



2023 SUSTAINABILITY REPORT

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A CULTURE OF INTEGRITY

Chair Statement



At Indivior we are committed to changing patients' lives through science-based, life transforming treatments. We create positive societal change by developing, producing, and promoting treatments that support individuals with substance use disorders, overdose, and serious mental illness. To do so, we know that we must conduct business with the highest integrity.

In 2023, Indivior strengthened our responsible business practices and governance. Beyond meeting our legal and regulatory compliance requirements, we continue to strengthen our risk management culture. We are committed to transparency and accountability through reports such as these that detail progress and ambitions.

Through stakeholder engagement, we maintain our commitment to continue delivering our strong social impact while integrating sustainable practices into our business. In 2023, we linked progress on sustainability-related initiatives to our annual incentive plan, which applies to all Indivior employees, including senior leadership. We continue to assess our environmental program as part of our annual risk management process. We are also committed to understanding the impacts of our supply chain, while working to reduce our manufacturing waste by embedding sustainable packaging solutions where appropriate.

The Board of Directors remains focused on progressing our sustainability/ESG activities at Indivior. Supported by this focus we are transforming patients' lives while creating sustainable value for our employees, local communities, and shareholders. As a company, we have momentum behind our work in 2024, and we look forward to sharing more in the coming months.

Graham Hetherington

Chair

CLOSING THE TREATMENT GAP

Chief Executive Officer Statement



I am pleased to share our third annual Sustainability Report, which outlines how Indivior is further integrating sustainable ways of working into our mission to transform patient lives. This was a year of continued progress on our sustainability journey, and I am proud of our global team's commitment, diligence, and ingenuity in advancing this important work.

At Indivior, our social impact is driven by our efforts to develop innovative treatments that meet unmet patient needs for substance use disorders, overdose, and serious mental illness. In 2023, we increased patient access to SUBLOCADE® by more than 66% YOY, helping to reshape the lives of more 136,000 patients experiencing moderate to severe opioid use disorder. After receiving U.S. Food and Drug Administration (FDA) approval in May 2023 for OPVEE® (nalmefene) nasal spray for the emergency treatment of known or suspected opioid overdose, we launched OPVEE in October 2023, providing an important new treatment option to address today's era of opioid overdoses driven by powerful synthetic opioids, like fentanyl. Additionally, our dedicated and experienced global team of more than 230 research and development, medical, and safety professionals continued their work to transform world-class science into life-changing medications for treating substance use disorders and associated diseases. Our research and development portfolio targets a range of critical unmet patient

needs and includes treatments for cannabis use disorder and alcohol use disorder, including next-gen treatments for opioid use disorder, a non-opioid treatment option, and a three-month, long-acting injectable.

Equally important to the products we deliver is our endeavor to address stigmas around addiction and to increase patient access to treatments. In 2023 and into 2024, we expanded patient access to treatment options, including within criminal justice system facilities across the U.S. and by establishing alternative sites of care through our alliance with Albertsons, one of the largest grocery store chains in the U.S., with over 1,000 stores. We also launched the OPVEE Experience Program, partnering with local law enforcement departments, agencies, and community organizations to offer free-of-charge OPVEE to qualifying public interest entities in local communities — to build experience with the product and help save lives. And we continue to advocate on public policy issues that advance access to treatment options for opioid use disorder.

CLOSING THE TREATMENT GAP

Chief Executive Officer Statement (continued)

Recognizing that our employees are our greatest asset, we have created a culture of safety, quality, integrity, and innovation, where employees are encouraged to speak up. We value a workplace where diversity is embraced, advancement is encouraged, and employee mental health and well-being is valued. I am proud to share that, as a result of these commitments, Indivior received the “Great Place to Work” certification for the second year in a row across all countries where we have a presence. Additionally, we were named for the first time to Fortune magazine’s “Best Workplaces in BioPharma™” list. Finally, Indivior’s U.K. business was named to the U.K.’s “Best Workplaces for Women™,” a list made up of companies whose employees regard them as being inclusive and committed to creating workplaces where all employees, regardless of gender, can flourish.

Our journey is far from over, however, and I’m excited by the ways our team is deepening our sustainability work in 2024. We are currently conducting a comprehensive double materiality assessment to help us develop a deep

understanding of our sustainability impacts, challenges, and opportunities. The results of this assessment will inform the evolution of our sustainability strategy, and we look forward to sharing a new long-term vision for our sustainability work in early 2025.

Indivior was founded to help tackle the opioid epidemic, the largest and most urgent public health crisis of our time, so solving difficult problems through innovation and sheer determination is part of our DNA. We are uniquely positioned to successfully address the challenges of sustainability. And it is exciting to see how we can grow our impact on the world in new ways.

Mark Crossley

Chief Executive Officer

ABOUT INDIVIOR

Our company was founded to help combat the opioid crisis, the largest and most urgent public health crisis of our time. Indivior is a leader and pioneer in developing evidence-based treatments for substance use disorders, overdose, and serious mental illness. We are committed to reducing barriers to treatments and raising awareness of often stigmatized diseases that should be normalized and treated like other chronic diseases.

About This Report

This report summarizes Indivior’s global environmental, social, and governance approach, and related activities and performance for our fiscal year from January 1 to December 31, 2023. It covers all financial boundaries of Indivior’s global operations. In some instances, activities from previous years and the first half of 2024 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 47 to 51 in our [Annual Report and Accounts 2023](#). We also detail how our efforts align with the United Nations Sustainable Development Goals (SDGs) on [page 36 to 40](#) of the same report.

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

Contact Information

U.S. Communications

Judi Dane
Senior Director, Communications
Indivior PLC
Tel: +1 (804) 564-4303

Investor Relations

Jason Thompson
Vice President, Investor Relations
Indivior PLC
Tel: +1 (804) 402-7123

Tim Owens
Director, Investor Relations
Indivior PLC
Tel: +1 (804) 263-3978

Global Operations Headquarters

Richmond, Virginia, U.S.

Operational Centers

Fort Collins, Colorado, U.S. (R&D); Hull, U.K. (R&D, Manufacturing); and Raleigh, North Carolina, U.S. (Manufacturing)

Regional Offices

Europe & Canada – Slough, U.K.; Mannheim, Germany; Milan, Italy; 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) and London Stock Exchange (INDV) Listed¹



¹ Indivior PLC has been listed on the London Stock Exchange (LSE) since 2014. In June 2023, Indivior’s shares were listed on Nasdaq. In June 2024, Indivior’s primary listing moved from the LSE to Nasdaq. Indivior continues to be listed on the LSE under the Equity Shares (Transition) category.

Sustainability at Indivior

As we develop more treatments and raise awareness for substance use disorders and mental health, we are working to deepen and strengthen our approach to sustainability. The five key pillars of our approach to sustainability are:



**Transform
Patient Lives**



**Prioritize
Our People**



**Conduct Business
with Integrity**



**Address Our
Environmental
Responsibilities**



**Provide Our
Products**

About Our Stakeholders

As a global business, we recognize the importance of meeting the expectations of diverse stakeholders, from patients, to employees, to investors. We regularly engage key stakeholders and use their feedback to inform our decisions. More information on how we engage them is detailed on pages 26 to 32 of our [Annual Report and Accounts 2023](#).

Indivior regularly reviews its understanding of each stakeholder group and priority area, working to identify opportunities to strengthen these relationships. Indivior last conducted an internal materiality assessment in 2021, to establish a sustainability framework (detailed on the left) that guides and prioritizes our sustainability-related activities and related progress and disclosures.

Indivior is conducting a double materiality process in 2024. We intend to share more information as appropriate, in relation to the Corporate Sustainability Reporting Directive (CSRD) readiness. Indivior will use this data to inform a long-term impact strategy that will encompass our current sustainability framework, including our environmental programs and supporting KPIs. We will continue to engage our stakeholders to evolve our sustainability program and stay ahead of the ever-changing landscape of requirements.





PILLAR 1: TRANSFORM PATIENT LIVES

What We Are Doing

Overcoming Stigmas

As a global leader in addiction treatments, we understand the complexities and stigmas of addiction, substance abuse, and mental illness. Our vision at Indivior is that millions of people who suffer from diseases like opioid use disorder (OUD) and mental illness have access to evidence-based treatments to change their lives. And by developing robust, science-based treatments and advocating for better understanding, we can one day overcome those stigmas and remove barriers to access for patients.

Our current products include SUBLOCADE®; SUBOXONE® film; SUBOXONE® tablet; and SUBUTEX® tablet; which are treatments for OUD. OPVEE® nasal spray offers help to U.S.-based patients age 12 years or older who are experiencing a known or suspected opioid overdose. The availability of our medications may vary across countries, including in terms of dosage form, strength, and indication.

| | | SUBLOCADE ³ | SUBOXONE Film ⁴ | Perseris | OPVEE |
|---------------------------------|--------------------|------------------------|----------------------------|----------|-------|
| North America | U.S. | ● | ● | ● | ● |
| | Canada | ● | ● | | |
| Europe & Middle East | France | | ● | | |
| | Italy | ● | ● | | |
| | Germany | ● | ● | | |
| | Denmark | ● | ● | | |
| | Norway | ● | ● | | |
| | Sweden | ● | ● | | |
| | Finland | ● | ● | | |
| | Switzerland | ● | ● | | |
| | U.K. | ● | ● | | |
| | Israel | ● | ● | | |
| Australasia | Australia | ● | ● | | |
| | New Zealand | ● | ● | | |

● (available)² ● (approved/not marketed)

² SUBUTEX® (buprenorphine) tablets used to treat OUD are taken daily by sublingual administration and are available in some non-U.S. markets.

³ SUBLOCADE is branded SUBUTEX® PR in the rest of world.

⁴ The Group does not promote SUBOXONE Film in the U.S.



Advocating for Change

We advocate on public policy issues that relate to substance use and mental health. We responsibly engage with public officials, policymakers, and other stakeholders at all levels of government, as well as healthcare professionals and community organizations.

In the U.S., Indivior works to shape policy through a patient-focused advocacy and government affairs agenda with these four goals:

1. Ensure opioid crisis funds are allocated toward treatment.
2. Address and eliminate barriers to OUD treatment.
3. Expand medication for opioid use disorder (MOUD) in the criminal justice system.
4. Ensure patients have access to innovative overdose reversal medication.

We work at the local county and city levels, as well as at state and federal levels, to help enact needed change to address the largest and most urgent public health crisis of our time—the opioid crisis.

For example, Indivior continues to work to change state standing orders to include all FDA-approved overdose medications and to ensure patients have access to innovative new products that can save lives.

Our Progress & Next Steps

Focusing on Innovative Products

Our progress toward transforming patients' lives can be seen through our work with the healthcare community to reduce stigmas and through our product innovation. For our substance abuse products, this includes treatments that are designed to reduce patient relapse rates, extend recovery times, reduce risks of overdose, and decrease mortality rates.

The 2023 acquisition of Opiant Pharmaceuticals strengthens our addiction treatment and science portfolio. We launched OPVEE to provide clinicians and first responders with a new tool in fighting the ongoing opioid overdose crisis, which is complicated by the availability of illicit synthetic opioids like fentanyl.

Through rigorous research and development, we aim to provide safe and effective treatment options for individuals with substance use disorders (SUDs), like cannabis use disorder (CUD) and alcohol use disorder (AUD). Our commitment to support the patient journey to treatment and recovery can be found in more detail on pages 8 and 9 of our [Annual Report and Accounts 2023](#). Further information on Indivior's innovative research and development pipeline, including clinical trials, product candidates, and partnerships with other organizations, is detailed on our [website](#).



PILLAR 2: **PRIORITIZE OUR PEOPLE**

What We Are Doing

Demonstrating Integrity, Inclusion & Action

At Indivior, our commitment to nurturing an engaging, safe, and collaborative environment is reflected in our actions. Our Guiding Principles (listed below) model our decision-making across the organization and serve as the foundation for how we prioritize safety, quality, integrity, and innovation. Embedding these principles in our operations also ensures we demonstrate regulatory compliance and create an inclusive culture.

Indivior's Guiding Principles

- 1.** Focus on the 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 the workforce and our Board of Directors. All individuals are required to read and acknowledge that they understand the Code and are in full compliance with this Code.

Training & Developing Our Workforce

All employees are given access to education, training, and developmental opportunities according to their specific role and career path, which may include on-the-job, functional, and cross-functional training.

In addition to role-specific training, we pay considerable attention to providing training on policies, procedures, and behavioral ethics for all employees. We place significant focus on training our commercial workforce responsible for ethically marketing our products to healthcare professionals and first responders. This training empowers employees to conduct commercial activities responsibly, including providing appropriate information to inform treatment decisions. This effective training ensures the educational materials we provide externally to patients, healthcare providers, and first responders are accurate and easily understood.

On average each year, U.S. commercial employees complete 25 to 30 hours of core capabilities training, supplemented by weekly calls, workshops, online learning, and other forms of training as appropriate. Around one-third of all U.S.-based employee training covers Integrity and Compliance (I&C), with all Indivior employees spending an average of about 5 to 10 hours a year on I&C training.

A key part of Indivior's career development efforts include semi-annual and annual performance reviews for all employees. Our workforce is given access to a range of career development tools and opportunities through this process. This can include defining personal development objectives, speakers series, and other developmental programs, mentorship programs, and continuing education through tuition reimbursement.



Engaging Our Workforce

Indivior offers our employees the kind of growth opportunities and performance rewards that foster a welcoming and open workplace. Given how quickly the work landscape is changing, we engage our employees and enable flexible ways of working through our hybrid work policy. Indivior offers employees the option to participate in a work collaboration model that includes a three-day in-office work experience with two remote days of work.

We place great importance on the well-being, health, and safety of our employees. 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.

U.S. employees have the option to enroll in Wellhub, a physical 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 well-being. And MotivateMe®, offered in partnership with Cigna, is our reward-based well-being program, where employees are eligible to earn up to \$150 in rewards for their participation in a variety of well-being activities.

Employees and their eligible dependents in all countries, except Australia, can access free mental healthcare through Lyra. This well-being 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. Employees in Australia can access mental health support through PeopleSense.

Additionally, Indivior has 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.

Underpinning our workforce engagement is our dedication to employee safety. In addition, we have implemented a global safety program and gained ISO 45001 certifications for Indivior's U.K. manufacturing and R&D facilities.

Fostering Awareness of Diversity & Inclusion (D&I)

Indivior aims to offer employees a workplace that values and respects the contributions of everyone, regardless of their background. We have policies in place to support and promote diversity and inclusion in our workforce. We have worked to strengthen our diversity recruitment approach. We host regular employee training programs to promote inclusive practices, cultural sensitivity, and awareness. And we conduct employee surveys and external assessments to understand the employee experience.

Our Culture & Inclusion Champions Network is a community of employees at all levels across the business who help foster a sense of community and belonging. To help strengthen our organization, this group provides a critical connection point across our inclusion efforts.



Our Progress & Next Steps

Scoring High with Our Workforce

We have made progress toward a more engaged workforce by continuing to enhance our work practices, policies, and programs. In 2023, we conducted our annual employee survey about our corporate culture. We achieved a 90% overall participation rate from Indivior employees. We received strong scores overall and we maintain best-in-class scores that are above life sciences industry benchmarks.

Recognizing This Great Place to Work

In 2023, we were delighted to be awarded the “Great Place to Work” certification for the second time across all countries entered: Australia, Canada, France, Germany, Italy, the U.K., and the U.S. This year, our “Great Place to Work” scores have qualified Indivior to be named for the first time in the Fortune Best Workplaces in BioPharma 2023. Indivior was also named on the 2024 U.K.’s Best Workplaces for Women™ List.





PILLAR 3: CONDUCT OUR BUSINESS WITH INTEGRITY

What We Are Doing

Committing to Integrity & Compliance

We are committed to doing business ethically and in compliance with governing laws and regulations. The Compliance, Ethics & Sustainability Committee (CESC), a committee of Indivior PLC's Board of Directors, has oversight of Indivior's Global Integrity & Compliance Program (I&C Program). The CESC oversees our approach to ethical, responsible, and sustainable business conduct.

Our I&C Program is dedicated to encouraging a culture of learning and ongoing evolution through the three main tenets of the program: "Learn, Adjust, Prevent." This approach helps create a high integrity culture that supports employees' efforts to anticipate, promptly identify, and mitigate key risks effectively. Our I&C team maintains best practices, driving a culture of learning, and continuing to evolve the I&C program. This approach is enabled by both an annual Risk Assessment & Mitigation Plan (RAMP) process and a focus on RiskIQ (i.e., risk awareness and application).

Spotlighting Policies & Employee Engagement

Our formal policies serve as the foundation for informing employees of key requirements. Indivior has and continues to establish written policies and procedures that prioritize compliance with relevant

laws, regulations, and standards governing our product marketing, promotion, and non-promotional activities. We review our policies carefully to help ensure that they align with our business activities and best practices. Our policies are made accessible to employees through multiple digital platforms. Key policies are made publicly available on our [website](#).

Monitoring Integrity & Compliance Performance

Indivior has put in place a corporate governance structure to provide strategic oversight within a framework of prudent and effective controls. Indivior's Chief Executive Officer is ultimately responsible for the day-to-day leadership of the business, including matters relating to compliance and sustainability.

Indivior's Compliance Committee, composed of all members of the Executive Committee, is scheduled to meet monthly and is responsible for the management of the I&C Program, along with overseeing operational compliance with applicable laws, rules, and regulations. The committee continues to assess for areas of evolution and works to create a strong understanding of risk, which drives our culture of integrity and accountability. To inform governance, our Board receives regular reports including activities measurement, training and investigation outcomes, monitored data, and Integrity & Compliance audit results.



Overall, our I&C Program was evaluated for its effectiveness by an independent compliance expert to the Board, as is required by the Corporate Integrity Agreement (CIA) (see “Upholding Our Settlements and Agreements” on next page) for years one and three. In addition, Indivior has engaged an Independent Review Organization (required by the CIA), which performs transactions testing each year, and systems testing in select years, as specified in the CIA. These evaluations and testing results have demonstrated our program is effective. These reports and results are provided to the assigned monitors from the Office of Inspector General of the U.S. Department of Health and Human Services, who oversee Indivior’s implementation of the CIA.

Our Progress & Next Steps

Engaging Employees on Perception

Indivior engages Ethisphere, an independent third-party that defines and measures corporate ethical standards, recognizes companies that excel, and promotes best practices in corporate ethics.

Ethisphere conducts an annual Ethics & Compliance Program Perceptions Survey that is distributed to all Indivior employees. The survey solicits anonymous responses to a series of questions benchmarked across peer companies in a cross-industry approach.

2023 survey response rates were high and have increased year-over-year. Among respondents in 2023, 60% of employees indicated they have ethics- and compliance-related conversations with their manager at least monthly. This is 25 points above the benchmark.

As measured in the manager perceptions pillar of the survey, broad perceptions of managers far exceed the industry benchmark. In fact, in 2023 and since the introduction of the survey in 2020, Indivior has outperformed the industry benchmark in seven of eight Ethisphere cultural measures (pillars).





Maintaining a Speak-Up Culture

Indivior works to create a culture of open dialogue, where all employees can feel safe to speak up. We offer tools and resources for confidentially raising 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. We track all reports made and actions taken in response, and we maintain a non-retaliation policy to protect reporting employees. We promote and support reporting concerns through numerous channels (e.g., I&C, Legal, HR, Supervisor, Executive leadership, Alertline). The objective is to support the employee reporting where they feel most comfortable, including the Alertline.

Our confidential reporting Alertline, EthicsLine, allows 24/7 private reporting of concerns, including an option to remain anonymous. The Alertline is implemented in compliance with local regulations and with local language support. Employees may also directly email the Chief Integrity & Compliance Officer or designated I&C mailbox, to their manager, an EC member, or report to anyone in Human Resources, Legal, or Integrity & Compliance.

Upholding Our Settlements & 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. Indivior also 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 Corporate Integrity Agreement (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 are making investments in our Global Integrity and Compliance Program to promote ethical decision-making and compliance. We are also committed to drive continuous learning and the evolution of our effective 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](#).

Along with meeting standard legal requirements, we have built the capacity for an ethical business risk culture. Our workplace encourages employees to voice their concerns so we can better identify and mitigate enterprise risks. Go to pages 22 to 23 of our [Annual Report and Accounts 2023](#) for more information on how our integrity and compliance work meets and exceeds industry benchmarks.



PILLAR 4: ADDRESS OUR ENVIRONMENTAL RESPONSIBILITIES

What We Are Doing

Approaching Sustainability

As part of our annual risk management process, Indivior assesses our environmental program against emerging risks, regulations, and evolving stakeholder expectations. In 2023, we continued to understand our environmental impacts and opportunities and evolve our approach. Our actions will grow more robust and sophisticated as Indivior's impact strategy matures and develops. And we will continue disclosing environmental data consistent with our Task Force for Climate-related Financial Disclosures (TCFD) report and our CDP climate and water disclosures.

Being Transparent about Our Emissions

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

- Direct emissions produced from commercial sales fleet and natural gas used in process and facility heating.

- Indirect emissions produced through energy consumption at our offices, our U.K. Fine Chemical Plant (FCP), our new manufacturing facility in Raleigh, and our research and development sites.
- The manufacturing of buprenorphine, which involves a seven-stage process utilizing hazardous chemicals and solvents, at our FCP facility.
- The production of finished products, conducted by third-party manufacturers in the U.K. and U.S.

As with all parts of our journey toward sustainability, we have strengthened the oversight and management of our greenhouse gas (GHG) emissions, energy consumption, use of chemicals, and disposal of waste. Our environmental reporting processes are always evolving, to improve the transparency, management, and reduction initiatives of our GHG emissions and our energy consumption. We have measured our air emissions in line with the FCP's environmental permit and its ISO14001:2015 certification since 2015.

Indivior's TCFD disclosure, with details about Indivior climate change strategy, governance, risks, and metrics, can be found on pages 43 to 44 in our [Annual Report and Accounts 2023](#).



We present our 2023 GHG emissions disclosures in the same format as our previous disclosed 2022 and 2021 calculations, which includes a limited and specific Scope 3.

2023 Indivior GHG Emissions (Scope 1, Scope 2, and Scope 3)

| Type | 2023 tonnes CO ₂ e | 2022 tonnes CO ₂ e | 2021 tonnes CO ₂ e |
|---|-------------------------------|-------------------------------|-------------------------------|
| Scope 1 | 4,573 | 3,433 | 2,428 |
| Scope 2, location-based | 2,196 | 1,531 | 1,807 |
| Scope 2, market-based | 2,366 | 1,874 | 2,073 |
| Scope 3 ⁴ | 1,665 | 1,194 | 1,091 |
| Total emissions, location-based | 8,434 | 6,158 | 5,326 |
| Total emissions, market-based | 8,604 | 6,501 | 5,592 |
| GHG emissions per employee, location-based | 7.25 | 6.46 | 6.02 |
| GHG emissions per employee, market-based | 7.39 | 6.82 | 6.32 |
| GHG emissions per unit of revenue (\$M), location-based | 7.72 | 6.83 | 6.73 |
| GHG emissions per unit of revenue (\$M), market-based | 7.87 | 7.22 | 7.07 |

| Type | 2023 MWh | 2022 MWh | 2021 MWh |
|-------------------------------|----------|----------|----------|
| Total Scope 1 | 19,608 | 13,073 | 9,706 |
| Total Scope 2, location-based | 7,398 | 4,727 | 5,343 |

In 2023, we initiated data collection and GHG estimations for Scope 3 emissions. And in the table below, we are including Scope 3 Categories 1, 2, 3, 4, 5, 6, 7, 9, and 12. Other remaining Scope 3 categories, were considered not relevant to Indivior.

2023 Indivior Scope 3 GHG Emission Breakout

| Type | tonnes CO ₂ e |
|---|--------------------------|
| Category 1: Purchased Goods and Services ⁶ | 66,927 |
| Category 2: Capital Goods ⁷ | 860 |
| Category 3: Fuel- and Energy-Related Activities ⁸ | 1,547 |
| Category 4: Upstream T&D ⁹ | 3,793 |
| Category 5: Waste Generated in Operations ¹⁰ | 3,118 |
| Category 6: Business Travel ¹¹ | 9,911 |
| Category 7: Employee Commuting ¹² | 864 |
| Category 9: Downstream T&D ¹³ | 19,855 |
| Category 12: End-of-Life Treatment of Sold Products ¹⁴ | 903 |
| Scope 3 | 107,779 |

5 Scope 3 is aligned with Indivior's 2023 Annual Report and Accounts; Scope 3 covers water supplies under category 1 purchased goods and services and category 3 fuel- and energy-related activities not covered in Scope 1 and 2.
6 Emissions estimated based on spend using emission factors, using USEPA Supply Chain Greenhouse Gas Emission Factors v1.2.
7 Emissions estimated based on spend using emission factors, using USEPA Supply Chain Greenhouse Gas Emission Factors v1.2.
8 Emissions calculated based on DEFRA v12 emission factors; electricity calculated based on Sphera GaBi emission factors.
9 Emissions estimated based on spend using emission factors, using USEPA Supply Chain Greenhouse Gas Emission Factors v1.2.
10 Emissions calculated based on waste volume using Sphera GaBi emission factors.
11 Emissions calculated based on business travel miles and hotel stays for major Indivior offices in U.S., U.K., Australia, and Canada, using DEFRA v12 emissions factors.
12 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 v12 emissions factors. Includes estimates for employees working from home.
13 Emissions estimated based on spend using emission factors, using USEPA Supply Chain Greenhouse Gas Emission Factors v1.2.
14 Emissions estimated based on product packaging volume and anticipated final disposal, i.e., incineration or landfill, using Sphera GaBi emission factors.



Calculating Manufacturing Emissions

Indivior acquired a manufacturing facility in Raleigh, North Carolina, on November 1, 2023. This additional facility accounts for an increase in Scope 1 and Scope 2 emissions from 2022 to 2023. We anticipate that this new manufacturing site will effectively double our Scope 1 and Scope 2 emissions and will not offset the respective Scope 3 emissions. Because future emissions from this new manufacturing site are difficult to predict, we have not yet set targets for GHG emissions reductions.

Incentivizing Sustainability

In 2023, to further embed sustainability into our ways of working, we incorporated an ESG modifier into the organization's annual incentive plan (AIP) for all employees. The four programs covered in Our Progress & Next Steps served as the metrics and measurements for evaluation of the 2023 AIP. For more information, please see page 117 to 144 of our [Annual Report and Accounts 2023](#).

Our Progress & Next Steps

Driving Sustainability in Our Operations

We are working to ensure better sustainability, safety, and efficacy of our operations—from discovery and development, to manufacturing and the safe delivery of treatments for patients. Informing our work are the Intergovernmental Panel on Climate Change (IPCC) and the UN Framework Convention on Climate Change (UNFCCC), as well as various regulatory bodies and initiatives. These standards aim to achieve greater transparency and enable our stakeholders to monitor related areas of climate change and environmental performance at Indivior.

Adding Solar to FCP

Our Hull Fine Chemical Plant (FCP) facility has a strong environmental management program, which encompasses air, water, waste, natural

resources, and ecological management. FCP is ISO 14001:2015 certified and complies with the U.K. Environment Agency requirements, maintaining a solid environmental safety record. We conduct regular management reviews and invest in ongoing enhancements that improve sustainability and its operations. In 2024, we plan to build additional solar capacity for the FCP to further reduce our environmental impact.

In 2023, we installed solar panels at the plant, which is estimated to avoid as much as 6.353 tCO₂e in GHG emissions at the FCP, which is nearly 1.8% of FCP's total yearly emissions. This equates to approximately \$4,000 in cost savings annually. The Chapleo location, where we have more solar panels installed to avoid GHG emissions and save on costs, is also ISO 14001:2015 certified and complies with the U.K. Environment Agency requirements, maintaining a solid environmental safety record. This solar site generated 22,084 kWh of energy, reducing 1.9% of total Chapleo consumption, and saving approximately \$4,000 annually.

Making Better Packaging Decisions

We are evaluating ways we can reduce our impact on manufacturing waste. In 2023, we identified an initiative to switch to a more sustainable carton packaging for our U.S.-produced SUBOXONE Film. This new carton material will utilize the same weight of paperboard, but it is processed using 15% less materials and is manufactured using low-carbon footprint energy (i.e., hydro and nuclear mix with bio-based fuels). This equates to a reduction of about 60% in GHG emissions per carton. The switch to more sustainable carton packaging is expected to occur in 2024.

Transitioning to Hybrid

In partnership with Holman Fleet, Indivior implemented a new U.S. hybrid fleet program in 2023. By the end of the year, we transitioned to more than 30 hybrid vehicles. And we will continue to roll out our hybrid fleet program, depending on external supply availability. We aim to have a 100% transition to hybrid vehicles by the end of 2026.



PILLAR 5: PROVIDE OUR PRODUCTS

What We Are Doing

Offering Accessible Treatments

Through our patient accessibility programs, we are working to remove barriers and stigmas to treatments for everyone, no matter what the patient's age, gender, or socioeconomic background, including patients in the criminal justice system. Access to our products may reduce incarcerations and recidivism connected with SUDs while also improving the cost burden in healthcare.¹⁵

As part of our goal to make treatments available for everyone, we have developed a three-pronged growth strategy for patient access that can remove barriers to access for as many as three million patients.

- 1. 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 program.
- 2. Expand access to treatment in the criminal justice system:** This would include federal, state, and county jails. And it may mean an increase in patient access funding and access to treatments.
- 3. Increase access to treatment through alternate sites of care (ASOC):** We increased access to SUBLOCADE through agreement with Albertsons, one of the largest food and drug retailers in the U.S. We reported in Q1 2024 that Albertsons alternate sites of care patient injections increased ~50% and the number of locations performing injections doubled since Q4 2023.

There is more opportunity for product access, with nearly 15,000 organized health and independent providers that can be activated. In 2023, our products became available to patients in approximately 4,800 of those facilities. And we partner to offer Medication Assisted Treatments (MATs) in jails and prisons. By June 2023, we were offering Indivior product support in 15 U.S. states. We have found an opportunity to expand our product access to between 8,000 and 12,000 criminal justice system facilities. And in 2023, roughly 300 of those facilities were providing our products to patients in need.

Establishing a Supply Chain Ecosystem

Indivior product manufacturing and supply involves a highly intricate process that depends on both internal manufacturing capabilities and third-party sources. In 2023, we expanded our internal capabilities with the addition of a new Raleigh manufacturing facility, which will help ensure patient supply of SUBLOCADE. We view our suppliers, vendors, distributors, and all third-party entities that provide goods and services as critical business partners.

Indivior's [Third-Party Code of Conduct](#) sets expectations and requirements for working together. In it, we require all suppliers to responsibly address environmental and climate change issues. Our management team ensures compliance with regulations and monitors third-party manufacturing by mandating that all operations adhere to the strict rules and regulations governing the healthcare industry in the U.S. and the U.K..

¹⁵ PubMed Central, "[Community buprenorphine continuation post-release following extended release vs. sublingual buprenorphine during incarceration: a pilot project in Maine.](#)" Published June 28, 2024.



Following Standards for Safety

Indivior follows strict regulatory guidelines and quality standards to ensure the safety of our products for patients. These guidelines, such as Good Manufacturing Practice (GMP), require pharmaceutical companies to establish and maintain rigorous processes for product development, manufacturing, testing, and distribution. This includes using high-quality raw materials, conducting thorough testing at various stages of production, and adhering to proper storage and transportation practices. We have dedicated quality control and quality assurance teams that monitor every aspect of the manufacturing process to ensure compliance with regulations and business standards. We have systems in place to track and trace products, from production to distribution, to minimize the risk of counterfeit or substandard products entering the market.

Managing Systems & Processes

Indivior has implemented management systems that include the FDA-required Risk Evaluation and Mitigation Strategies (REMS) program for SUBLOCADE to mitigate the potential risk of serious harm or death resulting from intravenous self-administration. Additionally, the organization is also part of 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.

Our Progress & Next Steps

Fostering Control, Safety & Compliance

We will stay focused on quality control, safety, and compliance. Our quality assurance teams monitor every aspect of the manufacturing process to ensure compliance with regulations and business standards. Since 2020, we have had no recalls of our products. This includes all our marketed treatments.

Case Study: Launching the OPVEE Experience Program

Through the OPVEE Experience Program, we are partnering with local law enforcement departments, agencies, and community organizations. The program offers free-of-charge treatment options to qualifying public interest entities in local communities to build experience and help save lives.

In November 2023, we launched the OPVEE Experience Program in partnership with the Alliance of Coalitions for Healthy Communities and Oakland County Sheriff Department in Michigan (where statute allows law enforcement to use any FDA-approved opioid antagonist in lieu of a standing order). As of April 2024, the program had 63 reversals and 74 units were used. And within its first three weeks, this OPVEE Experience Program enrolled more than 180 organizations.

GLOBAL REPORTING INITIATIVE INDEX

Indivior has reported the information cited in this Global Reporting Initiative (GRI) content index for the period from January 1, 2023, until December 31, 2023, 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 STANDARD | DISCLOSURE | LOCATION |
|--|--|---|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | See page 5. |
| | 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 December 31, 2023. This report is published annually. The principal contact point is Vishal Kalia, Senior Vice President at Indivior. |
| | 2-4 Restatements of information | Not applicable. |
| | 2-5 External assurance | The report has not been externally assured, although some data contained within this report has been evaluated for consistency with audited information as part of the annual report audit process. |
| | 2-6 Activities, value chain and other business relationships | See page 5. |
| | 2-7 Employees | See page 5. |
| | 2-8 Workers who are not employees | Not applicable. |
| | 2-9 Governance structure and composition | For more information, see the Corporate Governance section of Indivior's website. |
| | 2-10 Nomination and selection of the highest governance body | For more information, see the Corporate Governance section of Indivior's website. |
| | 2-11 Chair of the highest governance body | For more information, see the Corporate Governance section of Indivior's website. |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Annual Report and Accounts 2023 , pages 21 to 28; 82 to 93. |
| | 2-13 Delegation of responsibility for managing impacts | See 2022 Sustainability Report , page 33. |
| | 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 governance details, see page 12. |
| | 2-15 Conflicts of interest | Annual Report and Accounts 2023 , pages 83, 90, 105, and 107. |
| | 2-16 Communication of critical concerns | Directors are expected to communicate any critical concerns to the Chair directly, who will ensure that the directors have 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 | Annual Report and Accounts 2023 , pages 78 and 79. |
| | 2-18 Evaluation of the performance of the highest governance body | Annual Report and Accounts 2023 , pages 92 and 93. |
| | 2-19 Remuneration policies | Annual Report and Accounts 2023 , pages 114 and 115. |
| | 2-20 Process to determine remuneration | Annual Report and Accounts 2023 , pages 116 to 119; 131 to 143. |
| | 2-21 Annual total compensation ratio | Annual Report and Accounts 2023 , pages 140 to 142. |
| | 2-22 Statement on sustainable development strategy | See page 6. |

| GRI STANDARD | DISCLOSURE | LOCATION |
|--|---|--|
| | 2-23 Policy commitments | See page 6. |
| | 2-24 Embedding policy commitments | See page 6. |
| | 2-25 Processes to remediate negative impacts | See page 6. |
| | 2-26 Mechanisms for seeking advice and raising concerns | See page 14. More information can be found on the Indivior website . |
| | 2-27 Compliance with laws and regulations | Indivior's Global Code of Conduct requires compliance with the applicable laws and regulations. There were no material breaches of applicable laws and regulations during the reporting period. |
| | 2-28 Membership associations | Indivior supports organizations that work within its areas of operation with grants. More information is available at 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 | Annual Report and Accounts 2023 , pages 26 to 32; 83, 87, 89, and 146. |
| | 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 plans to conduct a double materiality process in 2024 and will share more information as appropriate. |
| | 3-2 List of material topics | See 2022 Sustainability Report , page 8. |
| | 3-3 Management of material topics | See 2022 Sustainability Report , page 8. |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Annual Report and Accounts 2023 , page 163. |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Annual Report and Accounts 2023 , pages 35 to 45; 47 to 51. |
| | 201-3 Defined benefit plan obligations and other retirement plans | Indivior operates benefit plans for all of its employees. In the U.S., employees may contribute a portion of eligible salary on a Pre-Tax, Roth, or After-Tax basis. Indivior matches 75% of the first 6% of employee contributions. Indivior also automatically contributes 4% of eligible salary as a profit-sharing contribution. In the U.K., Indivior contributes 10% of eligible salary. |
| | 201-4 Financial assistance received from government | Indivior did not receive material assistance of this sort in 2023. |
| 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. |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | Annual Report and Accounts 2023 , pages 26 to 32. |
| | 203-2 Significant indirect economic impacts | Indivior was founded to help people with substance use disorder. Therefore, 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. |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | See page 12. Indivior's Global Conduct Policies , or refer to Indivior's Anti-Bribery and Corruption Policy . |
| | 205-2 Communication and training about anti-corruption policies and procedures | See page 9. |
| | 205-3 Confirmed incidents of corruption and actions taken | No instances in 2023. |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Annual Report and Accounts 2023 , pages 60 to 62. |
| GRI 207: Tax 2019 | 207-1 Approach to tax | Indivior's Global Code of Conduct , page 42. Annual Report and Accounts 2023 , pages 180 to 182. Indivior's Tax Strategy . |

| GRI STANDARD | DISCLOSURE | LOCATION |
|--|---|---|
| GRI 207: Tax 2019 | 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 2023 , pages 180 to 182. |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | Not disclosed. |
| | 301-2 Recycled input materials used | Not disclosed. |
| | 301-3 Reclaimed products and their packaging materials | Not disclosed. |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | See page 17. Annual Report and Accounts 2023 , page 44. |
| | 302-2 Energy consumption outside of the organization | Not applicable. |
| | 302-3 Energy intensity | Not disclosed. |
| | 302-4 Reduction of energy consumption | See page 17. |
| | 302-5 Reductions in energy requirements of products and services | Not disclosed. |
| 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 Plant (FCP), located in Hull, U.K., and one of two of the organization's manufacturing locations, uses 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. Indivior's other locations (offices and two R&D centers) all use mains water. Indivior's raw material supply chain (located in Tasmania, Australia) for the FCP relies on the availability of rainwater for poppy seed production. We do not believe that the remainder of Indivior's supply chain (which for manufacturing purposes is based in the U.K. and U.S.) relies on the availability of fresh water as part of the manufacturing process. Indivior's activities do not use recycled, brackish, or produced water. We do not believe that the availability of these categories of water is important to the activities of Indivior's supply chain. |
| | 303-2 Management of water discharge-related impacts | Not disclosed. |
| | 303-3 Water withdrawal | Not disclosed. |
| | 303-4 Water discharge | Not disclosed. |
| | 303-5 Water consumption | Not disclosed. |
| 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 | Not applicable. |
| | 304-2 Significant impacts of activities, products and services on biodiversity | Not applicable. |
| | 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 | Not applicable. |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | See page 16. |
| | 305-2 Energy indirect (Scope 2) GHG emissions | See page 16. |
| | 305-3 Other indirect (Scope 3) GHG emissions | See page 16. |
| | 305-4 GHG emissions intensity | See page 16. |
| | 305-5 Reduction of GHG emissions | See page 16. |
| | 305-6 Emissions of ozone-depleting substances (ODS) | Not applicable. |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 261 tonnes (CO ₂ equivalent) of Indivior's emissions in 2023 resulted from hydrofluorocarbons emissions. |

| GRI STANDARD | DISCLOSURE | LOCATION |
|--|---|--|
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Not disclosed. |
| | 306-2 Management of significant waste-related impacts | Not disclosed. |
| | 306-3 Waste generated | Not disclosed. |
| | 306-4 Waste diverted from disposal | Not disclosed. |
| | 306-5 Waste directed to disposal | Not disclosed. |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | Suppliers are required to adhere to the Third-Party Code of Conduct 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 2023. |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Not disclosed. |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Not disclosed. |
| | 401-3 Parental leave | Not disclosed. |
| GRI 402: Labor/Management Relations 2016 | 402-1 Minimum notice periods regarding operational changes | Not disclosed. |
| 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, U.K., holds ISO 45001:2018 certification. |
| | 403-2 Hazard identification, risk assessment, and incident investigation | The Fine Chemical Plant and the R&D facility in Hull, U.K., has comprehensive management systems to address these matters. No significant incidents were recorded in 2023. |
| | 403-3 Occupational health services | See page 10. |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | See page 10. |
| | 403-5 Worker training on occupational health and safety | The Fine Chemical Plant and the R&D facility in Hull, U.K., and the new R&D facility in Raleigh, North Carolina, U.S., have these comprehensive training procedures. |
| | 403-6 Promotion of worker health | See page 10. |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Not disclosed. |
| | 403-8 Workers covered by an occupational health and safety management system | The Fine Chemical Plant and the R&D facility in Hull, U.K., holds ISO 45001:2018 certification |
| | 403-9 Work-related injuries | No significant instances recorded in 2023. |
| | 403-10 Work-related ill health | No significant instances recorded in 2023. |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | Not disclosed. |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | See page 9. |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | All employees receive regular performance and career development reviews. |

| GRI STANDARD | DISCLOSURE | LOCATION |
|---|--|---|
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | See page 10. |
| | 405-2 Ratio of basic salary and remuneration of women to men | Not disclosed. |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | No such instances recorded in 2023. |
| 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 Third-Party Code of Conduct 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 Third-Party Code of Conduct 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 Third-Party Code of Conduct 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 page 19. |
| | 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 Third-Party Code of Conduct . |
| | 414-2 Negative social impacts in the supply chain and actions taken | None found during 2023. |
| GRI 415: Public Policy 2016 | 415-1 Political contributions | Annual Report and Accounts 2023 , page 148. |
| 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 2023. |
| GRI 417: Marketing and Labeling 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 2023. |
| | 417-2 Incidents of non-compliance concerning product and service information and labeling | None during 2023. |
| | 417-3 Incidents of non-compliance concerning marketing communications | None during 2023. |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | None during 2023. |

Important Cautionary Note Regarding Forward-Looking Statements

This report contains certain statements that are forward-looking. Forward-looking statements include, among other things, statements regarding our strategic priorities; our plan to review double materiality in 2024; our plan to add additional solar panels at the FCP; our plan to use more sustainable carton packaging; our goal to have a 100% hybrid fleet; 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,” “outlook,” “guidance,” 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 delays in deploying additional solar panels or hybrid vehicles; reliance on third parties to provide more sustainable packaging; and those factors described in Indivior’s Annual Report on Form 20-F for the fiscal year 2023 and its 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.



