



# 2024 IMPACT REPORT

**Making Meaningful  
Recovery Possible**



**3 MAKING MEANINGFUL RECOVERY POSSIBLE**

- 3 About Indivior
- 4 Chair Statement
- 5 CEO Statement
- 8 Our Impact Strategy

**9 TRANSFORMING LIVES THROUGH MEANINGFUL RECOVERY**

- 10 Advocacy
- 11 Advancing Science and Innovation
- 12 Access
- 13 Case Study: OUD Support in the Criminal Justice System

**14 GROWING OUR IMPACT**

- 15 People
- 19 Communities
- 20 Case Study: Community Outreach, the OPVEE Experience Program and CARES Program
- 21 Planet

**25 LIVING OUR VALUES, SHARING OUR PROGRESS**

- 26 Integrity and Governance
- 30 Supply Chain Management
- 31 Transparency

**33 APPENDICES**

- 33 Global Reporting Initiative Index
- 41 Important Cautionary Note Regarding Forward-Looking Statements

# MAKING MEANINGFUL RECOVERY POSSIBLE

## Our Purpose

Our purpose is to pioneer life-transforming treatment for opioid use disorder.

## About This Report

This report summarizes Indivior's global impact approach, and related activities and performance for our fiscal year from January 1, 2024, to December 31, 2024. It covers all financial boundaries of Indivior's global operations. In some instances, activities from previous years and the first quarter of 2025 are included. This annual report focuses on the sustainability issues most relevant to our business and stakeholders.

This report was developed in alignment with external reporting frameworks and guidance, including the Global Reporting Initiative (GRI) Standards and the Task Force on Climate-related Financial Disclosures (TCFD). The GRI index is provided at the end of the report, and the TCFD disclosures can be found on pages 46-49 in our [Annual Report and Accounts 2024](#). We detail how our efforts align with the United Nations Sustainable Development Goals (SDGs) on page 35 of the same report.

For more information on Indivior's responsible business practices, visit our [corporate website](#).

## Contact Information

### Investor Enquiries

**Jason Thompson**  
Vice President, Investor Relations  
Indivior PLC  
Tel: +1 (804) 402-7123  
[jason.thompson@indivior.com](mailto:jason.thompson@indivior.com)

**Tim Owens**  
Director, Investor Relations  
Indivior PLC  
Tel: +1 (804) 263-3978  
[timothy.owens@indivior.com](mailto:timothy.owens@indivior.com)

### Media Enquiries

+1 804 594 0836  
[Indiviormediacontacts@indivior.com](mailto:Indiviormediacontacts@indivior.com)

### Global Operations Headquarters

Richmond, Virginia, U.S.

### Operational Centers

Hull, UK (Research & Discovery/R&D, Manufacturing); Raleigh, North Carolina, U.S. (Manufacturing); and Fort Collins, Colorado, U.S. (R&D)

### Regional Offices

**Europe & Canada** – Slough, UK; Mannheim, Germany; Paris, France; Montreal, Canada; Dublin, Ireland; Modi'in, Israel; and Stockholm, Sweden

**Australia & Asia** – Sydney, Australia

**Treatments available in more than 30 countries**

**1,000+ global employees**

**Nasdaq (INDV) Listed<sup>1</sup>**



<sup>1</sup> Indivior previously also had a full listing on the London Stock Exchange.

# MAKING MEANINGFUL RECOVERY POSSIBLE

## Chair Statement



Dr. David Wheadon, Chair

I am delighted to introduce Indivior's fourth annual sustainability report. As we mark our 10-year anniversary as a stand-alone public company, we invite you to celebrate the incredible journey of Indivior. Our success in changing patients' lives through science-based, life-transforming treatments is a testament to the dedication, passion, and hard work of our exceptional team.

Our approach to sustainability is addressed at the Board level by the Compliance, Ethics and Sustainability Committee. During 2024, the Committee met four times. The Chief Executive Officer, the Company Secretary, and the Chief Legal Officer also attended these meetings at the invitation of the Committee. Ahead of each meeting, the Committee received the integrity and compliance dashboards, which recorded the performance of the Indivior Global Integrity & Compliance Program across all areas. This information facilitated discussion of Indivior's integrity and compliance performance at each meeting.

I am pleased to report that Indivior's performance in this important area continues to exceed industry benchmarks, meets regulatory requirements, and, importantly, also aligns with the Corporate

Integrity Agreement (CIA) that the Group agreed with the Office of Inspector General of the U.S. Department of Health and Human Services (HHS-OIG) in July 2020. The CIA's five-year term covers the period between July 2020 and July 2025. Further details about the CIA and Indivior's obligations within it are recorded on page 31 of the 2024 Annual Report and Accounts.

I am also pleased to report that, in 2024, Indivior settled its remaining antitrust litigation. Further information can be found on pages 31, 58, and 168 of the [2024 Annual Report and Accounts](#).

The Committee also received two half-yearly updates on progress made on Indivior's sustainability strategy and activities. Further details about this aspect of our business are outlined within this report and highlights are discussed within the CEO statement.

The Board of Directors and senior management team remain focused on progressing our sustainability activities at Indivior and we look forward to continuing our momentum in 2025 and beyond.

# MAKING MEANINGFUL RECOVERY POSSIBLE

## CEO Statement



**Joe Ciaffoni, CEO**

Indivior is a leader in addressing the opioid crisis, one of the largest and most urgent public health emergencies of our time. Our portfolio of science-based, life-transforming medicines were developed to make meaningful recovery from opioid use disorder (OUD) possible. We are driven by our Guiding Principles, which include emphasizing patient focus, team expertise, good intentions, passion for the cause, and definitive action, while embodying true honesty and integrity. These principles serve as the foundation for how we prioritize safety, quality, integrity, and innovation in order to maximize our impact, support the longevity of our business, and stay true to our purpose.

Integrity and governance are at the core of everything we do, and our fourth annual Impact Report reflects our continued commitment to sustainability and serving our communities. The completion of our Double Materiality Assessment (DMA) in 2024 informed the three pillars of our new impact strategy—transforming lives through meaningful recovery, growing our impact, and living our values—ensuring our work makes the greatest impact possible while staying true to our purpose.

- We transform lives through meaningful recovery by working to increase patient access to our evidence-based portfolio of OUD medicines. We conduct advocacy and government affairs work to reduce the social stigmas around OUD, remove barriers to access, and increase awareness of innovative, life-saving treatments.

- We are growing our impact by engaging our workforce, supporting our communities, and protecting our planet. We create a safe, empowering environment that values personal drive, expertise, and contribution, while fostering growth through robust training, development programs, and comprehensive benefits. This commitment carries beyond our organization, where we uphold our responsibility to our communities through charitable donations and employee volunteerism, and work to reduce our environmental footprint.
- We live our values and share our progress by committing ourselves to responsible business practices and offering transparency through consistent reporting. We deploy strong governance and high ethical standards that drive sustainability across our business, maintain the integrity of our operations, and ensure safe delivery of our medicines to patients.

The resilience of Indivior stems from the passion and dedication of our people. I am proud of our team's commitment to maximizing our impact and staying true to our purpose as we address the opioid epidemic.

On behalf of Indivior, I want to convey my confidence that we will execute our priorities, remain committed to integrity and governance, and create value for all our stakeholders. Thank you to the entire Indivior team for your contributions.

## About Our Stakeholders

We recognize the importance of meeting the expectations of diverse stakeholders—from those embarking on recovery, to our workforce, to shareholders. We regularly engage key stakeholders and use their feedback to inform our decisions on how to evolve our sustainability program and understand the ever-changing landscape of requirements. More information on how we engage with our stakeholders is detailed on pages 24-31 of the [Annual Report and Accounts 2024](#).

## Double Materiality Assessment

Indivior conducted our first Double Materiality Assessment (DMA) in 2024 with the support of a knowledgeable and experienced external third party, driving a focus to where we can make the greatest impact. Indivior used the data from the DMA to develop a long-term impact strategy that encompasses our current sustainability framework, including our environmental programs and supporting KPIs. In coordination with the guidance provided with the European Sustainability Reporting Standards, this DMA evaluated a long list of impacts, risks, and opportunities (IROs) across environmental, social, and governance topics. The outcomes of this process are recorded in the diagram to the right.

## DMA Outcomes

Environment

Social

Governance

### IMPACT MATERIAL

- 1 Climate Change
- S2 Workers in the Value Chain

### DOUBLE MATERIAL (Both Impact & Financial)

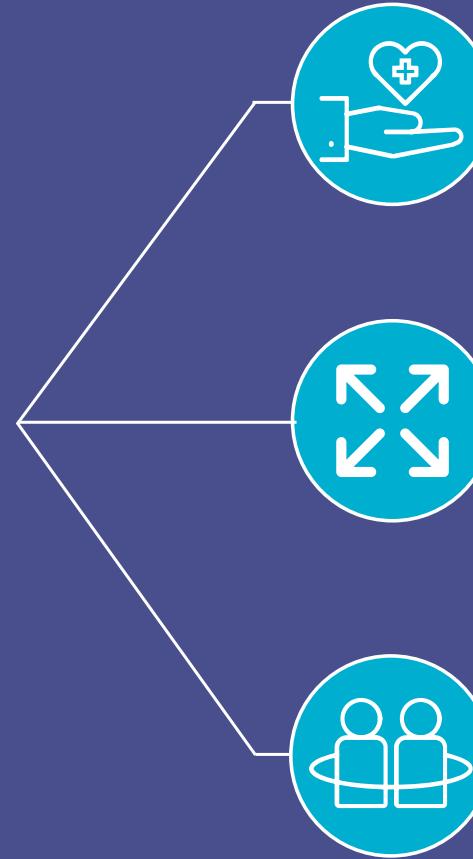
- G1 Business Conduct
- S3 Affected Communities
- S1 Own Workforce
- S4 Consumers and End-Users

### NON-MATERIAL

- E2 Pollution
- E4 Biodiversity and Ecosystems
- E3 Water and Marine Resources
- E5 Resources Use and Circular Economy

### FINANCIALLY MATERIAL

# Making Meaningful Recovery Possible



Transforming Lives  
Through Meaningful  
Recovery

Growing Our Impact

Living Our Values,  
Sharing Our Progress

We are working to transform the lives of **5.9 million people<sup>2</sup>** in the U.S. diagnosed with OUD.

<sup>2</sup> 2023, National Survey on Drug Use and Health (NSDUH), Annual National Report. Substance Abuse and Mental Health Services Administration (SAMSHA).

# MAKING MEANINGFUL RECOVERY POSSIBLE

## Our Impact Strategy

The [DMA](#), conducted in late 2024, acted as a catalyst for our impact strategy, helping us focus our operations on where we can make the greatest impact. Through this new impact strategy, outlined on the following pages, we have strengthened our approach to sustainability. And even more, we can better recognize that we can make the greatest impact through the work we do at Indivior—making recovery a reality for people with opioid use disorder (OUD). We are dedicated to ensuring our work makes the greatest impact possible while staying true to our purpose. This dual ambition is reflected in the following three pillars of our impact strategy.



### Transforming Lives Through Meaningful Recovery

The purpose of our business is to transform the lives of millions of people globally who suffer from OUD through our advocacy, innovation, and evidence-based treatments. By addressing the stigma around addiction and through shaping access to treatments and building an infrastructure of advocacy, we help people receive the support they need, when they need it.



### Growing Our Impact

We can reach more people who suffer from OUD by fostering a thriving workplace, supporting the communities where we operate and remaining mindful of our impact on the planet. We strive to address the needs of our environment—across the workplace, within our local communities, and in the world around us.



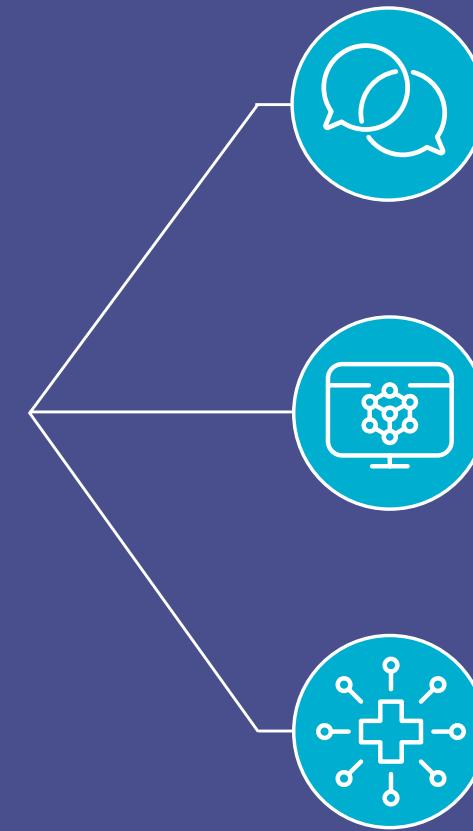
### Living Our Values, Sharing Our Progress

By maintaining strong governance and high ethical standards across our operations, including our global supply chain, we can demonstrate a commitment to responsible business practices. We follow through on this by being transparent about our enterprise risk management, operations, and supply chain with comprehensive and accurate information.

We strive to help millions of people who OUD receive the support they need, when they need it.



# Transforming Lives Through Meaningful Recovery



Working through **Advocacy** to reduce social stigmas

Using **Science and Innovation** to provide evidence-based treatments

Shaping patient **Access** to important treatments and infrastructure

We are working to transform the lives of **5.9 million people<sup>3</sup>** in the U.S. diagnosed with OUD.

3 2023, National Survey on Drug Use and Health (NSDUH), Annual National Report. Substance Abuse and Mental Health Services Administration (SAMSHA).



# TRANSFORMING LIVES THROUGH MEANINGFUL RECOVERY ADVOCACY

**Our goal** is to increase access to evidence-based treatment, education, and resources for the 5.9 million people living with OUD in the U.S.<sup>1, 2, 3</sup>

## Opioid Use Disorder

Opioid Use Disorder (OUD) is the chronic use of opioid substances that cause significant distress or impairment.<sup>4</sup> It can affect men and women of all ages, races, ethnic groups, and educational levels. At Indivior, our goal is to transform OUD from a global health crisis to a recognized and treated disease worldwide. We strive to help people on their journey to recovery by developing medication treatment options. Medication for opioid use disorder (MOUD) is increasingly recognized as an important part of addressing the opioid crisis. These medications may restore healthy brain function, which leads to improvements in behaviors associated with addiction. Longer-term use of these medications is associated with improved outcomes.<sup>5</sup>

## Advocating for Change

By developing robust, science-based treatments and advocating for better understanding, we hope to one day help society overcome the stigma surrounding OUD. Advocacy can remove barriers, reshape perception, and increase awareness of treatments and their effectiveness.

Through advocacy, we work to advance public policy issues that relate to OUD. We responsibly engage with public officials, policymakers, and other stakeholders at all levels of government, as well as with healthcare professionals and community organizations, to help enact needed change to address the largest and most urgent public health crisis of our time—the opioid crisis.

In the U.S., our advocacy and government affairs agenda is focused on:

- 1. Ensuring opioid crisis funds are allocated toward treatment.**
- 2. Addressing and eliminating barriers to OUD treatment.**
- 3. Expanding MOUD in the criminal justice system.**
- 4. Ensuring people have access to innovative overdose reversal medication.**

<sup>1</sup> 2023, National Survey on Drug Use and Health (NSDUH), Annual National Report. Substance Abuse and Mental Health Services Administration (SAMSHA).

<sup>2</sup> Symphony and Indivior analytics, patients treated over the last 12 months.

<sup>3</sup> Healthcare Provider Survey conducted Q3 2024. N=400 HCP and patients, combined in quality and quantity.

<sup>4</sup> Dydyk, Alexander M.; Gupta, Mohit; Jain, Nitesh K. National Library of Medicine. "Opioid Use Disorder: Evaluation and Management." January 17, 2024. Retrieved from: <https://www.ncbi.nlm.nih.gov/books/NBK553166/>

<sup>5</sup> Leshner, A. I., & Mancher, M. The National Academies Press. "Medications For Opioid Use Disorder Save Lives."



# TRANSFORMING LIVES THROUGH MEANINGFUL RECOVERY ADVANCING SCIENCE AND INNOVATION

**Our goal** is to advance a standard of care and broaden treatment options for those suffering from OUD and overdose.

## Our Vision and Products

Our Company was founded to help tackle the opioid crisis, one of the largest and most urgent public health emergencies of our time. Our vision is that the millions of people across the globe suffering from OUD or overdose have access to evidence-based treatment to change their lives. This vision motivated us to discover and develop buprenorphine as a leading evidence-based treatment for opioid dependence, while concurrently advocating for a more effective recovery care model. Buprenorphine is among the medications for opioid use disorder included in the World Health Organization (WHO) essential medication list.<sup>6</sup>

Stemming from our original R&D in buprenorphine, we now offer these products: SUBLOCADE®; SUBUTEX PROLONGED RELEASE®; SUBOXONE® Film; SUBOXONE® tablet; and SUBUTEX® tablet; which are treatments for OUD. OPVEE® nasal spray offers help to U.S.-based patients aged 12 years or older who are experiencing a known or suspected opioid overdose. To learn more about our products and their availability, please visit our [Products](#).

Our portfolio of evidence-based treatments is available in over 30 countries. Product availability may differ in terms of dosage form, strength, and indication within these countries. Country-specific product and prescribing information is available upon request. To report an adverse event or a product

complaint, or to request information about our products, please visit our [Product Query or Adverse Event page](#).

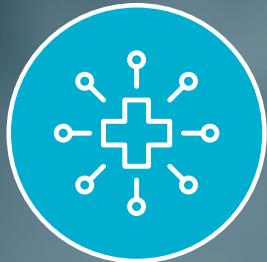
In 2024, we introduced new products in select countries outside of the U.S.. SUBLOCADE, marketed as SUBUTEX PROLONGED RELEASE in Europe, is now available in six additional countries.

## Research and Development and Publications

Our work to develop and discover new therapies is driven by their potential to address the needs of people suffering from OUD. Indivior's R&D has led to a range of daily and monthly treatment options for people with moderate to severe OUD.

We are investigating new areas of understanding, new approaches to treatment, and new methodologies to support measurement of clinical response. In our effort to advance science and innovation around treatments for OUD, we continue to publish and disseminate scientific, peer-reviewed manuscripts and conference presentations that differentiate our medications through pharmacological, clinical, and real-world evidence. Read our previously published materials on our [Research and Development Publications and Grants page](#). Additionally, we will work to convey the value of continuity of care and of providing education on OUD, as well as the burdens of OUD, and the need for effective therapies to improve patient outcomes, including long-term recovery.

<sup>6</sup> World Health Organization, "Executive summary: the selection and use of essential medicines 2021: report of the 23rd WHO Expert Committee on the selection and use of essential medicines." July 20, 2021. Retrieved from <https://www.who.int/publications/i/item/WHO-MHP-HPS-EMI-2021.01>.



# TRANSFORMING LIVES THROUGH MEANINGFUL RECOVERY ACCESS

**Our goal** is to enable broader access to the treatments and educational resources with the potential to save lives.

## Offering Accessible Treatments

Therapy and rehabilitation can be effective avenues for recovery from OUD, yet science shows that people who use medications in addition to these treatments, or MOUD, experience a higher recovery rate.<sup>7</sup> MOUD can prove a critical component in solving the global opioid crisis.

We continually work to increase access to medication by reducing the barriers to care. Through our patient accessibility programs, we are working to remove barriers and stigmas to treatments for everyone, no matter the patient's age, gender, or socioeconomic background, including people in the criminal justice system. Access to our products can reduce the number of people in the criminal justice system by reducing incarcerations and recidivism connected with OUD, while improving the cost burden to healthcare.

As part of our goal to make treatments available for everyone, we have developed a strategy for access with three goals to address barriers to access for as many as three million people.<sup>8</sup>

- **Accelerate adoption in organized health systems:** These systems maintain high compliance and adherence to standards of care. They have the infrastructure and expertise to handle the logistics of patient access. And they have high process efficiency, enabling rapid adoption of our access growth strategy.
- **Expand access to treatment in the criminal justice system:** Our goal is to increase access to MAT in jails and prisons, including federal, state, and county facilities. By the end of 2024, we were offering Indivior product support in 35 U.S. states.
- **Increasing access to treatment through alternate sites of care (ASOC):** In 2024, our ASOC network included approximately 1,230 locations across 23 states with five partners. For example, we increased access to SUBLOCADE through an agreement with Albertsons, one of the largest food and drug retailers in the U.S. We believe this growing network will be critical in addressing treatment gaps for people transitioning from the criminal justice system or those seeking treatment via telehealth, which has been extended by the U.S. government.

<sup>7</sup> SAMHSA. "Decisions in Recovery: Treatment for Opioid Use Disorder." Updated July 3, 2024. Retrieved from: <https://library.samhsa.gov/product/decisions-recovery-treatment-opioid-use-disorders/sma16-4993>.

<sup>8</sup> National Library of Medicine. "Access to Recovery and Recidivism Among Former Prison Inmates." June 1, 2018. Retrieved from <https://pmc.ncbi.nlm.nih.gov/articles/PMC4795979/>.



## CASE STUDY: OUD SUPPORT IN THE CRIMINAL JUSTICE SYSTEM

Incarcerated people deserve access to treatments for OUD. We work hard to build relationships with people who work in the criminal justice system so those who are incarcerated do not experience a lapse in care. Our advocacy for OUD support across the criminal justice system includes:

- For those who are eligible, we may provide product free of charge for up to two months through our InSupport program.
- We continue to advocate for Medicaid Section 1115 waivers, to enable states to expand Medicaid coverage for individuals leaving incarceration, including providing access to MOUD.
- We have developed advocacy activities that focus on the state and federal level of incarcerated people in North America, aiming to achieve expanded treatment funding for MOUD within the criminal justice system.
- Our field personnel team travels across North America to work with healthcare providers in healthcare institutions, offices, treatment centers, and facilities in the criminal justice system to focus more education and resources on MOUD and overdose treatments.

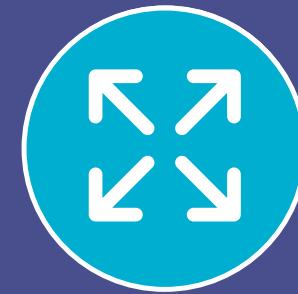
By the end of 2024, our work in making treatments more accessible was successful, providing access to SUBLOCADE in over 900 criminal justice system facilities across the U.S. And our goal is to continue working with stakeholders to improve access to SUBLOCADE in more facilities within the U.S. criminal justice system.

“

My team supports customers in the field that are helping people change their lives. We have pioneered treatment in correctional facilities and the criminal justice system. Hundreds of organizational health systems now routinely prescribe SUBLOCADE as their treatment of choice for opioid use disorder. We are pioneering innovation to support widening treatment, such as alternative care sites, and transition from correctional facility to normal society.”

– Eddie, Senior Regional Director,  
Criminal Justice System

Effecting change starts from within. We can increase our influence by:



## Growing Our Impact



Fostering a workplace where our **People** thrive

Supporting our **Communities**, both where we operate and in the broader recovery community

Staying alert about our impact on our **Planet**

We are working to maintain our strong employee engagement scores at industry benchmark or higher.



# GROWING OUR IMPACT PEOPLE

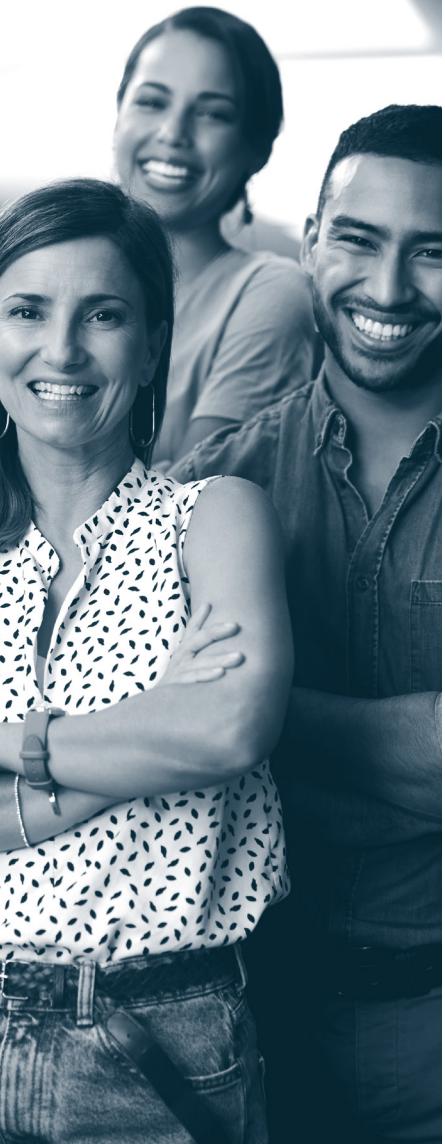
**Our goal** is to drive progress toward a more engaged workforce and maintain engagement scores equal to or above industry benchmarks in our annual corporate culture survey.

## Our Guiding Principles

As a business operating in a highly regulated environment, we know that integrity and compliance are critical to our long-term success. Because of the significance of opioid addiction and OUD, our workforce has a responsibility to hold themselves to the highest standard of integrity and compliance. That's why our culture of integrity, ethics, and safety is reflected in our actions. Our Guiding Principles serve as the foundation for how we prioritize safety, quality, integrity, and innovation. They act as a compass for employees, demonstrating regulatory compliance while empowering every employee across the organization.

### Indivior's Guiding Principles

1. Focus on patient needs to drive decisions.
2. Seek the wisdom of the team.
3. Believe that people's actions are well intended.
4. Care enough to coach.
5. See it, own it, make it happen.
6. Demonstrate honesty and integrity at all times.



[Our Code of Conduct](#) outlines our standards of expected behavior for our employees and our Board of Directors. All individuals are required to read and acknowledge that they understand and are in full compliance with the Code.

## Engaging Our Employees

Our workforce is provided with growth opportunities and performance rewards that foster a welcoming and open workplace. Our hybrid work policy enables flexible ways of working. In our hybrid work policy, employees can choose to participate in a work collaboration model that includes a three-day, in-office work experience with two days of remote work.

## Developing Our Workforce

Our career development efforts for all employees include semi-annual and annual performance reviews for our workforce. This process gives access to a range of career development tools opportunities, including defining their personal development objectives and attending speaker series. They also offer other developmental programs, mentorship programs, and continuing education through tuition reimbursement.

All employees are given access to education, training, and developmental



# GROWING OUR IMPACT PEOPLE

opportunities according to their specific role and career path, which may include on-the-job, functional, and cross-functional training. Additionally, employees can access developmental training in accordance with their specific role and career path. Training and career development tools and opportunities include, but are not limited to:

- **Performance development reviews that include personal development objectives**
- **Individual development plans**
- **On-the-job/functional training and cross-functional project work**
- **Competency-based career paths and/or functional/leadership competency profiles with competency-based development tools**
- **Mentorship programs**
- **Tuition reimbursement programs**
- **Attendance at conferences/seminars**
- **360° and leadership potential assessments**
- **Culture training**
- **Internal/external on-demand learning programs**
- **Commercial workforce training**

Every commercial employee spends approximately 100 hours in developmental training each year. This includes core capabilities training, supplemented by weekly calls, workshops, online learning, and other forms of training, as appropriate.

Because working with the utmost integrity is vital to our workplace culture, we place significant focus on training our commercial workforce in Integrity & Compliance (I&C). Our commercial workforce is responsible for ethically marketing our products to healthcare professionals and first responders. This specialized training empowers employees to conduct commercial activities responsibly and with confidence, including providing appropriate information to inform treatment decisions. Additionally, I&C training ensures that the educational materials we provide externally to patients, healthcare providers, and first responders are accurate and comprehensible. A considerable portion of all U.S.-based employee training covers I&C, with all Indivior employees spending up to 10 hours in compliance training. Read more about our workplace culture programming on page 27 of the [Annual Report and Accounts 2024](#).

## Employee Health and Well-Being

Our employees' happiness and well-being is important. That's why we place a continued focus on fostering an engaging culture and strengthening employee health and wellness. Our comprehensive benefit offerings are tailored by country and can include health insurance (medical, prescription, dental, and vision), life insurance/assurance, retirement/pension plans, share purchase plans, disability coverage, maternity/parental leave, adoption assistance, pet insurance, and more. In addition to our benefits program, we've implemented a number of programs and resources that drive this continued focus on health and wellness, like a personal Health Advocate, to assist employees with billing issues, claim issues, and help with understanding a diagnosis.



## GROWING OUR IMPACT PEOPLE

Employees and their eligible dependents in all countries, except Australia, can access free mental healthcare through Lyra. This mental wellness assistance platform allows employees to connect with a mental health coach or therapist via live video, live messaging, phone, or in person for up to 16 sessions per calendar year for each eligible person. In 2024, we included new features to the Lyra program, like referral links, making Lyra easier to share with family or others, wider language support, sharable reports (U.S.-only), and a Care Navigator that can assist with appointment scheduling (U.S. only). Employees in Australia can access mental health support through PeopleSense.

Other well-being offerings include MotivateMe®. Offered in partnership with Cigna, this is our reward-based well-being program, through which employees are eligible to earn rewards for their participation in a variety of well-being activities. Our U.S. employees can choose to enroll in Wellhub, a wellness service granting them free access to gyms and studios nationwide, live-streamed and on-demand fitness classes, wellness coaches, and premium apps to support their fitness, nutrition, sleep, and mental wellness.

And as of June 13, 2024, employees across Australia, Canada, Finland, France, Germany, Ireland, Israel, Italy, Sweden, the UK, and the U.S. can participate in competitive challenges at Indivior through a new global wellness app, called YuMuuv. With 30% of Indivior employees participating in challenges since launch, this fitness option is gaining popularity. Along with access to health and wellness programs like Lyra

and MotivateMe, Indivior offered local well-being enhancements in 2024, like free health checks in the UK and discounted gym memberships in the EU.

Additionally, we nurture a global network of employee volunteers, known as Well-Being Advocates. These advocates raise awareness of well-being topics and support employees with their knowledge and training. They are trained in areas such as mental health, burnout, women's health, men's health, and life events. Indivior offered advanced health and wellness training for our Well-Being Advocates throughout 2024.





# GROWING OUR IMPACT PEOPLE

## Employee Safety

Underpinning our workforce engagement is our dedication to employee safety. Indivior has a global health and safety policy, which was approved in 2022. Following the global pandemic in 2020 and 2021, key changes were introduced to evolve working practices and benefit employee well-being. These changes included the introduction of a flexible working policy at most of Indivior's locations.

Indivior's Fine Chemical Plant (FCP), located in Hull, and a second finished product manufacturing site, located in Raleigh, represent the most significant potential areas of health and safety risk. In response, we have implemented a global safety program. Both manufacturing sites have health and safety management systems that adhere to industry best practices. We review and reinvest in these systems every year to improve efficiency and reduce risk. Performance is regularly reviewed by Indivior's Chief Manufacturing and Supply Officer, who is a member of the Executive Committee. Additionally, we have gained ISO 45001 certifications for our UK manufacturing and R&D facilities. In 2024, we maintained its zero fatality rate and a negligible annual incident rate. This approach to our health and safety applies across Indivior's business operations.

## Scoring High With Our Workforce

We are fostering an engaged workplace culture that encourages feedback. As we gain insights from employee surveys, we are driving improvements that align with the wants and needs of our employees and with industry standards. Each year, Indivior undertakes an externally facilitated employee Corporate Culture Profile survey. In 2024, the survey had a participation rate of 90%, which highlighted strong engagement and exceeded industry norms. The survey measured employees' views on 22 essential behaviors. The results for each behavior were compared to prior years' scores and the life sciences industry benchmark. Indivior maintained scores that were above the life sciences industry benchmark on every measure. Team work/collaboration, values, and pride remain the foundational strengths of our culture.

## Recognizing This Great Place to Work

In 2024, Indivior was recognized as one of the UK's Best Workplaces in BioPharma™ and one of the UK manufacturing Best Workplaces for Women™ by Great Place To Work® UK. These certifications measure our company culture in alignment with global benchmarks for measuring outstanding employee experience, including engagement, leadership, well-being, and fairness.



# GROWING OUR IMPACT COMMUNITIES

**Our goal** is to support our local and patient communities through charitable donations and employee volunteerism.

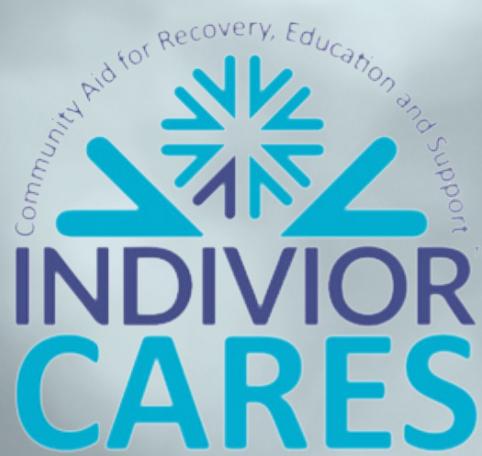
## Reaching Out

As mentioned in the case study covering [OUD Support in the Criminal Justice System](#) on page 13, we work with advocacy groups to educate communities about OUD through our dedicated global impact and strategy team. We support community engagement to reduce the stigma surrounding OUD and raise awareness for life-saving treatment options. We show our support by participating in national and local advocacy activities, some of which are conducted in partnership with our stakeholders, and by providing financial support for projects that align with our purpose and vision.

Some of our greatest achievements in the community in 2024 included maintaining an ongoing dialogue and supporting stakeholders to provide resources and products to manage addiction and overdose on the front lines, through emergency healthcare workers, police officers, healthcare workers, and community advocates. This work and its impact goes beyond addiction. Indivior works with communities to raise awareness about the dangers of fentanyl poisonings and other illicit synthetic opioids. Read more about this in the case study on the covering [Community Outreach, the OPVEE Experience and CARES Program](#) on page 20.

## Volunteer and community work

Another avenue for building awareness and a better understanding of addiction and overdose is through employee volunteerism. In 2024, we continued the Indivior volunteer policy, enabling employees to take paid time off to engage in volunteer activities. Volunteers across the globe made impact individually through their volunteer work.



## CASE STUDY: **COMMUNITY OUTREACH, THE OPVEE EXPERIENCE PROGRAM AND CARES PROGRAM**

In 2023, Indivior initiated a partnership with the Alliance of Coalitions for Healthy Communities and Oakland County Sheriff's Department in Michigan (where local law allows law enforcement to use any FDA-approved opioid antagonist in lieu of a standing order). This partnership helped to create and launch the OPVEE Experience Program.

The OPVEE Experience Program continued and grew in outreach in 2024, continuing to offer free-of-charge overdose reversal agent to qualifying public interest entities in local communities to build real-world experience with the product and help save lives. This program's partnership with police officers has been ideal because one of the most important and near-daily tasks for police officers is their role as first responders providing life-saving measures for people who are actively in overdose from opioids. By providing them with free product, they're given a tool to succeed as first responders. **Since the OPVEE Experience Program launched in late 2023, over 190 lives have been saved, thanks to our product donations to first responders and community advocates.<sup>9</sup>**

To build on our community outreach, Indivior initiated the CARES philanthropy program in 2024. This program further establishes our commitment to help solve the challenges of addiction and positively impact society. Indivior CARES works by collaborating with like-minded non-profit organizations across the U.S. to help stem the tragic loss of life and encourage open dialogue to reduce the stigma associated with addiction and mental health.

Through Indivior CARES, Indivior can better provide resources and increase access to evidence-based treatment options while cultivating a better understanding and awareness of the dangers of opioid overdose. **In the CARES program's first few months of work, we made a donation of 24,000 units of our overdose reversal agent to distribution through Direct Relief's national network.**

Both of these programs have been successful in increasing outreach and growing our impact in communities while ensuring access to life-saving therapies.

<sup>9</sup> This includes lives saved through the OPVEE Experience Program in 2025.



# GROWING OUR IMPACT PLANET

**Our goal** is to reduce direct operational greenhouse gas (GHG) emissions (Scope 1) from company-owned sources, and indirect emissions from the use of purchased energy (Scope 2). Our Annual Incentive Plan (AIP) includes initiatives that will produce reductions.

## Climate Change Risk Assessment

As part of our annual risk management process, our environmental program is assessed against emerging risks, regulations, and evolving stakeholder expectations. In 2024, we continued to develop our approach to environmental and climate change matters.

We've addressed the matters of water stewardship, biodiversity, efficient use of raw materials, responsible waste management, and energy use in our operations. And we are disclosing environmental data consistent with our Task Force for Climate-related Financial Disclosures (TCFD) report and our CDP Climate and Water disclosures. In 2024, our new manufacturing facility at Raleigh, North Carolina, was integrated into our overall environmental management approach. Quantitative climate change scenario analysis was updated to assess the effect that the Raleigh manufacturing plant had on Indivior's climate-related risks and opportunities. These assessments are conducted with the support of professional third-party experts.

## Incentivizing Sustainability: AIP 2024

We have implemented programs to lower emissions and reinforce accountability. We believe our actions speak louder than words, so we embedded sustainability into our ways of work by incorporating an environmental, social, and governance-focused modifier into the organization's Annual Incentive Plan (AIP) for all employees. In 2024, we targeted four actions to be achieved by the end of the year.

## Adding Solar to Our Operations

In 2024, we installed additional solar panels at the Fine Chemical Plant (FCP) in Hull, UK, to facilitate greater renewable energy at the plant. This installation included a new ground array solar panels, which was switched on in March and succeeded in generating 32 MWh of output in 2024. In that same time, we saw a 9.6 tCO<sub>2</sub>e reduction in carbon emissions and gained \$7k in energy cost savings. In addition, our FCP and R&D facilities in Hull are transitioning to green power, with 54% certified green electricity output in 2024. Our Raleigh site has also switched to natural gas from a sustainable source.





# GROWING OUR IMPACT PLANET

## Making Better Packaging Decisions

In 2024, we switched to more sustainable carton packaging for SUBOXONE® Film. As of November, we completed our first full packaging run with the new carton. This new packaging represents a 40% reduction greenhouse gas (GHG) per carton, (from ~16.1 gCO<sub>2</sub>e/carton to ~9.7 gCO<sub>2</sub>e/carton). Based on 2024 sales of 4.6 million cartons of SUBOXONE® Film globally, this can result in a 29.3 tCO<sub>2</sub>e overall reduction in GHG emissions.

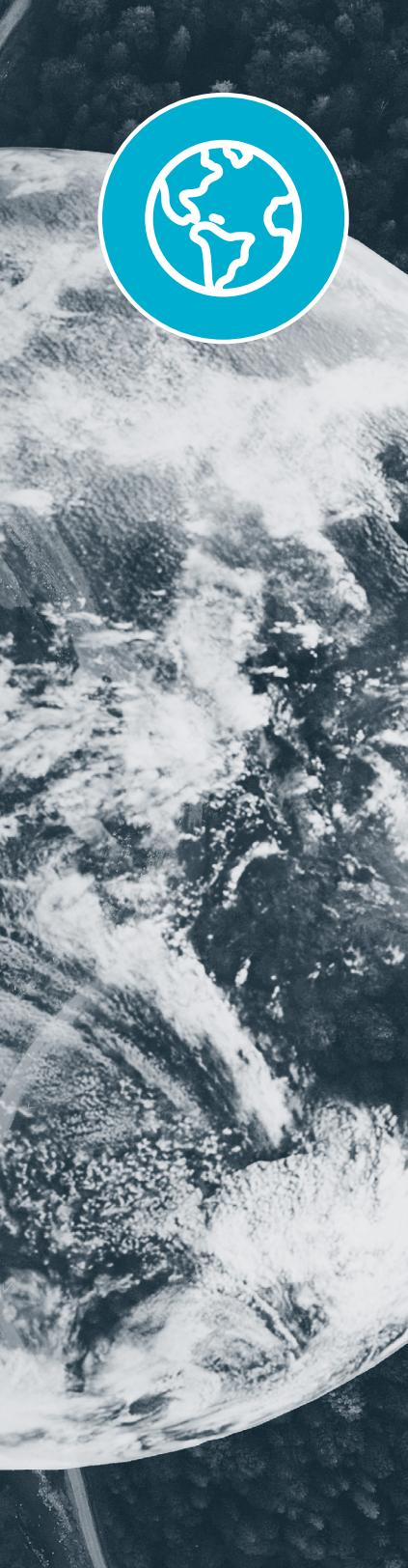
## Transitioning to Hybrid

We continued our rollout of hybrid vehicles in the U.S. Fleet program with a target to transition 35% of the overall fleet (subject to external supply availability). By the end of 2024, we had transitioned 58% of vehicles (234 out of 405 eligible vehicles). And we reduced our total number of fleet cars from 458 to 405, following discontinuation of PERSERIS® in July 2024. Our goal is to transition to 100% hybrid vehicles by the end of 2026. Additionally, we installed electric vehicle charging points at our Raleigh and the FCP operations sites.

## Calculating Manufacturing Emissions

We continue to internally report our Scope 1 & 2 emissions to our leadership team on a quarterly basis. This mainly includes GHG emissions from energy usage at all our global sites and offices, along with fuel consumption from our global sales fleet. To help with our reporting process, we implemented Sphera, a GHG accounting, conversion, reporting, and management platform, which enables Indivior to track and monitor Scope 1, 2, and 3 GHG performance. Our reporting within Sphera enables our leadership team to make informed decisions on climate-related strategies.





# GROWING OUR IMPACT PLANET

## Being Transparent About Our Emissions

We are actively working on improving how we monitor our environmental impact and how we measure our progress. Our primary environmental impacts stem from several activities, including:

- **Direct emissions produced by the commercial sales fleet.**
- **Natural gas used in manufacturing processes and the heating of buildings.**
- **Indirect emissions through energy consumption at Indivior's sites.**
- **Environmental effects of Indivior's manufacturing activities at facilities in Hull and Raleigh.**
- **Environmental effects of third-party supplier manufacturing activities in the UK and the U.S.**

We have strengthened the oversight and management of our GHG emissions, energy consumption, use of chemicals, and disposal of waste. Our manufacturing sites have a tailored environmental management program encompassing air, water, waste management, energy use, use of resources, and ecological management.

Indivior calculates its GHG emissions using the GHG protocol developed by the World Resources Institute. Both the FCP and R&D sites in Hull are ISO 14001:2015-certified and comply with the requirements of the UK Environment Agency. No significant environmental incidents have occurred since Indivior was listed on the London Stock Exchange in 2014.

We present our 2024 GHG and emissions disclosures (below) in the same format as our previously disclosed 2021, 2022, and 2023 calculations.

Indivior's TCFD disclosure, with details about our climate change strategy, governance, risks, and metrics, can be found on pages 46-50 in our [Annual Report and Accounts 2024](#). Moving forward, we are committed to the quarterly cadence of internally reporting our Scope 1 and Scope 2 GHG emissions and expanding our data collection and transparency in our annual reports.

## 2024 Indivior GHG Emissions (Scope 1, Scope 2, and Scope 3, in tonnes CO<sub>2</sub>e)

Type	2024	2023	2022	2021
Scope 1 <sup>10</sup>	6,986	4,573	3,433	2,428
Scope 2, location-based <sup>11</sup>	5,335	2,196	1,531	1,807
Scope 2, market-based <sup>12</sup>	5,174	2,366	1,874	2,073
Scope 3 <sup>13 14</sup>	129,350	107,779	11,194	1,091
Total emissions, location-based	141,671	114,548	6,158	5,326
Total emissions, market-based	141,510	114,718	6,501	5,592
GHG emissions per employee, location-based	129.5	98.4	6.46	6.02
GHG emissions per employee, market-based	129.4	98.6	6.82	6.32
GHG emissions per unit of revenue (\$M), location-based	119.25	104.80	6.83	6.73
GHG emissions per unit of revenue (\$M), market-based	119.12	104.96	7.22	7.07

<sup>10</sup> The year-over-year increase in 2024 for Scope 1 and Scope 2 emissions is attributed to a full year of reporting emissions from the Raleigh site, which was acquired in November 2023.

<sup>11</sup> The year-over-year increase in 2024 for Scope 1 and Scope 2 emissions is attributed to a full year of reporting emissions from the Raleigh site, which was acquired in November 2023.

<sup>12</sup> The year-over-year increase in 2024 for Scope 1 and Scope 2 emissions is attributed to a full year of reporting emissions from the Raleigh site, which was acquired in November 2023.

<sup>13</sup> Prior to 2023, Indivior reported only Category 3 in our Scope 3 emissions. In 2023, Indivior expanded its reporting of GHG estimations for Scope 3 to include Categories 1, 2, 3, 4, 5, 6, 7, 9, and 12. The other remaining Scope 3 categories were considered not relevant to Indivior.

<sup>14</sup> In 2023, Indivior initiated GHG estimations for Scope 3 emission. These included Scope 3 Categories 1, 2, 3, 4, 5, 6, 7, 9 and 12. Other remaining Scope 3 categories were considered not relevant to Indivior.



# GROWING OUR IMPACT PLANET

## 2024 Indivior Breakdown of Scope 3 GHG Emissions (in tCO<sub>2</sub>e)

Type	2024	2023
Total Scope 3	129,350	107,779
Category 1: Purchased goods and services <sup>15</sup>	84,468	66,927
Category 2: Capital goods <sup>16</sup>	7,647	860
Category 3: Fuel- and energy-related activities <sup>17</sup>	2,702	1,547
Category 4: Upstream transportation and distribution <sup>18</sup>	2,988	3,793
Category 5: Waste generated in operations <sup>19</sup>	2,124	3,118
Category 6: Business travel <sup>20</sup>	6,894	9,911
Category 7: Employee commuting <sup>21</sup>	960	864
Category 9: Downstream transportation and distribution <sup>22</sup>	20,623	19,855
Category 12: End-of-life treatment of sold products <sup>23</sup>	944	903

<sup>15</sup> Category 1 emissions are estimated based on spend using emissions factors U.S. Environmentally Extended Input-Output (USEEIO) V1.

<sup>16</sup> Category 2 emissions are estimated based on spend using emissions factors U.S. Environmentally Extended Input-Output (USEEIO) V1.

<sup>17</sup> Category 3 emissions calculated based on DEFRA v13 emissions factors and electricity calculated based on Sphera MLC emission factors.

<sup>18</sup> Category 4 emissions are estimated based on spend using emissions factors U.S. Environmentally Extended Input-Output (USEEIO) V1.

<sup>19</sup> Category 5 emissions calculated based on waste volume using Sphera MLC emission factors.

<sup>20</sup> Category 6 emissions calculated based on business travel miles and hotel stays for major Indivior offices in U.S., UK, Australia, and Canada, using DEFRA v13 emissions factors.

<sup>21</sup> Category 7 emissions calculated based on collaboration model work days and estimated average daily employee commuting to and from office from published sources or office estimates using DEFRA v13 emissions factors. Includes estimates for employees working from home.

<sup>22</sup> Category 9 emissions are estimated based on spend using emissions factors U.S. Environmentally Extended Input-Output (USEEIO) V1.

<sup>23</sup> Category 12 emissions estimated based on product packaging weight and anticipated final disposal, i.e. incineration or landfill, using Sphera MLC emission factors.

## 2024 Indivior Energy Emissions (Scope 1 and Scope 2 in MWh)

Type	2024	2023	2022	2021
Total Scope 1	32,021	19,608	13,073	9,706
Total Scope 2, location-based	18,435	7,398	4,727	5,343

## Indivior and Biodiversity

All sites operate in highly regulated environments and none are in areas of high biodiversity importance. We have two manufacturing sites, at Hull and Raleigh. Raw materials for the FCP (in Hull) are obtained from Australia.

Indivior's [Third-Party Code of Conduct](#) requires suppliers to address environmental matters responsibly. Read more about our [Supply Chain Management here](#).

We build a solid organizational foundation by:



## Living Our Values, Sharing Our Progress



Maintaining **Integrity and Governance**, through strong governance and high ethical standards across our operations

Supporting **Supply Chain Management** that is ethical, global, and validated

Offering **Transparency** by reporting comprehensive and accurate data that shows our commitment to responsible business practices

We are working to conduct assessments and report progress annually.



# LIVING OUR VALUES, SHARING OUR PROGRESS

## INTEGRITY AND GOVERNANCE

**Our goal** is to conduct annual healthcare compliance and enterprise risk assessments with mitigations.

### Sustainability and Our Governance

We place great importance on our approach to sustainability within our governance. Indivior's Chief Executive Officer is ultimately responsible for the executive management of our business, including our approach to ESG and sustainability matters, related risk management matters, and performance.

At our Board level, the Compliance, Ethics, and Sustainability Committee (CESC) is responsible for sustainability matters. CESC's charter states its purpose is to assist the Board of Directors in overseeing and monitoring Indivior's approach to ethical, responsible, and sustainable conduct. CESC works with the Board and our stakeholders to drive our compliant, ethical, and sustainable strategy and behavior. Before every quarterly and required meeting, the executive management team shares I&C dashboards with the CESC that contain the performance of the Indivior Global Integrity & Compliance Program across all areas of the business. Additionally, the Board Committee reviews and approves Indivior's Sustainability Report and related disclosures.

Our Sustainability Working Group, which includes all members of our Executive Committee, supports the CESC by offering guidance on matters and performance relating to ESG and sustainability. It also monitors future legal and regulatory reporting requirements and advises the CESC on the steps required to meet them. Management team members from across our

business, along with external advisors, make up our Sustainability Team Committee, which meets at least bi-monthly and supports our executive Sustainability Working Group. More details about our governance and approach to sustainability and integrity can be found on pages 40-42 of the [2024 Annual Report and Accounts](#).

### ESG in the AIP

In 2023, we introduced an ESG metric into the AIP that aligns with our sustainability strategy. This AIP metric was consistently applied in 2024. More about our AIP program can be found in this report, in [Planet](#), and on pages 113 and 114 of the [2024 Annual Report and Accounts](#).

### Managing Enterprise Risks

Effective risk identification and management are critical to the achievement of our strategic objectives. Risk management is therefore an integral component of our culture and governance. This is our compass for living our values and sharing our progress.

Our Enterprise Risk Management (ERM) process is designed to identify, assess, manage, report, and monitor risks and opportunities that may impact the achievement of our strategies and objectives. The Board defines our risk appetite. The Board then defines quantitative and qualitative criteria and, considering likelihood and risk impact, determines the level of risk necessary to pursue our strategic objectives.



# LIVING OUR VALUES, SHARING OUR PROGRESS

## INTEGRITY AND GOVERNANCE

The competitive industry of pharmaceuticals carries industry-specific risks—in particular, risks relating to new product development, product commercialization, supply chain, intellectual property enforcement and legal proceedings, and compliance with laws and regulations. The complexity and changing landscape of regulations informing potential risks requires that the company address all existing and emerging business risks through mitigation plans. Our ERM process fosters and embeds Indivior's Guiding Principles, along with a culture of risk management that is responsive, forward-looking, consistent, and accountable.

Examples of our 2024 risk management activities include:

- **An assessment of our impact on the environment and society.**
- **Sustainability issues that may affect our financial performance (i.e., double materiality assessment).**
- **A cybersecurity penetration test.**
- **An updated quantitative assessment of climate-related risks.**
- **An external review of our ERM program.**
- **Various tabletop exercises to strengthen our business resilience program.**

### Committing to Integrity & Compliance

Our commitment to strong governance is embedded within a culture that is focused on patient needs, patient safety, and product quality. Supported by our [Guiding Principles](#), the Indivior Global Integrity & Compliance Program (IGICP) is informed by regulatory and industry code standards in the countries in which

we operate. IGICP is designed to guide our daily activities and behaviors written standards, systems, tools, and ongoing learning. The main tenets of the IGICP are are “Learn, Adjust, Prevent.” This approach nurtures a high-integrity culture that supports our workforce efforts to anticipate, promptly identify, and mitigate key risks effectively.

Our Integrity and Compliance (I&C) team maintains best practices, driving a culture of learning and continuing to evolve the IGICP. This approach is enabled by both an annual Risk Assessment & Mitigation Plan process and a focus on RiskIQ (i.e., risk awareness and application). The IGICP is aligned and integrated with our ERM process. Read more about our ERM process in [Transparency](#). We also leverage advanced data analytics to inform the evaluation of key control performance and to provide insights on emerging risks.

### Monitoring Integrity & Compliance Performance

We are committed to doing business ethically and in compliance with governing laws and regulations. That's why we incorporate compliance and risk management across our organization. We have implemented a corporate governance structure to provide strategic oversight within a framework of prudent and effective controls.

The Compliance, Ethics, and Sustainability Committee (CESC), a committee of the Board, has oversight of IGICP. The CESC oversees our approach to ethical, responsible, and sustainable business conduct. Outside of Board oversight is Indivior's business management. Indivior's Chief Executive Officer is ultimately responsible for the day-to-day leadership of the business, including matters relating to compliance and sustainability.



# LIVING OUR VALUES, SHARING OUR PROGRESS

## INTEGRITY AND GOVERNANCE

Our Integrity and Compliance Committee (ICC), composed of all members of the Executive Committee, meets regularly across the year and has the responsibility to oversee the administration of the IGICP. The IGICP is designed to ensure compliance with applicable laws, rules, and regulations related to Indivior's business operations. The ICC assesses for areas of evolution opportunity and works to create a strong understanding of risk, helping to drive our culture of integrity and accountability. We also have three regional compliance committees. These smaller committees are staffed by regional management and chaired by the regional compliance officers to monitor the regional implementation and performance of the IGICP. To inform governance, our Board receives regular reports including activities measurement, training and investigation outcomes, monitored data, and Integrity & Compliance audit results.

Our IGICP has been evaluated for its effectiveness by an independent compliance expert to the Board, as is required for years one and three, under the CIA (see "[Upholding Our Settlements and Agreements](#)" on page 29). In addition, we engaged an Independent Review Organization, which performs transactions testing each year, and systems testing in select years, as specified in the CIA. These evaluations and testing results demonstrate the effectiveness of our program. These reports and results are provided to the assigned monitors from the Office of Inspector General, who oversee Indivior's implementation of the CIA.

### **[Upholding Our Settlements and Agreements](#)**

We are committed to conducting timely and transparent disclosure of all relevant material matters to our shareholders and stakeholders. This includes providing our stakeholders with appropriate transparent updates on settlements and agreements. In 2020, Indivior and certain of its subsidiaries reached agreements with the U.S. Department of Justice (DOJ), the U.S. Federal Trade Commission (FTC), the U.S. Attorney's Office for the Western District of Virginia, and U.S. state attorneys general. The company agreed to significant compliance and reporting obligations under (i) the Resolution Agreement, (ii) a stipulated order with the FTC (the FTC Stipulated Order) and (iii) a CIA between Indivior Inc. and the Office of Inspector General of the U.S. Department of Health and Human Services. We comply with our reporting obligations under each of the agreements. In addition, we invest in our IGICP to promote ethical decision-making and compliance, and to drive the evolution of our compliance program. As discussed above, this aspect of our business has been a significant management priority. More information on our [Corporate Integrity Agreement](#) can be found on our website and on page 31 of the [Annual Report and Accounts](#).



# LIVING OUR VALUES, SHARING OUR PROGRESS

## INTEGRITY AND GOVERNANCE

### Managing Systems and Processes

While we align our governance with our guiding principles and our IGICP objectives, we utilize management systems to alert us to changes in compliance regulations, business risks, and potential adverse instances. We rely on management systems, like the FDA-required Risk Evaluation and Mitigation Strategies (REMS) program for SUBLOCADE, to mitigate the potential risks of serious harm or death resulting from intravenous self-administration. And we take part in the Buprenorphine-Containing Transmucosal products for Opioid Dependence (BTOD) REMS program for SUBOXONE Film in the United States, which aims to reduce the risks of accidental overdose, misuse, and abuse. Since 2020, we have had no recalls of our products for any of our marketed treatments.

### Spotlighting Policies

Our formal policies inform our employees of key requirements in processes, training, compliance, and many other important topics. All our written policies and procedures prioritize compliance with relevant laws, regulations, and standards governing our product marketing, promotion, and non-promotional activities. Every policy is written and reviewed to align with our business activities and best practices. Our policies are made accessible to employees through multiple digital platforms and include embedded hyperlinked resources. Key policies are made publicly available on our website.





# LIVING OUR VALUES, SHARING OUR PROGRESS

## **SUPPLY CHAIN MANAGEMENT**

**Our goal** is to regularly report and communicate our sustainability and responsible business initiatives and progress.

### **Establishing a Supply Chain Ecosystem**

Our manufacturing and supply operations involve a highly intricate process that relies on a very small number of external manufacturing capabilities and third-party sources that operate in the UK and U.S. These suppliers work in highly regulated environments, with little or no risk of the issues that are concerns in large pharmaceutical supply chains, like pollen, etc. We view our suppliers, vendors, distributors, and all third-party entities that provide goods and services as critical business partners.

Our [Third-Party Code of Conduct](#) sets expectations and requirements for working together. In it, we require all suppliers to be responsible with environmental issues across the entire supply chain process. We encourage supplier compliance with regulations. Any third-party manufacturing is monitored through mandates that adhere to the strict rules and regulations governing the healthcare industry in the U.S. and the UK.

### **Following Standards for a Safe Supply Chain**

We maintain protocols across our operations to follow strict regulatory guidelines and quality standards, so that our products are unquestionably safe for patient treatment. These guidelines, such as Good Manufacturing Practice (GMP), require pharmaceutical companies to establish and maintain rigorous processes for product development, manufacturing, testing, and distribution. Our GMP approach includes using high-quality raw materials, periodic quality testing at various stages of production, and following best practices for storing and transporting our products. Dedicated quality control and quality assurance teams monitor every aspect of the manufacturing process to maintain oversight of our compliance with regulations and business standards. We've also implemented systems that track and trace our products, from production to distribution, to minimize the risk of counterfeit or substandard products entering the market.



# LIVING OUR VALUES, SHARING OUR PROGRESS

## TRANSPARENCY

**Our goal** is to report on our sustainability initiatives and progress on an annual basis.

### Being Transparent About Our Progress

Our stakeholders include our employees, current and potential shareholders, capital providers, patients and their families, healthcare providers, policy makers, and the wider community. They are fundamental to how we operate and who we are. It is critical that they fully understand our strategy, approach, and performance relating to all aspects of our business activities. This enables us to receive and apply feedback to optimally shape our initiatives and progress.

This report aims to transparently report and communicate our sustainability and responsible business initiatives and progress. Further information is recorded within our [2024 Annual Report and Accounts](#), our 2024 [Form 10-K](#), and our company [website](#). We regularly conduct dialogue with investor and finance agencies with an interest in this aspect of our activities and participate in periodic requests for information submission from organizations such as MSCI, S&P and CDP.

### Highlights of Our Recent Progress

By performing a DMA in 2024, we advanced our reporting process and how we manage the matters disclosed in this report. More information can be found on [page 6](#) of this report.

We further developed our reporting of greenhouse gas emissions through comprehensive Scope 3 reporting. Learn more on page 44 of the [2024 Annual Report and Accounts](#).

We expanded our stakeholder engagement disclosure within the Annual Report and Accounts in line with good reporting practice. Find out more on pages 24 to 30 of the [2024 Annual Report and Accounts](#).

We continued to transparently disclose information about legacy legal issues and related matters and to promptly notify stakeholders of news and progress. More information can be found on page 31 of the [2024 Annual Report and Accounts](#).

### Feedback From Stakeholders

We welcome feedback from and dialogue with our stakeholders concerning the matters addressed and information disclosed within this report and elsewhere. This can be forwarded to us applying the contact details contained on the group website and [page 3](#) of this report.

### Activating Our Impact

Our IGICP team maintains best practices and drives a culture of learning and awareness of IGICP. This approach is enabled by both an annual Risk Assessment & Mitigation Plan process and a focus on RiskIQ (i.e., risk awareness and application).

The IGICP is aligned and integrated with our ERM process. As we follow through on our impact program, we strive for transparency across our operations. A first step on our journey to making meaningful recovery is to communicate candidly about our sustainability and impact.



# LIVING OUR VALUES, SHARING OUR PROGRESS

## TRANSPARENCY

### Annual Compliance Program Perception Survey

Along with meeting standard legal requirements, we have built the capacity for an ethical business risk culture. We encourage our workforce to voice their concerns so we can better identify and mitigate enterprise risks and stay within compliance. We have partnered with Ethisphere to conduct an annual employee survey. Ethisphere is an independent third party that defines and measures corporate ethical standards, recognizes companies that excel, and promotes best practices in corporate ethics.

Our annual Ethics & Compliance Program Perceptions Survey is distributed to all employees. The survey solicits anonymous responses to a series of questions benchmarked across peer companies in a cross-industry approach. We continue to be proud of both the transparency our workforce responds with, as well as what our leaders show, even during times of significant organizational change and transition.

In 2024, our overall survey score was 87.1%, which was 4.2% over benchmark, with 96.7% of responding employees saying they are aware of program resources. And nearly all responded favorably to the level of integrity and honesty within the Indivior culture. Broad perceptions of immediate, middle, and senior management continue to exceed the industry benchmarks, with 93.1% of employees believing their immediate manager is committed to integrity and honesty at all times.

Please refer to pages 40-42 of our [Annual Report and Accounts](#) for more information on how our integrity and accountability work meets and exceeds industry benchmarks.

### Maintaining a Speak-Up Culture

Over our 10 years of business, we have nurtured a culture of open dialogue, where all employees can feel safe to speak up. Our speak-up culture includes always-available tools and resources that give our employees ways to confidentially raise concerns, ethics questions, and inquiries. In instances where an employee believes a real or potential violation of the Code of Conduct, policies, or procedures has occurred, they are required to speak up. In response, we maintain a non-retaliation policy to protect reporting employees, and we track all reports made and any actions taken in response. Employees can report their concerns through numerous channels. EthicsLine, our confidential reporting hotline, allows 24/7 private reporting of concerns, including an option to remain anonymous. This hotline remains in compliance with local regulations and offers local language support. Employees may also report via direct email to the Chief Integrity & Compliance Officer or designated I&C mailbox, to their manager or an EC member, or to anyone on the Human Resources, Legal, or Integrity & Compliance teams.

# APPENDICES

## GLOBAL REPORTING INITIATIVE INDEX

Indivior has reported the information cited in this Global Reporting Initiative (GRI) content index for the period from January 1, 2024, until December 31, 2024, unless otherwise noted, with reference to the current GRI Standards. The table below outlines the relevant disclosures for our most material issues and where to find information in this report or from other sources.

GRI INDICATOR & DISCLOSURE TITLE	REFERENCE
<b>GRI 2: GENERAL DISCLOSURES 2021</b>	
2-1 Organizational details	See the "Making Meaningful Recovery Possible - About Indivior" of this 2024 Impact Report on page 3. See pages 8-44 on <a href="#">Indivior Form 10-K for 2024</a> .
2-2 Entities included in the organization's sustainability reporting	All entities over which Indivior has operational or financial control are included in this report.
2-3 Reporting period, frequency and contact point	The reporting period is the year ending 31 December 2024. This report is published annually. The principal contact point is Vishal Kalia, Chief Strategy and Development Officer at Indivior.
2-4 Restatement of information	Not applicable.
2-5 External assurance	The report has not been externally assured, although the greenhouse gas emissions data, energy use and certain workforce data contained within this report was reviewed as part of the audit of the UK Annual Report and Accounts.
2-6 Activities, value chain and other business relationships	See pages 8-26 on <a href="#">Indivior Form 10-K for 2024</a> .
2-7 Employees	See the "Making Meaningful Recovery Possible - About Indivior" of this 2024 Impact Report on page 3. See pages 8-43 on <a href="#">Indivior Form 10-K for 2024</a> .
2-8 Workers who are not employees	Not applicable. We do not have workers who are not employees.
2-9 Governance structure and composition	For more information, see Indivior's <a href="#">Corporate Governance</a> section of its website. See pages 162-169 on <a href="#">Indivior Form 10-K for 2024</a> . <a href="#">Annual Report and Accounts 2024</a> , pages 78-79.
2-10 Nomination and selection of the highest governance body	For more information, see Indivior's <a href="#">Corporate Governance</a> section of its website. <a href="#">Annual Report and Accounts 2024</a> , pages 87-88.
2-11 Chair of the highest governance body	For more information, see Indivior's <a href="#">Corporate Governance</a> section of its website. <a href="#">Annual Report and Accounts 2024</a> , page 74. <a href="#">Indivior Form 10-K for 2024</a> , page 165.
2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Annual Report and Accounts 2024</a> , page 78.

## GRI 2: GENERAL DISCLOSURES 2021 (Continued)

2-13 Delegation of responsibility for managing impacts	For more on the management aspects and oversight of our government, see the “Living Our Values, Sharing Our Progress - Integrity and Governance” section of this 2024 Impact Report, on pages 26-29. <a href="#">Annual Report and Accounts 2024</a> , pages 102-103.
2-14 Role of the highest governance body in sustainability reporting	Members of the Board and executive management team have reviewed and approved relevant sections of this report. For more governance details, see the “Living Our Values, Sharing Our Progress - Integrity and Governance” section of this 2024 Impact Report, on pages 26-29. <a href="#">Annual Report and Accounts 2024</a> , pages 102-103.
2-15 Conflicts of interest	<a href="#">Indivior Form 10-K for 2024</a> , pages 168 and 190. <a href="#">Annual Report and Accounts 2024</a> , pages 80 and 98-99.
2-16 Communication of critical concerns	Directors are expected to communicate any critical concerns to the Chair directly, who provides the directors sufficient time to consider critical issues and obtain answers to their questions and concerns ahead of decision-making. In certain circumstances, it may be appropriate for concerns to be raised with the Senior Independent Director, who will work with the Chair and other directors and shareholders (as necessary and appropriate) to resolve any significant issues. No critical concerns were communicated during the reporting period.
2-17 Collective knowledge of the highest governance body	<a href="#">Annual Report and Accounts 2024</a> , pages 74-75. <a href="#">Indivior Form 10-K for 2024</a> , pages 162, 165-168.
2-18 Evaluation of the performance of the highest governance body	<a href="#">Annual Report and Accounts 2024</a> , pages 88-89.
2-19 Remuneration policies	<a href="#">Annual Report and Accounts 2024</a> , pages 123-124.
2-20 Process to determine remuneration	<a href="#">Annual Report and Accounts 2024</a> , pages 106-124.
2-21 Annual total compensation ratio	<a href="#">Annual Report and Accounts 2024</a> , pages 118-121.
2-22 Statement on sustainable development strategy	See the “Making Meaningful Recovery Possible - About This Report” section of this 2024 Impact Report, on page 8. <a href="#">Annual Report and Accounts 2024</a> , page 35.
2-23 Policy commitments	See the <a href="#">Global Conduct Policies</a> page on Indivior’s website. See Indivior’s <a href="#">Modern Slavery Statement</a>
2-24 Embedding policy commitments	<a href="#">Annual Report and Accounts 2024</a> , pages 32-49.
2-25 Processes to remediate negative impacts	<a href="#">Annual Report and Accounts 2024</a> , pages 32-49.
2-26 Mechanisms for seeking advice and raising concerns	“Living Our Values, Sharing Our Progress - Transparency” section of this 2024 Impact Report, on pages 31-32. More information can be found on the <a href="#">Indivior I&amp;C page</a> .
2-27 Compliance with laws and regulations	Indivior’s <a href="#">Global Code of Conduct</a> requires compliance with the applicable laws and regulations. No material matters arose in 2024.
2-28 Membership associations	Indivior supports organizations that work within its areas of operation with funding. More information is available on the group website. Indivior is a member of a number of industry organizations, but detailed information is not currently disclosed.
2-29 Approach to stakeholder engagement	<a href="#">Annual Report and Accounts 2024</a> , pages 24-31.
2-30 Collective bargaining agreements	Indivior adheres to the appropriate laws in the countries where it operates concerning collective bargaining agreements.

### GRI 3: MATERIAL TOPICS 2021

3-1 Process to determine material topics	Indivior's ongoing dialogue with its stakeholders has highlighted the material topics covered in this report. Indivior conducted a double materiality process in 2024. See more about our Double Materiality Assessment in the <a href="#">Making Recovery Meaningful - About the Double Materiality Assessment</a> section of this 2024 Impact Report, on page 6.
3-2 List of material topics	<a href="#">Annual Report and Accounts 2024</a> , page 34.
3-3 Management of material topics	<a href="#">Annual Report and Accounts 2024</a> , pages 32-49.

### GRI 201: ECONOMIC PERFORMANCE 2016

201-1 Direct economic value generated and distributed	<a href="#">Annual Report and Accounts 2024</a> , page 139.
201-2 Financial implications and other risks and opportunities due to climate change	See the TCFD statement within the <a href="#">Annual Report and Accounts 2024</a> pages 46-49.
201-3 Defined benefit plan obligations and other retirement plans	Indivior operates schemes for all of its employees. In the U.S., employees may contribute up to 75% of eligible salary on a Pre-Tax, Roth, or After-Tax basis. Indivior will match 75% of the first 6% of employee contributions. Indivior also automatically contributes 4% of eligible salary as a profit-sharing contribution. In the UK, Indivior contributes 10% of eligible salary. See "Growing Our Impact - People" on pages 15-18.
201-4 Financial assistance received from government	Indivior did not receive material assistance of this sort in 2024.

### GRI 202: MARKET PRESENCE 2016

202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not disclosed. Indivior complies with legal minimum wage requirements in all the countries where it operates.
202-2 Proportion of senior management hired from the local community	Not disclosed. Indivior does not externally report this information.

### GRI 203: INDIRECT ECONOMIC IMPACTS 2016

203-1 Infrastructure investments and services supported	<a href="#">Annual Report and Accounts 2024</a> , pages 24-30.
203-2 Significant indirect economic impacts	The vast majority of Indivior's activities have significant social impacts because of the nature of the activities of the business.

### GRI 204: PROCUREMENT PRACTICES 2016

204-1 Proportion of spending on local suppliers	Not disclosed. Indivior does not externally report this information at this time.
---	---

### GRI 205: ANTI-CORRUPTION 2016

205-1 Operations assessed for risks related to corruption	<a href="#">Annual Report and Accounts 2024</a> , pages 61-62 and 69-70. <a href="#">Indivior Form 10-K for 2024</a> , pages 82-83. See also Indivior's <a href="#">Global Conduct Policies</a> .
205-2 Communication and training in anticorruption policies and procedures	See the "Growing our Impact - People" section of this 2024 Impact Report, on pages 15-18. <a href="#">Annual Report and Accounts 2024</a> , pages 40-42.
205-3 Confirmed incidents of corruption and actions taken	No instances in 2024.

**GRI 205: ANTI-COMPETITIVE BEHAVIOR 2016**

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

[Annual Report and Accounts 2024](#), pages 31 and 59-60.

**GRI 207: TAX 2019**

207-1 Approach to tax

Indivior's [Global Code of Conduct](#), pages 24 and 42.

[Annual Report and Accounts 2024](#), pages 146, 150, and 154-156.

[Indivior Form 10-K for 2024](#), page 133.

[Indivior's Tax Strategy](#).

207-2 Tax governance, control, and risk management

[Indivior's Tax Strategy](#).

207-3 Stakeholder engagement and management of concerns related to tax

[Indivior's Tax Strategy](#).

207-4 Country-by-country reporting

[Annual Report and Accounts 2024](#), pages 154-156.

[Indivior Form 10-K for 2024](#), pages 137-141.

**GRI 301: MATERIALS 2016**

301-1 Materials used by weight or volume

Not disclosed. Indivior does not externally report this information at this time.

301-2 Recycled input materials used

Not disclosed. Indivior does not externally report this information at this time.

301-3 Reclaimed products and their packaging materials

Not disclosed. Indivior does not externally report this information at this time.

**GRI 302: ENERGY 2016**

302-1 Energy consumption within the organization

See the "Growing our Impact - Planet" section of this 2024 Impact Report, on pages 21-24.

[Annual Report and Accounts 2024](#), pages 43-44.

302-2 Energy consumption outside of the organization

Not applicable. Indivior does not consume energy outside of the organization's manufacturing facilities or other offices and headquarters.

302-3 Energy intensity

This information can be found within Indivior's climate change questionnaire submission to CDP which is available at [cdp.net](#).

302-4 Reduction of energy consumption

See the "Growing our Impact - Planet" section of this 2024 Impact Report, on pages 21-24.

[Annual Report and Accounts 2024](#), page 43.

302-5 Reductions in energy requirements of products and services

Not disclosed. Indivior does not externally report this information at this time.

### GRI 303: WATER AND EFFLUENTS 2018

303-1 Interactions with water as a shared resource	Indivior's direct activities do not use fresh water. Indivior's Fine Chemical Plants in Hull and Raleigh use mains water to feed a water purification plant that supplies the production process, and mains water for the steam plant, ice machine, and domestic use. Read more in the <a href="#">Annual Report and Accounts 2024</a> , page 43.
303-2 Management of water discharge-related impacts	<a href="#">Annual Report and Accounts 2024</a> , page 43.
303-3 Water withdrawal	Not disclosed. Indivior does not externally report this information at this time.
303-4 Water discharge	Not disclosed. Indivior does not externally report this information at this time.
303-5 Water consumption	Not disclosed. Indivior does not externally report this information at this time.

### GRI 304: BIODIVERSITY 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Annual Report and Accounts 2024</a> , page 43.
304-2 Significant impacts of activities, products and services on biodiversity	<a href="#">Annual Report and Accounts 2024</a> , page 43.
304-3 Habitats protected or restored	Not applicable.
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Annual Report and Accounts 2024</a> , page 43.

### GRI 305: EMISSIONS 2016

305-1 Direct (Scope 1) GHG emissions	See the "Growing our Impact - Planet" section of this 2024 Impact Report, on pages 21-24.
305-2 Energy indirect (Scope 2) GHG emissions	See the "Growing our Impact - Planet" section of this 2024 Impact Report, on pages 21-24.
305-3 Other indirect (Scope 3) GHG emissions	See the "Growing our Impact - Planet" section of this 2024 Impact Report, on pages 21-24.
305-4 GHG emissions intensity	See the "Growing our Impact - Planet" section of this 2024 Impact Report, on pages 21-24.
305-5 Reduction of GHG emissions	See the "Growing our Impact - Planet" section of this 2024 Impact Report, on pages 21-24.
305-6 Emissions of ozone-depleting substances (ODS)	Not applicable.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Indivior operations reported emissions of 1,424 kg of hazardous air pollutants (HAP) and 325 kg Volatile Organic Compounds (VOC) in 2024.

### GRI 306: WASTE 2020

306-1 Waste generation and significant waste-related impacts	<a href="#">Annual Report and Accounts 2024</a> , pages 43.
306-2 Management of significant waste-related impacts	<a href="#">Annual Report and Accounts 2024</a> , pages 43.
306-3 Waste generated	Not disclosed. Indivior does not externally report this information at this time.
306-4 Waste diverted to disposal	Not disclosed. Indivior does not externally report this information at this time.
306-5 Waste directed to disposal	Not disclosed. Indivior does not externally report this information at this time.

#### GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1 New suppliers that were screened using environmental criteria	Suppliers are required to adhere to the <a href="#">Third-Party Code of Conduct</a> , published in 2021. This states that Indivior aims to ensure that its suppliers conduct a responsible approach to environmental and climate change matters and to ensure that this commitment extends to their own supply chains. Indivior may not work with suppliers that are unable to demonstrate a responsible approach to environmental and climate change matters.
308-2 Negative environmental impacts in the supply chain and actions taken	None found during 2024.

#### GRI 401: EMPLOYMENT 2016

401-1 New employee hires and employee turnover	Not disclosed. Indivior does not externally report this information at this time.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not disclosed. Indivior does not externally report this information at this time.
401-3 Parental Leave	Not disclosed. Indivior does not externally report this information at this time.

#### GRI 402: LABOR/MANAGEMENT RELATIONS 2016

402-1 Minimum notice periods regarding operational changes	Not disclosed. Indivior does not externally report this information at this time.
--	---

#### GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

403-1 Occupational health and safety management system	The Fine Chemical Plant and the R&D facility in Hull holds ISO 45001:2018 certification. Read more in Indivior's <a href="#">Annual Report and Accounts 2024</a> , page 39.
403-2 Hazard identification, risk assessment and incident investigation	The Fine Chemical Plant and the R&D facility in Hull have comprehensive management systems to address these matters. No significant incidents were recorded in 2024. Read more in Indivior's <a href="#">Annual Report and Accounts 2024</a> , page 39.
403-3 Occupational health services	See the "Growing our Impact - People" section of this 2024 Impact Report, on pages 15-18.
403-4 Worker participation, consultation, and communication on occupational health and safety	See the "Growing our Impact - People" section of this 2024 Impact Report, on pages 15-18.
403-5 Worker training on occupational health and safety	The Fine Chemical Plant and the R&D facility in Hull has comprehensive training procedures.
403-6 Promotion of worker health	See the "Growing our Impact - People" section of this 2024 Impact Report, on pages 15-18.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not disclosed. Indivior does not externally report this information at this time.
403-8 Workers covered by an occupational health and safety management system	The Fine Chemical Plant and the R&D facility in Hull holds ISO 45001:2018 certification. Read more in Indivior's <a href="#">Annual Report and Accounts 2024</a> , page 39.
403-9 Work-related injuries	Read more in Indivior's <a href="#">Annual Report and Accounts 2024</a> , page 39.
403-10 Work-related ill health	No significant instances recorded in 2024.

**GRI 404: TRAINING AND EDUCATION 2016**

404-1 Average hours of training per year per employee	For compliance training, more information can be found in "Growing Our Impact - People" on page 16. Average hours spent in other areas of training are not externally reported at this time.
404-2 Programs for upgrading employee skills and transition assistance programs	See the "Growing our Impact - Communities" section of this 2024 Impact Report, on pages 19-20. <a href="#">Annual Report and Accounts 2024</a> , page 38.
404-3 Percentage of employees receiving regular performance and career development reviews	All employees receive regular performance and career development reviews. <a href="#">Annual Report and Accounts 2024</a> , page 38.

**GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016**

405-1 Diversity of governance bodies and employees	<a href="#">Annual Report and Accounts 2024</a> , pages 39 and 101.
405-2 Ratio of basic salary and remuneration of women to men	Not disclosed. Indivior does not externally report this information at this time.

**GRI 406: NON-DISCRIMINATION 2016**

406-1 Incidents of discrimination and corrective actions taken	No such instances recorded in 2024.
--	-------------------------------------

**GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016**

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None identified. Indivior's <a href="#">Third-Party Code of Conduct</a> outlines that Indivior looks for a commitment to the appropriate national and international legal, regulatory, and best practice guidelines, including the International Labour Organization (ILO) Declaration, the Universal Declaration of Human Rights, and an appropriate living wage initiative.
--	---

**GRI 408: CHILD LABOR 2016**

408-1 Operations and suppliers at significant risk for incidents of child labor	None identified. Indivior's <a href="#">Third-Party Code of Conduct</a> outlines that Indivior looks for policies that prohibit forced and child labor.
---	---

**GRI 409: FORCED OR COMPULSORY LABOR 2016**

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None identified. Indivior's <a href="#">Third-Party Code of Conduct</a> outlines that Indivior looks for policies that prohibit forced and child labor.
--	---

**GRI 410: SECURITY PRACTICES 2016**

410-1 Security personnel trained in human rights policies or procedures	Not applicable.
---	-----------------

**GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016**

411-1 Incidents of violations involving rights of indigenous peoples	Not applicable.
--	-----------------

**GRI 413: LOCAL COMMUNITIES 2016**

413-1 Operations with local community engagement, impact assessments, and development programs	See the "Growing our Impact - Communities" section of this 2024 Impact Report, on pages 19-20. <a href="#">Annual Report and Accounts 2024</a> , pages 24-30.
--	---

413-2 Operations with significant actual and potential negative impacts on local communities	No such instances.
--	--------------------

**GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016**

414-1 New suppliers that were screened using social criteria	Indivior's supply chain is small. All new major suppliers are examined using social criteria and are required to adhere to Indivior's <a href="#">Third-Party Code of Conduct</a> .
414-2 Negative social impacts in the supply chain and actions taken	None found during 2024.

**GRI 415: PUBLIC POLICY 2016**

415-1 Political contributions	<a href="#">Annual Report and Accounts 2024</a> , page 127.
-------------------------------	---

**GRI 416: CUSTOMER HEALTH AND SAFETY 2016**

416-1 Assessment of the health and safety impacts of product and service categories	Indivior's products are produced and distributed within stringent monitoring environments because of their nature. Indivior's website contains detailed analysis of product monitoring outcomes, which are regularly presented to stakeholders.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None during 2024.

**GRI 417: MARKETING AND LABELLING 2016**

417-1 Requirements for product and service information and labeling	Indivior's products are produced and distributed within stringent product labeling environments because of their nature. No incidents of regulatory contravention were recorded in 2024.
417-2 Incidents of non-compliance concerning product and service information and labeling	None during 2024.
417-3 Incidents of non-compliance concerning marketing communications	None during 2024.

**GRI 418: CUSTOMER PRIVACY 2016**

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None during 2024.
--	-------------------

## Important Cautionary Note Regarding Forward-Looking Statements

This announcement contains certain statements that are forward-looking. Forward-looking statements include, among other things, express and implied statements regarding: future changes to our sustainability program; engagement with stakeholders; future access to treatment, education, and resources for those with OUD; worldwide recognition of OUD as a treatable disease; broader treatment options for those suffering from substance use disorders and overdose; SUBLOCADE availability in Denmark and Norway in 2025; the future number of patients treated with Indivior products; future patient access and funding in jails and prisons; future workforce engagement and engagement scores; our future support of local and patient communities through charitable donations and employee volunteerism; our future direct operational greenhouse gas (GHG) emissions (Scope 1) from company-owned sources, and indirect emissions from the use of purchased energy (Scope 2); our future annual incentive plan criteria; our future impact; the future composition of our vehicle fleet; future reporting of emissions; future assessments of healthcare compliance, enterprise risk assessments, and our Integrity and Compliance Program, future levels of commitment to our Supplier Code of Conduct principles for Tier 1 and 2 global suppliers; future reporting on our sustainability initiatives and progress on an annual basis; and other statements containing the words "believe," "anticipate," "plan," "expect," "intend," "estimate," "forecast," "strategy," "target," "guidance," "outlook," "potential," "project," "priority," "may," "will," "should," "would," "could," "can," the negatives thereof, and variations thereon and similar expressions. By their nature, forward-looking statements involve risks and uncertainties as they relate to events or circumstances that may or may not occur in the future.

Actual results may differ materially from those expressed or implied in these forward-looking statements due to a number of factors, including: changed circumstances or priorities; changes in applicable regulations or reporting structures; the availability of funding for various initiatives; and the actions of third parties outside of our control.

For additional information about some of the risks and important factors that could affect our future results and financial condition, see "Risk Factors" in Indivior's Annual Report on Form 10-K filed March 3, 2025, our Quarterly report on Form 10-Q filed May 1, 2025, and our other filings with the U.S. Securities and Exchange Commission.

Forward-looking statements speak only as of the date that they are made and should be regarded solely as our current plans, estimates, and beliefs. Except as required by law, we do not undertake and specifically decline any obligation to update, republish, or revise forward-looking statements to reflect future events or circumstances or to reflect the occurrences of unanticipated events.



