

ESG (Environmental, Social, & Governance) at The Medicine Accelerator

In today's business world, sustainability isn't just an option, it's a necessity. At APC and VLE Therapeutics, we are committed to doing our part in creating a greener future for everyone. Our goal is simple yet ambitious: to minimise our environmental impact while driving innovative, sustainable practices across our operations. Here's a look at our ongoing efforts, achievements, and the recognition we've garnered along the way.

ESG stands for Environmental, Social, and Governance. It is a framework used to assess an organization's impact and sustainability across three core areas:



Environment

Focuses on how a company performs as a steward of nature.

- Environmental metrics (e.g., carbon footprint, water usage)
- Sustainability goals (e.g., emissions reduction targets)
- Green initiatives and programs (e.g., renewable energy adoption)



Social

Addresses how a company manages relationships with people and society.

- Internal and external communications
- Actions supporting diversity, equity, and inclusion
- Employee welfare, labor practices, community engagement



Governance

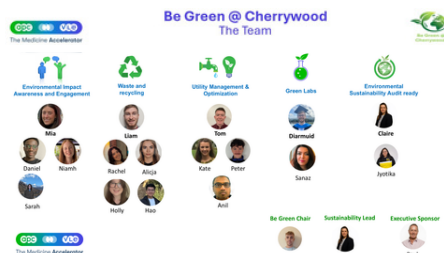
Covers leadership, oversight, and ethical practices.

- Corporate policies and compliance
- Strategic planning and risk management
- Transparent reporting and board accountability

Together, these three pillars form the foundation of ESG reporting and strategy, helping investors, stakeholders, and organizations evaluate long-term sustainability and ethical impact.

BeGreen@Cherrywood: Building a Sustainable Future

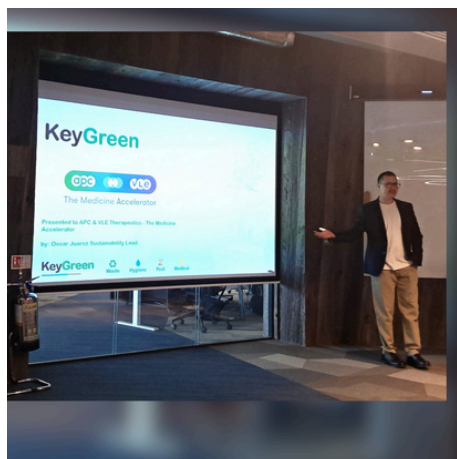
At The Medicine Accelerator, sustainability isn't just a goal—it's a mindset embedded in everything we do. Through our BeGreen@Cherrywood programme, we've created dedicated pillars, each focusing on a key area of environmental, social, and governance (ESG) responsibility. From reducing emissions to engaging our team, here's how we're driving meaningful change across the business.



Our overarching sustainability programme unites all our efforts under one clear vision: to embed sustainable practices into every corner of the business. Each pillar within BeGreen@Cherrywood is led by passionate team members focused on impact, innovation, and continuous improvement.

Waste and Recycling

This team focuses on reducing, reusing, and recycling across the business.



Awareness & Engagement

We believe change starts with people. This pillar empowers employees to take part in sustainability through campaigns, challenges, and learning opportunities. From waste segregation awareness to campus clean-up days and sunflower biodiversity competitions, we're building a culture of environmental responsibility.



Green Labs

Our labs are evolving into greener spaces through innovative practices:

- Ongoing efforts to reduce plastic and chemical waste
- Collaboration with suppliers to reduce packaging and transport emissions
- Targeted upgrades and process improvements to meet sustainability benchmarks

Utilities Management



Driving smarter energy use is at the heart of this team's mission.

Audit Readiness

Staying ahead of regulations and reporting requirements, this pillar ensures we're always audit-ready. We're aligning our efforts with ESG frameworks, preparing for SEAI energy audits, and using data dashboards to track and report our progress in real-time.

At The Medicine Accelerator, each pillar of BeGreen@Cherrywood plays a crucial role in our sustainability story. Together, they help us turn environmental responsibility from a corporate target into a daily practice.

Waste and Recycling

We're building better habits through smarter waste management:

- Improved cultural engagement with waste segregation through signage and surveys. We have calculated our Scope 1, Scope 2 & Scope 3 (Upstream Emissions).
- Collaboration with waste service provider KeyGreen for traceability of non-contaminated waste and reworking of waste management.
- Introduction of different waste categories in labs and gowning areas. Awarded the Bronze Badge in the 2024 Ecovadis assessment.
- Grouping of some common consumables under one supplier to reduce scope 3 emissions.



Awareness and Engagement

We're building awareness to inspire action at every level:

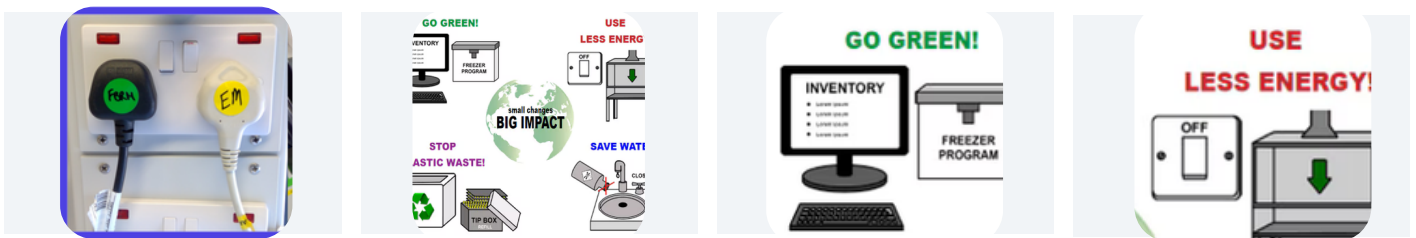
- 3 nominations at the 2025 Green Awards
- Earth Day
- Sunflower growing competition
- Bike to Work-day
- World Oceans Day
- Company Wide Training on waste management - Key Green I&O.
- ESG Section on the Website



Green Labs

We're building greener labs through proven action:

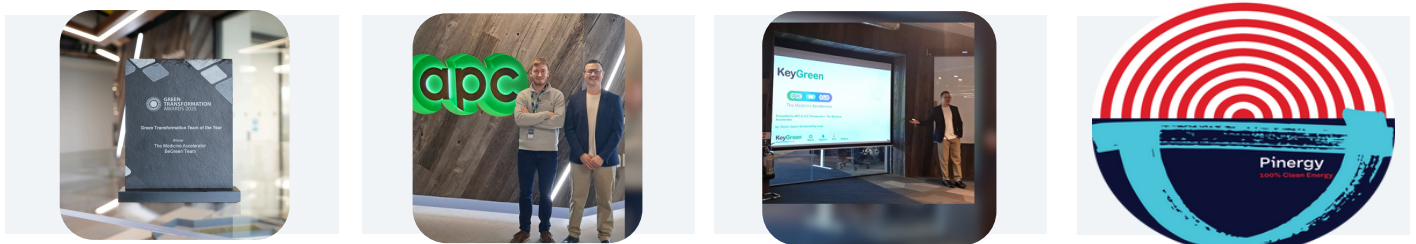
- Air condensers are now used in place of water condensers. Before this initiative, the facility used over 6.5 million liters of water in total. With the implementation of air condensers, laboratory water usage is projected to be reduced by approximately 40%.
- At the Medicine Accelerator, energy initiatives have combined to deliver a 30% energy saving to date. Through such initiatives, APC and VLE Therapeutics have reduced their carbon footprint (Scope 1 and 2 emissions), as well as that of their employees, from 740 tCO₂e in 2022 to a projected 443 tCO₂e in 2023. Variable speed drives have been connected to the building management system, cutting AHU energy usage by 50% annually.



Utility Management & Optimization

We're driving efficiency through data, strategy, and action:

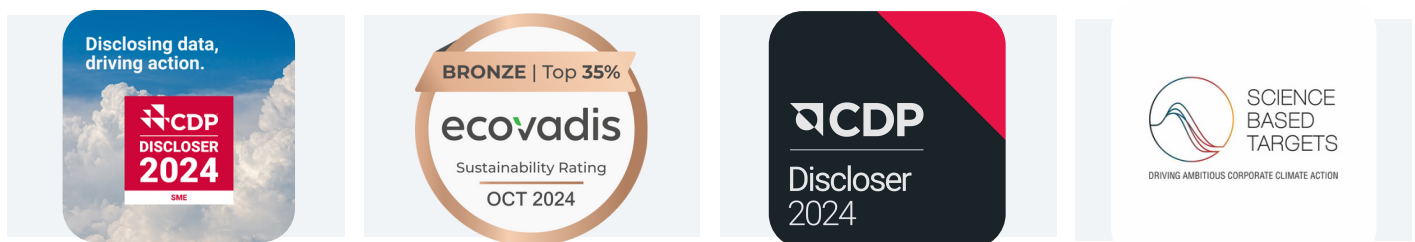
- Energy Reduction: Achieved ~23,000 kWh reduction in Q1 2025 vs. Q4 2024.
- Live Monitoring: Accutrace system now live, enabling real-time energy & carbon emissions reporting.
- Green Energy Supply: Pinery now providing renewable energy services.
- Data Analytics: Ongoing collection & analysis of historical energy, water, and gas usage data
- Gas Provider Update: Switched to single independent gas supplier (Energia) in Q2 2025
- Utilities Dashboard: Key metrics dashboard (energy, gas, water) launched in Q2 2025
- LED Transition: Site-wide LED upgrade in progress (aligned with SEAI commitment)
- Efficiency Initiative: Motion sensors installed in all meeting rooms (CJK, SEAI-identified project)
- Upcoming Audit: EAI Energy Audit scheduled for Q3 2025



Audit Readiness

We're making strong strides in audit readiness with several key milestones achieved:

- Completed the ESG Double Materiality Matrix.
- We have completed the calculation of scope 1, scope 2 and scope 3 category 1-7.
- Achieved a B score in the 2024 CDP Climate Change assessment.
- Awarded the Bronze Badge in the 2024 Ecovadis assessment.
- Finalized the Voluntary Sustainability Questionnaire (VSME) template.
- Began developing a dedicated ESG SharePoint page to centralize resources.



Sustainability Strategy

- By 2030, we are committed to reducing our energy emissions by 42%.
- This ambitious goal will be achieved through retrofitting our facilities with energy-efficient LED lighting and optimizing our air-handling units, which are some of the largest energy consumers in our buildings.



SBTi

- The Science Based Targets Initiative (SBTi) is a global body that enables companies to set greenhouse gas (GHG) emissions reduction targets. These targets are aligned with Climate Science and the Paris Agreement goal of limiting global warming to well below 2°C, ideally 1.5°C, above pre-industrial levels. APC & VLE Therapeutics' greenhouse gas (GHG) reduction target, approved by the SBTi under the SME route, commits to a 42% reduction in Scope 1 and 2 emissions by 2030 from a 2022 base year, and to measure and reduce Scope 3 emissions.

Case Study: The Medicine Accelerator + KeyGreen

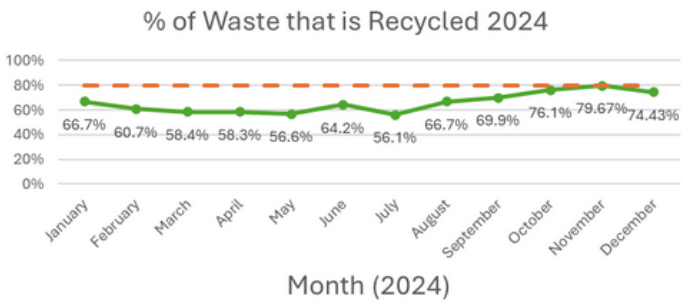


We’re collaborating with our waste service provider, KeyGreen, to improve waste segregation and reduce our environmental impact. Their expertise helps identify gaps through audits, reports, and presentations, while their customer portal enables efficient tracking of our recycling performance.



With Key Green’s expertise, we’re addressing common challenges like misinformation through clear signage, QR-code support, and staff surveys.

In lab areas, where waste handling is more complex, KeyGreen supports risk assessments and training to ensure proper disposal. Their tools also help us track progress through regular audits and a dedicated waste tracking portal, reinforcing our mission to reduce waste and empower individual action.



KeyGreen doesn’t just work behind the scenes—they regularly visit our site to conduct Information & Orientation (I&O) sessions, providing hands-on education to our teams. These sessions help re-educate staff on proper waste segregation, clarify common misconceptions, and answer real-time questions.



By engaging directly with employees, KeyGreen fosters a stronger understanding of sustainable practices and empowers individuals to take confident, informed action. These in-person touchpoints ensure our entire organization is aligned, motivated, and equipped to reduce waste effectively

Our Commitments: Building a Sustainable Future

Sustainability is embedded in the core of our operations. We understand that meaningful change requires concrete goals and transparent practices. Here are some of our key sustainability commitments:



Energy Efficiency

- By 2030, we are committed to reducing our energy emissions by 42%.
- This ambitious goal will be achieved through retrofitting our facilities with energy-efficient LED lighting and optimizing our air-handling units, which are some of the largest energy consumers in our buildings.

Water Conservation

- Water is a precious resource, and by 2025, we aim to reduce our water consumption by 30%.
- This will involve installing water-efficient technologies and improving processes to reuse and recycle water wherever possible.

Waste Reduction

- By 2030, APC and VLE Therapeutics will have zero municipal waste sent to landfills.
- Our goal is to recycle 80% of our municipal waste by 2025 and fully eliminate single-use plastics from our office space.
- We have already made strides in reducing waste, such as moving towards paperless operations in various departments.

Sustainable Travel

- To reduce our carbon footprint, we have committed to cutting travel-related emissions by 30% by 2030.
- This is being achieved through remote working policies, increasing video conferencing, and encouraging the use of public transport and cycling for staff.

Green Solvent Use

- By 2025, at least 50% of our solvent use will be kept at a solvent class 3.
- We are working closely with suppliers and research partners to transition to eco-friendly materials in our R&D processes.



Other Initiatives: A Track Record of Sustainability

At The Medicine Accelerator sustainability is not just about future plans—it's about current actions. Over the past few years, we have made significant strides in several areas:



Energy Efficiency: LED Bulbs and Air Handling Units

- One of our proudest achievements is the installation of LED bulbs across our facilities, reducing energy consumption and carbon emissions. Additionally, we've upgraded our air handling units (AHUs), which are critical to our operations, ensuring they run more efficiently, thus significantly reducing energy usage.

Paperless Workflows

- As part of our commitment to reducing waste, we have implemented a paperless working environment, particularly in our administrative and operational processes. This initiative not only reduces our reliance on paper but also improves the efficiency of our workflows.

Campus Cleanup and Green Spaces

- We've launched campus cleanups and sustainable planting projects, including a sunflower competition, to boost biodiversity and create a greener workspace—reflecting our commitment to improving both internal and external environments.

Traffic Light System for Sustainability

- Our "Traffic Light System" is a unique internal tool we developed to monitor and measure our progress on sustainability.
- This system allows us to track energy use, waste production, and water conservation efforts across different departments and ensure that we meet our targets.

Development Of Workplace Sustainability Culture

- Sustainable change requires collective effort.
- Our goal has been to empower individuals to take action, especially in areas like waste segregation, where confusion often arises. To clarify processes, we've installed clear signage with QR codes for questions and distributed sitewide surveys to gauge awareness and encourage engagement with sustainability.

Lab Waste Management

- Recycling and general waste bins have been added to labs and gowning areas, with safety supported by signage and training.
- We're expanding recycling in the Small Molecules lab and adding Organic Waste bins.
- To cut waste at the source, we're bulk ordering from a single supplier and replacing single-use items with reusable alternatives, cutting emissions by up to 90%.

Awards and Certifications: Recognition for Our Efforts

Our dedication to sustainability has not gone unnoticed. We are proud to have received several prestigious awards and certifications that highlight our commitment to environmental stewardship:



Ecovadis Certification

We are thrilled to have earned Ecovadis certification, a global rating for environmental, social, and governance (ESG) performance. This recognition reinforces our position as a leader in sustainability within the pharmaceutical and life sciences sectors.

The Green Awards

Our sustainability efforts were recognized when we were shortlisted for the Green Pharma Awards. These accolades validate the hard work our team has put into integrating sustainable practices throughout the organization.

DLR Chamber Awards

Our sustainability efforts were recognised when we were shortlisted for the Dun Laoghaire Rathdown Sustainability Award. These accolades validate the hard work our team has put into integrating sustainable practices throughout the organisation.

CDP and SBTi Recognition

APC Ltd is a participant in the Carbon Disclosure Project (CDP) and is working toward targets set by the Science Based Targets initiative (SBTi). These partnerships align our sustainability goals with global standards and ensure we are contributing to worldwide efforts to combat climate change.

