave of absence or long-term disability, position elimination, mandatory retirement, and deceased while active.

	FY20	FY21	FY22	FY23
EMPLOYEE HEALTH & SAFETY^[A, B]				
Recordable Incident Rate	0.52	0.57	0.68	0.53
Lost Workday Case Rate	0.21	0.18	0.33	0.20
Fatalities (#)	0	0	0	0
Locations Associated with ISO 45001 (#)	-	-	22	24
Working Hours from Locations Covered by ISO 45001-Certified Occupational Health and Safety Management System (%)	-	-	-	75

^A Data represents health and safety outcomes at all Catalent sites, including office-based sites and sites acquired in fiscal 2023.

^B Health and safety data represent Catalent's recordable incident rate and lost workday case rate, as defined by the U.S. Occupational Safety and Health Administration (OSHA).

COMMUNITY GIVING				
Total Giving (\$) ^[A]	845,000	1,200,000	1,320,000	1,295,000
Community grants to nonprofits working to promote STEM and to better serve patients (\$)	-	-	465,000	527,000
Corporate grants, employee donations, and matching gifts to support humanitarian and refugee relief in Ukraine (\$)	-	-	428,000	283,000

^A Catalent donations only, does not include employee donations made through the Catalent Cares Matching Gift Program.

TOTAL DIRECT CORPORATE GRANTS^[A]				
Amount (\$)	491,000	725,000	780,000	803,000
Partners Around the World (#)	44	73	65	66

^A Grants supported community grants, COVID-19 relief, Ukraine relief, disaster response, and emergency relief grants.

MATCHING GIFTS				
Nonprofits Supported (#)	393	500	625	577
Employees Participating (# and %)	1,678 (12)	1,204 (7)	2,213 (12)	1,315 (8)
Total Employee Donations (\$)	220,000	235,000	403,000	296,000
Total Corporate Matching Gifts (\$)	251,000	351,000	457,000	304,000

MONTH OF SERVICE				
Employees Participating (# and %)	1,200 (9)	1,000 (6)	3,400 (18)	3,700 (21)
Lives Impacted Through Catalent Month Of Service (#)	Not tracked	Not tracked	8,500	20,000
Nonprofits Supported Through Catalent Month of Service (#)	58	41	55	80
Projects (#)	59	45	60	100

GOVERNANCE DATA

	FY20	FY21	FY22	FY23
WORKING RESPONSIBLY				
Board Members (#)	-	12	14	12
Independent Directors (#)	-	-	11	10
Female-Identified Directors (#)	-	-	3	2
Racially Or Ethnically Diverse-Identified Directors (#)	-	-	2	1
LGBTQ+-Identified Directors (#)	-	-	-	1
Employees Received Code Of Conduct Training (%)	-	-	100	100
Employees Completed Their Annual Ethics Refresher (%)	-	-	100	100
Business Conduct Helpline Complaints (#)	-	168	221	313

EXTERNAL SUSTAINABILITY ASSESSMENTS & RATINGS

ASSESSMENT BODIES & SCORES				
	PREVIOUS SCORE	LAST UPDATE	TREND	
CDP (Climate Change)	C	B		Improving
CDP (Water Security)	C	C		Improving ^[A]
EcoVadis Sustainability Rating ^[B]	48	64, Silver		Improving
EcoVadis Carbon Management Level ^[B]	-	Advanced		New rating
MSCI ESG Rating ^[C]	BBB	A		Improving
ISS Corporate ESG Performance	B-, Prime	B-, Prime		Stable

^A Achieved level C in all category scores.

^B Related to Catalent Pharma Solutions, Inc.

^C Disclaimer: The inclusion of Catalent, Inc. in any MSCI index, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, or promotion of Catalent, Inc. by MSCI or any of its affiliates. The MSCI indices are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

ABOUT THIS REPORT

SCOPE & DATA

Unless stated otherwise, all reporting covers our fiscal year 2023, from July 1, 2022, through June 30, 2023. This report includes data from Catalent, Inc. and its subsidiaries, all of which (except for its immediate subsidiary, PTS Intermediate Holdings LLC) are subsidiaries of its wholly owned primary operating subsidiary Catalent Pharma Solutions, Inc. This report highlights only the most significant process and data updates from fiscal 2023 and is not intended to be an exhaustive description of our corporate responsibility programs and focus areas.

The scope of data is indicated in footnotes throughout the report. A third party, Ramboll, has assured our fiscal year 2023 greenhouse gas, waste inventory, and water consumption data. All financial information is reported in U.S. dollars (translations from foreign currencies are made at the rates used in preparing our audited consolidated financial statements for the fiscal year ended June 30, 2023).

Included in this report are two separate indices, one setting forth Catalent's position with respect to the Sustainability Accounting Standards Board (SASB) standard for Biotechnology and Pharmaceuticals, and a second for the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Please refer to the SASB index on page 22 and the TCFD index on page 26 of this report for more information concerning the Company's alignment with these standards.

TRADEMARKS

Trademark Catalent® is a registered trademark of R.P. Scherer Technologies, Inc., a wholly owned subsidiary of Catalent, Inc. We also use certain other trademarks and service marks on an unregistered basis in the U.S. and other countries.

These marks may appear in this Report without the ®, SM, and TM symbols, but such references are not intended to indicate, in any way, that we will not assert, to the fullest extent under applicable law, our rights or the rights of the applicable licensors to these trademarks, service marks, and trade names.

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FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements, which generally can be identified by the phrases used, such as "will," "intend," "anticipate," "likely," "forecast," "expect," or other similar phrases. Statements that focus on our objectives, plans, or goals may also be forward-looking statements. These statements are based on current expectations of future events and actual results may vary from our projections. All forward-looking statements speak only as of the date of this report. For a list of factors that may affect our ability to achieve these forward-looking statements, please see the "Risk Factors" section of our [Annual Report on Form 10-K](#) for the year ended June 30, 2023, filed with the Securities and Exchange Commission. To provide feedback or request more information, please email corporateresponsibility@catalent.com.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

BIOTECHNOLOGY & PHARMACEUTICALS STANDARD

Catalent is a technology and services partner to companies in the pharmaceutical and biotechnology industry. This SASB Index is aligned with the Biotechnology and Pharmaceuticals Standard and includes our response to the metrics that apply to our business as a contract development manufacturing organization (CDMO).

SASB CODE	METRIC	RESPONSE FOR FY23
SAFETY OF CLINICAL TRIAL PARTICIPANTS		
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Although Catalent neither conducts trials nor provides input on trial design or protocols, the products and services the Company provides are vital to the success of its customers' trials. Catalent's clinical trial supply services include packaging, storage, and distribution to help customers successfully conduct clinical trials around the globe, regardless of a trial's size or complexity. Catalent has rigorous operational, quality, and security procedures to fulfill this responsibility. In fiscal 2023, the Company supported 2,500 different clinical trial protocols across a multitude of therapeutic areas conducted by customers.
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Not applicable.
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Zero.
ACCESS TO MEDICINES		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Not applicable. As a CDMO, Catalent has no patient-facing activity.
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Not applicable. Catalent does not market any products.

SASB CODE	METRIC	RESPONSE FOR FY23
AFFORDABILITY & PRICING		
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Zero.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Not applicable. Catalent does not market any of the drugs it produces and is not involved in pricing of such products.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Not applicable. Catalent does not market any of the drugs it produces and is not involved in pricing of such products.
DRUG SAFETY		
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Not applicable. As a CDMO, Catalent does not market any products.
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Not applicable. As a CDMO, Catalent does not market any products.
HC-BP-250a.3	Number of recalls issued, total units recalled	Not applicable. Catalent does not market its own products and therefore cannot initiate any recall.
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	None directly. However, Catalent is a member of the Pharmaceutical Product Stewardship Working Group (PPSWG), which helps companies with responsibilities for the take back, reuse, or disposal of pharmaceutical products to meet these obligations. Catalent's role is often in support of its customers' products. PPSWG's mission is to provide infrastructure, guidance, and subject matter expertise to support its members' compliance and improve awareness of existing pharmaceutical and sharps (syringe) disposal options.
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (CGMP), by type	Information related to FDA enforcement actions can be found on the FDA's website including FDA warning letters , inspection citations , and FDA form 483s under ORA data sets.

SASB CODE	METRIC	RESPONSE FOR FY23
COUNTERFEIT DRUGS		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	<p>As a CDMO, Catalent strives to support its customers to meet their traceability compliance requirements. Examples of how Catalent supports such efforts include serializing prescription drugs in the final saleable package it manufactures to meet customers' requests and requirements and applying barcodes with unique serial numbers to saleable prescription drug packages, which links each product pack with a specific shipper and pallet barcode.</p> <p>In addition, when Catalent acts as a wholesaler to obtain comparator commercial drug product as part of its clinical supply services business, it fully complies with all applicable requirements of the Drug Supply Chain Security Act (DSCSA). The DSCSA is an electronic, interoperable system that identifies and traces certain prescription drugs as they are distributed in the United States.</p>
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	<p>As a CDMO, if there were ever an instance of counterfeiting that came to Catalent's attention, it would notify its customers in accordance with the quality agreements it has in place with them. Catalent might also be required to inform the FDA, other non-U.S. regulatory agencies, state, federal, and local agencies, as applicable, as required per policy and procedures.</p>
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Zero.
ETHICAL MARKETING		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Not applicable. As a CDMO, Catalent has does not market any products directly.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Not applicable. As a CDMO, Catalent has does not market any products directly.
EMPLOYEE RECRUITMENT, DEVELOPMENT, & RETENTION		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	<p>Recruitment for STEM talent is competitive in Catalent's industry and, in fiscal 2023, 33% of Catalent's open positions required these skills. Read more about Catalent's recruitment efforts on our website.</p>
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) others	<p>In fiscal 2023, Catalent's total employee turnover globally was 22.4%, with a voluntary turnover of 13.2% and involuntary turnover of 9.2%. For further details, see page 6.</p>

SASB CODE	METRIC	RESPONSE FOR FY23
SUPPLY CHAIN MANAGEMENT		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	<p>Catalent does not participate in the Rx-360 International Pharmaceutical Supply Chain Consortium.</p> <p>Catalent's facilities are regularly audited by various health authorities of countries where those facilities and their customers conduct business.</p> <p>As a member of the Pharmaceutical Supply Chain Initiative (PSCI), some Catalent sites and some suppliers have been audited against the PSCI principles as part of Catalent's membership commitment. Some of these audits have been uploaded to the shared auditing platform of PSCI.</p>
BUSINESS ETHICS		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Zero.
HC-BP-510a.2	Description of code of ethics governing interactions with health-care professionals	For a general discussion of Catalent's code of ethics, see our website . In addition, Catalent complies with the requirements of the U.S. Physician Payments Sunshine Act.
ACTIVITY METRICS		
HC-BP-000.A	Number of patients treated	As a CDMO, Catalent does not treat patients. Across both development and delivery, Catalent's commitment to reliably supply its customers' and their patients' needs is the foundation for the value it provides. Annually, Catalent produces more than 70 billion doses for nearly 8,000 customer products, or approximately 1 in every 26 doses of such products taken each year by patients and consumers around the world.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Catalent owns the marketing rights, in one or more jurisdictions around the world, to approximately 13 products. Although, in all cases, the Company licenses such marketing rights to its customers and does not market any products itself. In addition, as of June 30, 2023, Catalent was engaged in clinical stage research or development of 23 products for its own account. In fiscal 2023, including the Company's customers' products, Catalent manufactured nearly 8,000 products, including approximately 1,500 development projects.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

<p>TCFD RECOMMENDATION</p>	<p>GOVERNANCE Disclose the organization’s governance around climate-related risks and opportunities.</p> <ul style="list-style-type: none"> • Describe the Board’s oversight of climate-related risks and opportunities. • Describe management’s role in assessing and managing climate-related risks and opportunities.
<p>RESPONSE</p>	<p>Catalent’s Corporate Responsibility (CR) Council provides executive oversight of the CR Strategy, including climate, to Catalent’s Board of Directors. The Council comprises a cross-functional set of executive leaders, site leaders, and functional leaders with management responsibilities for our CR strategy and delivery.</p> <p>The CR Council reports to the CEO, who formally reports to Catalent’s Board of Directors at least once a year on the full CR Strategy, of which climate-related issues are a part. Ad hoc or timely conversations on CR- and climate-related issues occur as needed.</p> <p>Catalent’s CR Strategy is led by the VP of Environment, Health, Safety, and Sustainability (EHS&S), reporting to the SVP, Operations Biologics, who reports to the CEO. The VP EHS&S monitors and reports on all relevant ESG trends, issue areas (including climate), and performance. The monitoring and tracking of issues are supported by Catalent’s participation in organizations like the Pharmaceutical Supply Chain Initiative (PSCI), Ecovadis, GreenBiz, the CEO Investor Forum/Chief Executives for Corporate Purpose (CECP), and Boston College Center for Corporate Citizenship.</p> <p>Climate-related strategy at the operational level is driven predominantly by the Global EHS&S function, responsible for devising and implementing the full environmental sustainability strategy in a collaborative approach with Global Engineering, Continuous Improvement, Procurement, and Corporate Responsibility functions and other operational teams. Global EHS&S also leads the sustainability sub-committee of the CR Council and guides the review of performance against sustainability and climate-related metrics, which is communicated with the Board of Directors through the CEO. Discussions with customers and investors and feedback from external raters and rankers inform our ESG and climate strategy.</p> <p>We methodically and continuously assess the performance of our CR and sustainability programs at each of our global manufacturing sites through a scorecard system. By partnering with our leaders and holding them accountable, we continue to strengthen our environmental and social initiatives.</p> <p>Progress against the scorecards and CR/sustainability goals are reported regularly to the CR Council and Quarterly Operating Mechanisms of senior leaders, in addition to the Executive Leadership Team.</p> <p>Find more information about our climate-related governance in sections C.1 C1.1, and C1.2 of our 2023 CDP report.</p>

<p>TCFD RECOMMENDATION</p>	<p>STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.</p> <ul style="list-style-type: none"> • Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. • Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. • Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.
<p>RESPONSE</p>	<p>Evaluation of climate-related risks are integrated into our corporate enterprise risk management assessments, led by the Global Risk Management team and informed by key functions managing climate-related risks and strategy, such as Global EHS&S, Insurance, Procurement, Engineering, and Legal & Compliance.</p> <p>Physical climate-related issues are integrated into financial planning at the corporate level. Currently, this includes the main capital expenditure for efficiency projects—Energy Attribute Certificate (EAC) purchasing on the short term and the evaluation of Virtual Power Purchase Agreement opportunities for the medium term. Climate change continues to be a factor in a variety of decisions, including the purchase of insurance and investments to protect and maintain assets and facilities. Finally, cost and budgets as it pertains to proactively preparing for, or responding to, climate impacts for our sites in climate-event-prone areas (i.e. Brazil, Germany, Italy, and the U.S.) are also integrated into our financial planning.</p> <p>Catalent recognizes that climate-related issues have the potential to impact its business, including in its operations and at other steps along the pharmaceutical value chain, and demand for Catalent’s products and services.</p> <p>Catalent’s Climate Strategy and programs are aligned with the 1.5°C Paris Agreement. In fiscal 2023, we completed our first scope 3 inventory and submitted our near-term targets related to our Scope 1, 2, and 3 emissions to the Science Based Targets initiative. The targets have been approved and published in January 2024.</p> <p>For products and services, Catalent will be ready to respond with our customers to emerging diseases that may result from climate change. We will continue to respond to the increasing demand for even more sustainable products, packaging, and services.</p> <p>We conducted a qualitative scenario analysis to explore the potential impact of climate change, considering transition scenarios from the International Energy Agency (IEA) and climate scenarios from the Intergovernmental Panel on Climate Change (IPPC) correlated with water risk scenarios from the World Resources Institute (WRI) with a focus on the time period up to 2030.</p> <p>These scenarios consider a 1.5°C increase as well as scenarios based on current policies and announced pledges. The main elements identified are the:</p> <ul style="list-style-type: none"> • Potential development of carbon prices. • Opportunity to invest in technologies that accelerate emissions reduction, which will be dependent on national/regional regulatory and financial frameworks. • Global warming modeling and the current, and future, water scarcity map. <p>The scenario analysis is supporting the risk and opportunity assessment and the evaluation of the resilience of our strategy.</p> <p>Find more information about our climate strategy, risk and opportunities, scenario analysis and transition plan in sections 2.1, 2.3, 2.4, and 3.1-3.4 of our 2023 CDP report.</p>

We define risk and opportunity time horizons as: 1-2 years for short-term, 2-8 years for medium-term, and 8-20 years for long-term. Our identified climate-related risks and opportunities include:

RESPONSE
(continued)

RISK TYPE & PRIMARY CLIMATE-RELATED RISK DRIVER	POTENTIAL IMPACT	ASSESSMENT & RESPONSE
<p>Acute physical (Direct operations): Impact of severe weather events on physical/manufacturing sites. In particular, sites manufacturing soft gels operate in some water-scarce regions and have the greatest dependency on, and use of, water compared to other Catalent divisions to manufacture products</p>	<p>Severe weather events may cause operating cost increases, asset impacts, and supply chain disruption.</p> <p>Time horizon: Short-term</p> <p>Magnitude of Impact: Medium</p>	<p>Preparedness minimizes total potential cost/expenditure, particularly in the countries in which we operate where climate-related weather events and water scarcity are increasing. Climate change mitigation and water stewardship programs and goals are synergic in mitigating the risk. We recently set a Science Based Targets initiative (SBTi)-approved 42% reduction in Scope 1 and 2 carbon emissions by fiscal 2030 compared to our fiscal 2022 baseline, and we have a goal to reduce water intensity to 500 cubic meters per million dollars of revenue (m³/M\$) by fiscal 2024. We mapped our sites matching water risk and outlook with water impact to further focus and prioritize our water stewardship programs.</p>
<p>Acute physical (Upstream): Upstream supply chain disruption due to severe weather events</p>	<p>Impact on Catalent's ability to deliver for customers and patients with consequent revenue loss.</p> <p>Time horizon: Short-term</p> <p>Magnitude of Impact: Medium</p>	<p>We plan/continue to:</p> <ul style="list-style-type: none"> ▪ Invest in technology that allow more effective assessments of suppliers for climate resilience and potentially identify even better, more sustainable partners. ▪ Take preparedness and planning measures to minimize total potential cost/expenditure and enhance supply chain reliability, customer trust, and long-term resilience of operations.
<p>Transition, Emerging Regulations (Direct operations): Emerging increasing regulations on fossil fuel use/limitation impacting costs and availability, including carbon tax policies</p>	<p>At those sites where heating or power is supplied in whole or in part by natural gas, increasing regulation may increase costs or restrict availability.</p> <p>Time horizon: Medium-term</p> <p>Magnitude of Impact: Medium-low</p>	<p>We plan/continue to:</p> <ul style="list-style-type: none"> ▪ Implement lower-cost and lower-carbon processes and technologies to comply with regulation and minimize fossil fuel utilization. ▪ Push for greater use of renewable energy sources in the face of increasing regulation of natural gas. ▪ Mitigate risk impacts through energy efficiency and decarbonization targets and programs.

	RISK TYPE & PRIMARY CLIMATE-RELATED RISK DRIVER	POTENTIAL IMPACT	ASSESSMENT & RESPONSE
<p>RESPONSE <i>(continued)</i></p>	<p>Transition, current regulations (Direct operations): Regulatory constraints on carbon emissions, water use, waste management, and related cost and reporting requirements</p>	<p>Financial penalties and impacts on Catalent’s reputation may occur if regulatory expectations are not met.</p> <p>This may include costs to comply or adjust processes and technology to enhance data availability and reliability. Costs may also result from the need to use fewer natural resources and emit less carbon.</p> <p>Time horizon: Short-term</p> <p>Magnitude of Impact: Medium-low</p>	<p>We plan/continue to:</p> <ul style="list-style-type: none"> ▪ Implement/improve regulatory requirement monitoring and reporting capabilities. ▪ Implement lower-cost and lower-carbon processes and technologies to comply with regulation and minimize carbon emission. ▪ Reduce waste generation. ▪ Mitigate risk impacts with energy efficiency and decarbonization targets and programs.
	<p>Transition, emerging policies (Direct operations): Emerging carbon prices and tax policies and market development increasing cost of energy and renewable energy attribute certificates</p>	<p>The expenses for energy, carbon emissions, and renewable energy attributes could increase.</p> <p>Time horizon: Short-term</p> <p>Magnitude of Impact: Medium-low</p>	<p>We plan/continue to:</p> <ul style="list-style-type: none"> ▪ Implement lower-cost and lower-carbon processes and technologies to comply with regulation and minimize carbon emission. ▪ Mitigate risk impacts with energy efficiency and decarbonization targets and programs, including long term power purchasing agreements in the EU and U.S.
	<p>Transition, reputation (Direct operations): Increased stakeholders concern or negative feedback.</p>	<p>If a low-carbon transition does not occur or major assets are impacted by climate change, Catalent could be seen as not prepared nor responsive to customer and investor demand for low-carbon CDMO services.</p> <p>Time horizon: Medium-term</p> <p>Magnitude of Impact: Medium</p>	<p>We plan/continue to implement and continuously review Catalent corporate responsibility, sustainability strategy, and climate change response programs, including energy reduction, and science-based decarbonization targets.</p>

RESPONSE
(continued)

OPPORTUNITY TYPE & PRIMARY CLIMATE-RELATED OPPORTUNITY DRIVER	POTENTIAL IMPACT	ASSESSMENT & RESPONSE
<p>Energy source (Direct operations): Use of lower-emission energy</p>	<p>Increased use of lower emission energy will have a beneficial impact on Catalent by lowering actual emissions and providing positive reputational benefits with regulators, customers, investors, and employees potentially translating in revenue increase opportunities.</p> <p>Time horizon: Short-term</p> <p>Magnitude of Impact: Medium-low</p>	<p>Catalent plans to decrease emissions from its energy sources by accelerating the transition to renewable energy through, among other things:</p> <ul style="list-style-type: none"> ▪ The purchase of energy attribute certificates. ▪ Direct green energy contracts with utility providers as existing utility contracts expire. ▪ Long-term virtual power purchase agreements (VPPA) supporting new renewable energy development and cost-saving/hedging opportunities. ▪ Exploring opportunities to decarbonize thermal energy demand (i.e. electrification, biofuels, solar, and hydrogen).
<p>Energy source (Direct operations): Use of new technologies</p>	<p>Transitioning to low-emission energy sources and technologies like solar PV, heat pumps, heat recovery, and other low carbon energy opportunities potentially provides direct cost reduction/stability and requires increased investment upfront with longer than usual return on investment.</p> <p>Time horizon: Medium-term</p> <p>Magnitude of Impact: Medium-low</p>	<p>We plan to periodically assess feasibility of potential technology opportunities, possible business models, and prioritization of related projects and the related capital expenditures.</p>
<p>Resource efficiency (Direct operations): Investing in more efficient and modern technologies for our processes and utilities</p>	<p>Direct operating costs can be reduced via more efficient and modern technologies for processes and utilities. The implementation of these technologies may require increased investment up front and longer-than-usual return on investment, but, frequently, there is also an attractive ROI.</p> <p>Time horizon: Short-term</p> <p>Magnitude of Impact: Medium-low</p>	<p>Catalent is investing in multiple energy efficient technologies and processes, including upgrading our chiller and HVAC systems to more efficient models, optimizing HVAC settings, and replacing our lighting with smart LED lamps. In fiscal 2023, we completed 186 site-based energy efficiency projects with an expected 5.6% energy saving on a yearly basis versus fiscal 2022.</p>
<p>Products and services (Downstream): Increasing customer demand for more sustainable products</p>	<p>Increased revenues resulting from increased demand for products and services. There is opportunity to strengthen Catalent's position in the biopharma sector as one of the most environmentally conscious and responsible CDMO partners.</p> <p>Time horizon: Short-term</p> <p>Magnitude of Impact: Medium-low</p>	<p>Catalent's ongoing dialogue with customers and continuous improvement and progress against our sustainability goals and performance demonstrates our shared values and commitment to mitigating the impacts of climate change while continuing to provide reliable products and services for the sector.</p>

<p>TCFD RECOMMENDATION</p>	<p>RISK MANAGEMENT Disclose how the organization identifies, assesses, and manages climate-related risks.</p> <ul style="list-style-type: none"> Describe the organization’s processes for identifying and assessing climate- related risks. Describe the organization’s processes for managing climate-related risks. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.
<p>RESPONSE</p>	<p>Our risk management process is overseen by our Executive Leadership Team, which includes our most senior executives across all our businesses and functions, and is managed as part of our overall enterprise risk management program, which is a responsibility of our VP of Enterprise Risk Management, reporting to the SVP Legal Counsel and Chief Compliance Officer, who is a member of the Executive Leadership team. The relative significance of climate-related risks, in relation to other risks, is determined as part of our overall enterprise risk management program.</p> <p>Other relevant factors in our risk management process relative to climate-related risks include technologies, legal considerations, markets affected by climate risk, Catalent's reputation, and acute physical risks and the actions we are taking to address them, including our actions in response to our pledge under the Science Based Targets initiative (SBTi). Moving forward, we will further integrate climate-related risks into our broader risk management processes.</p> <p>Catalent also considers current and emerging regulations and consults with energy management partners to gauge changes in regulation and impacts on our business. Our sites assess regulatory requirements as part of the implementation of Catalent’s EHS&S Management System and as a requirement of ISO 14001 and ISO 50001 management systems (as applicable), and we have an energy audit program performed by approved vendors to inform us of energy and other related legal requirements. We are a member of the PSCI and receive information from them regarding relevant trends and emerging regulations.</p> <p>Find more information about our climate risk management in sections 2.1 and 2.2 of our 2023 CDP report.</p>
<p>TCFD RECOMMENDATION</p>	<p>METRICS & TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p> <ul style="list-style-type: none"> Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.
<p>RESPONSE</p>	<p>Catalent reports relevant environmental data, including energy usage, emissions (Scope 1, Scope 2, and Scope 3), waste generation, and water usage, each year in its CR Report. Information for fiscal 2023 is described in the Environmental Performance Overview section of this report and in the Data Summary table “Environment”. Among other things, this section explains the targets that Catalent has established, enhanced, and extended in fiscal 2023 that were approved by the SBTi in December 2023.</p> <p>Detailed information is also provided in sections 4 to 10 of our 2023 CDP report.</p>

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