

# Simtra

## BioPharma Solutions

### ENVIRONMENTAL, SOCIAL & GOVERNANCE STEERING COMMITTEE CHARTER

#### A. PURPOSE

The purpose of the ESG Steering Committee is to support the Company's on-going commitment to corporate social responsibility, diversity, equity and inclusion, environmental, health and safety, sustainability, corporate governance and compliance, and other public policy matters relevant to the Company's global operations.

#### B. MEMBERSHIP

The ESG Steering Committee ("Committee") is comprised of a team of senior executives representing functions critical to the success of the Company's ESG efforts, including: Regulatory & Quality, Human Resources, Legal, Risk & Integrity, Marketing and Operations. Each member of the Committee has experience in relevant and varied disciplines, including human resources, environmental, health and safety, quality management, public safety, operations, construction, legal, government affairs, corporate governance, and communications. The Company's Chief Compliance Officer ("CCO") serves as the Committee's chairperson ("Chair").

The Committee may delegate one or more of its duties and responsibilities to one or more subcommittees and has authority to retain outside advisors as it deems necessary to carry out its responsibilities as approved by the Chair.

#### C. SCOPE AND RESPONSIBILITY

The Committee will assist the Company's CEO and Executive Leadership Team ("ELT") in setting the general strategy for ESG-related matters and developing, implementing and monitoring relevant programs and policies based on that strategy, as well as overseeing communications with Company employees, sponsors and other stakeholders with respect to ESG matters.

Specifically, the Committee is responsible for overseeing the development of the Company's annual sustainability report and establishing the ESG reporting practices for Simtra's global operations.

Responsibilities include:

- Advising on current and emerging ESG Matters that may affect the business and operations;
- Providing data to inform the Company's general strategy with respect to ESG matters;
- Recommending policies, practices, and disclosures consistent with the Company's ESG strategy;
- Assisting with internal and external communications regarding the Company's position or approach to ESG matters;
- Reviewing this Charter annually and recommending any proposed changes for approval; and
- Performing such other duties, tasks, and responsibilities relevant to the purpose of the ESG Committee as may from time to time.

#### D. MEETINGS

The Committee shall meet as often as it determines necessary, but not less than every quarter. The Chair shall preside over meetings and shall set the agenda, as well as the frequency and length of the

# Simtra

## BioPharma Solutions

meetings (determined by the Chair in consultation with other Committee members). Members may participate in meetings by telephone or video conference. Outside advisors and other Company employees may be invited to Committee meetings to provide information or provide input. The Chair (or his/her designee) is responsible for taking minutes of meetings. In the event the Chair is unable to attend a meeting, the Chair will appoint another Committee Member to facilitate the meeting in his/her absence.

### E. REPORTING

The Committee reports to the CEO and the ELT on a regular basis and periodically to the Company's Board of Directors.

### F. CHARTER APPROVAL

December 11, 2023