IQVIA

2025
Sustainability Report

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IQVIA 2025 Sustainability Report

Introduction

Accelerating innovation for a **healthier** world.

📷 IQVIA office, Kolkata, India

Letter from our CEO

Dear Stakeholders,

Welcome to IQVIA's 2025 Sustainability Report. At IQVIA, our mission is to accelerate innovation for a healthier world. Our 93,000 employees support more than 10,000 life sciences and healthcare customers in more than 100 countries, delivering innovative solutions that help improve health outcomes globally.

Every day, we collaborate with customers and partners around the world to improve patients' lives and make a positive impact on global health. I am proud of the progress IQVIA has made in our sustainability efforts. Our commitment to global health and our key 2025 sustainability achievements are detailed throughout this report. I invite you to explore the meaningful contributions IQVIANs have made over the last year.

Investments in our employees

Our achievements are driven by the extraordinary talent and dedication of IQVIANs worldwide. Consistent with our longstanding commitment to employee growth, we continue to invest heavily in learning and development. In 2025, we accelerated our talent and learning efforts through an AI and data analytics upskilling program, with over 230,000 employee engagements with our AI learning resources.

In addition, more than 2,000 employees participated in our leadership programs to build the skills needed to progress in their careers while meeting business needs. We are committed to hiring and developing the best talent to advance the development of innovative solutions and drive our vision to power smarter healthcare for everyone, everywhere. We bring together an expansive range of experiences and knowledge across our teams to build a connected community within IQVIA.

IQVIANs continue to make a positive impact in the communities where they live and work. Through our annual IQVIA Day, IQVIA employees around the world volunteered their time to preserve natural spaces, enhance community environments, support populations and care for children — demonstrating our shared commitment to supporting local communities.

Our commitment to employee growth and engagement is reflected in how we listen to and act on employee feedback. In 2025, we exceeded Fortune 500 benchmarks for key engagement metrics. Notably, 91% of employees agreed they are acquiring the knowledge and skills to be effective in their roles — eight points above the Fortune 500 benchmark average — and 95% of employees reported they understand how to raise ethical concerns.

Access to healthcare

Patients' needs are central to the research we support, driving our efforts to expand access to clinical trials and improve health outcomes. Increasing participation in clinical trials is essential to ensuring that studies reflect the patient populations who will ultimately use approved therapies. By utilizing our extensive information assets, global reach and ability to identify and activate sites closer to patients, IQVIA enables trials that accelerate enrollment, strengthen evidence and reflect a broader range of patient needs. Selected highlights include:

- Activated a site in Brazil for a global acute coronary syndrome trial as the first Latin American site for the trial, followed shortly by a second site in Argentina. Together, these sites enrolled 5,700 participants toward the global target of 47,000, helping ensure that patients from the Latin America region are represented in large scale cardiovascular research.

- Expanded our global network of Prime Sites — high-performing clinical trial centers with above-average rates of patient recruitment — to 56 sites, adding locations in Brazil, Italy and Japan.

- Continued to support the expansion of the U.K. National Health Service Federated Data Platform, for which we provide technology to help make millions of datasets safe to share. In 2025, the platform extended its coverage to more than 120 hospital trusts, 30,000 datasets and over 40 million registrations.

Innovation in AI and technology

AI continues to redefine the life sciences landscape. We advanced our AI strategy by expanding key partnerships to strengthen ecosystem interoperability and launching new AI-enabled solutions for both internal use and external offerings. We remain committed to using AI responsibly, with capabilities built on IQVIA's Healthcare-grade AI® and best-in-class approaches to privacy, regulatory compliance and patient safety.

AI governance at IQVIA is conducted through our AI Governance Council and Center for Defensible Data and AI, furthering responsible use, regulatory compliance and adherence to the highest industry standards. Building on our long history of applying technology to transform the speed and scale of

research, we are building AI agents tailored to the requirements of the life sciences industry and healthcare. Our Healthcare-grade AI® brings together data, technology and domain expertise to help solve healthcare needs.

Global health

IQVIA is uniquely positioned to tackle some of the world's most complex public health problems in collaboration with governments, healthcare providers, NGOs and the biopharmaceutical industry. We use our differentiated capabilities, deep expertise and global scale to develop tailored solutions for all healthcare research needs.

For example, we:

- Accelerated response to Ethiopia's first outbreak of the Marburg virus disease, working with the Sabin Vaccine Institute to provide more than 640 Marburg vaccine doses for a Phase II trial.

- Collaborated with the Global Fund and the Rwandan government to develop the country's Digital Health Strategy 2024-2029 with the aim to ensure digital health systems are both technically robust and responsive to the needs of patients and healthcare providers.

- Welcomed more than 4,500 participants from across Latin America to the IQVIA World Review Conference in Brazil, where we shared unique and actionable insights into health system priorities, funding and access challenges, and market forecasts.

Environmental impact

In line with our commitment to delivering service excellence, we continued partnering with our customers, suppliers and industry to reduce the environmental impacts of research. We continued our commitment to healthcare's most widely recognized laboratory sustainability certification program, My Green Lab®, for the fifth consecutive year — with 100% of our global laboratories certified. To lower waste generated during research, we redesigned our test kits packaging to use at least 98% recycled materials and replaced certain materials in our cold chain logistics to reduce packaging emissions by 70%. In 2025, we expanded our ISO 14001 and 45001 certification to 41% of our laboratories, including our five largest U.S. facilities.

Strengthening governance

Our governance program plays a critical role in supporting our sustainability efforts by promoting accountability, which enhances long-term shareholder value. We continued building and strengthening various governance aspects. For example, we enhanced our information governance program through additional trainings, workshops and standardized processes to further support the responsible handling of sensitive data.
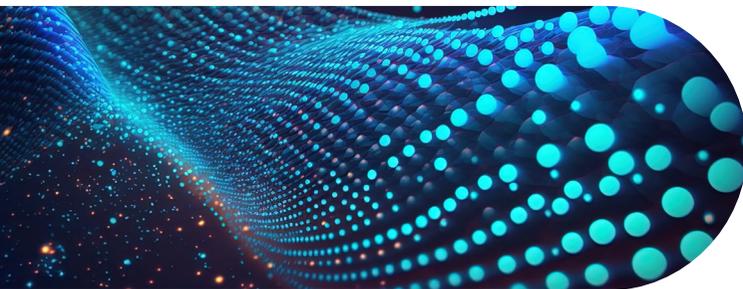
External recognition

We achieved significant industry recognition for our efforts throughout the year, including from:

- **FORTUNE®.** IQVIA was named the No. 1 most admired company in its category on the 2026 Fortune® World's Most Admired Companies™ list. This is the fifth year in a row IQVIA has earned first place in the Health Care: Pharmacy and Other Services category, and the ninth consecutive year it has appeared on the list.

- **Forbes.** IQVIA was named to the Forbes' World's Best Management Consulting Firm list in the Healthcare and Life Sciences Industry sector.

- **TIME.** IQVIA scored "outstanding" — the top category — in TIME's inaugural ranking of the World's Top HealthTech companies in 2025, recognizing our work to deliver impactful technologies to improve health.

- **Brandon Hall Group.** IQVIA received five Human Capital Management Excellence Awards® from Brandon Hall Group, recognizing our commitment to developing and investing in our employees and creating a supportive environment.

- **MedTech Breakthrough Awards**. IQVIA's Health Research Space — a patient-centered online platform that enables the generation of real-world evidence of diagnosis and treatment — won the Best Mobile App for Patient Engagement at the MedTech Breakthrough Awards.

I am proud of what we accomplished in 2025 and of the meaningful role IQVIA plays in improving the lives of patients, caregivers and underserved communities globally. These accomplishments are made possible by the dedication of our employees, the support of our stockholders and partners, and the trust of our customers. With IQVIA's unique capabilities to innovate, accelerate trial delivery and facilitate industry-wide collaboration, I am confident we will continue to make a significant and meaningful impact on global health and advance our mission. I look forward to sharing our continued progress with you in 2026.

Kind regards,

Ari Bousbib,
Chairman and Chief Executive Officer

IQVIA headquarters, Durham, North Carolina, U.S.

About IQVIA

IQVIA is a leading global provider of clinical research services, commercial insights and healthcare intelligence to the life sciences and healthcare industries.

Our portfolio of solutions is powered by IQVIA Connected Intelligence™ to deliver actionable insights and services built on high-quality health data, Healthcare-grade AI®, advanced analytics, the latest technologies and extensive domain expertise. IQVIA is committed to using AI responsibly, with AI-powered capabilities built on best-in-class approaches to privacy, regulatory compliance and patient safety, and delivering AI to the high standards of trust, scalability and precision demanded by the industry.

With approximately 93,000 employees in over 100 countries, including experts in healthcare, life sciences, data science, technology and operational excellence, IQVIA is dedicated to accelerating the development and commercialization of innovative medical treatments to help improve patient outcomes and population health worldwide.

IQVIA is a global leader in protecting individual patient privacy. We use a wide variety of privacy-enhancing technologies and safeguards to protect individual privacy while generating and analyzing information on a scale that helps healthcare stakeholders identify disease patterns and correlate with the precise treatment path and therapy needed for better outcomes. **Our insights and execution capabilities help biotech, medical device and pharmaceutical companies, medical researchers, government agencies, payers and other healthcare stakeholders tap into a deeper understanding of diseases, human behaviors and scientific advances, in an effort to advance their path toward cures.**

IQVIA's AI Leadership

AI presents opportunities to positively influence the future of healthcare. IQVIA has a long history of using technology to transform the speed and scale of research. The pace of innovation across AI and technology is reshaping how the life sciences industry advances research, delivers care and improves health outcomes globally. As the landscape becomes more complex and increasingly interconnected, and with the rapid advancement of agentification, collaboration across the broader ecosystem has become essential to meet the healthcare industry's evolving needs. No single organization can address these challenges alone; meaningful progress requires the collective strength and expertise of many participants working closely together.

IQVIA is at the forefront of this transformation, collaborating with a broad array of industry participants within this interconnected network to deliver transformative technology across the full spectrum of healthcare delivery from clinical development to commercialization. These partnerships include leading technology and industry organizations such as Amazon Web Services, Databricks, Medidata, Microsoft, NVIDIA, Oracle, Palantir, Salesforce, Snowflake, and Veeva, among others, reflecting the breadth of expertise required to drive impact, and ultimately, improve patient outcomes and achieve our mission of accelerating innovation for a healthier world.

Our 2025 business segments

Technology & Analytics Solutions

- We help life sciences organizations maximize commercial effectiveness. By connecting the latest data, analytics, domain expertise and technology, we reveal new insights and improve decision-making on pricing and market access, brand and promotional strategies.

- We inform healthcare decision-making and improve patient outcomes through the provision of information about medicines, treatment patterns and non-identified patient outcomes, and generation and communication of real-world evidence.

Research & Development Solutions

- By connecting data, technology, and analytics, we enable our customers to identify unmet medical needs, develop innovative therapies, optimize clinical trials and improve care. Patients benefit from improved treatment outcomes and faster access to life-changing therapies.

- Our services span the full development cycle, from initial planning through to Phase III trials, regulatory submission and post-marketing studies.

Contract Sales & Medical Solutions

- We provide our customers with outsourcing support at all stages of the product lifecycle, from development through commercialization.

- Our sales representatives, nurse educators and medical science liaisons help customers ensure that the right products are prescribed for the right patients. They provide patient services to encourage adherence and achieve optimal health outcomes.

Going forward, we have implemented a new, simplified organizational model to strengthen collaboration, enhance efficiency, and support continued growth. As a result, starting January 1, 2026, our business segments consist of Commercial Solutions and Research & Development Solutions.

2025 in numbers

DEEP EXPERTISE | EXTENSIVE INFORMATION ASSETS | HEALTHCARE NETWORK | ADVANCES, OUTCOMES AND IMPACT

93,000

employees serving customers in **100+** countries, including:

- **35,000+**
  healthcare professionals / clinicians / physicians / epidemiologists

- **19,000+**
  PhDs, MDs and other advanced degrees

- **~13,000**
  technology experts

- **9,000+**
  specialists in Real World Solutions

- **~4,000**
  advanced analytics experts / data scientists / statisticians

~150K

data suppliers, tracking 90% of global pharma sales

1.2B+

non-identified patient records

68+

petabytes of unique data

55K+

pharmacy and wholesaler partners

22M+

healthcare professionals

~1,800

hospital partners

Accelerate medical advances

~80%
new drug launches supported

1,100+
complete and active clinical trials

4,400+
scientific publications over the last five years

Improve health outcomes

30+
genomics laboratory partners across 20+ countries

50+
countries supported by our public health work

20+
therapy areas covered by our patient support programs

Strong financial profile

$16.3B
annual revenue

$3.8B
adjusted EBITDA[1]

$2.1B
free cash flow[1]

1. See Appendix A on page 93 for a reconciliation of non-Generally Accepted Accounting Principles (GAAP) financial measures against the most directly comparable GAAP financial measure.

2025 awards and recognition

Independent recognition is an important part of how we measure success, **highlighting our achievements in key areas such as innovation, advancing research and operational excellence**. We are proud that we continue to set industry standards across our business.

Innovation

- **Everest Group.** IQVIA was the only clinical research organization to achieve top ranking in the AI-deas to Action: Operationalizing Generative AI in Life Sciences report. The Everest Group® highlighted the strength of our end-to-end generative AI capabilities. IQVIA was also named a Leader in the 2025 Everest Group Life Sciences AI and Analytics Services for Commercial PEAK Matrix ® Assessment. This recognizes our industry impact and ability to deliver AI and analytics services.

- **TIME.** IQVIA scored "outstanding" — the top category — in TIME's inaugural ranking of the World's Top HealthTech companies in 2025. The list recognizes companies delivering the most impactful technologies to improve health.

Advancing research

- **MedTech Breakthrough Awards.** Our Health Research Space won the Best Mobile App for Patient Engagement at the MedTech Breakthrough Awards. The platform engages patients and facilitates direct information collection, helping generate real-world evidence on diagnosis and treatment.

- **Fierce Biotech.** We were recognized in the Fierce CRO Awards for our Innovative Approaches to Patient-Centric Research. Our use of AI-powered recruitment strategies, mobile research units and decentralized clinical trials improves the trial experience for both patients and sites.

- **WCG.** Based on feedback from over 12,000 participants, IQVIA was honored with the WCG Pinnacle Award for Site Relationships in Professionalism and Communication.

Operational excellence

- **Fortune.** IQVIA was included on the *Fortune*® World's Most Admired Companies™ list for the ninth consecutive year and ranked No. 1 in the Healthcare: Pharmacy and Other Services category, for the fifth year in a row.

- **Forbes.** IQVIA was named to the Forbes' World's Best Management Consulting Firm list in the Healthcare and Life Sciences Industry sector.

- **Brandon Hall Group.** IQVIA achieved five Brandon Hall Group Human Capital Management Excellence HR Awards.

- **Quadrant Knowledge Solutions (QKS) Group.** Privacy Analytics, an IQVIA company, was recognized as a Data Masking Leader Worldwide for the fourth consecutive year in QKS Group's Data Masking Strategic Performance Assessment and Ranking Matrix.

Our approach to sustainability

Sustainability strategy

Sustainability is central to our mission of accelerating innovation for a healthier world. **Every day, we collaborate with customers and partners to improve health outcomes and increase our positive impact.**

We refer to sustainability in its broadest sense — our core mission of improving patient outcomes and human health as well as ensuring our employees' well-being and minimizing our impact on the environment. **We have identified the sustainability issues most relevant to our business and stakeholders. These are encompassed in our sustainability strategy.**

Our strategy is built on strong foundations of ethical conduct and robust governance. We work across our value chain to uphold human rights and employee health and safety, protect data integrity and privacy, and maintain compliance with relevant sustainability laws globally. Read more in the **Foundations** chapter on page 14.

Supported by these foundations, our three pillars — People, Public and Planet — guide our sustainability efforts.

- **With their passion to advance healthcare, our people are fundamental to the success of our business and our sustainability efforts.** An extensive suite of talent development, well-being, belonging and engagement initiatives positions us as an employer of choice, helping to attract and retain exceptionally talented employees. Read more in the **People** chapter on page 31.

- **As part of our commitment to the advancement of public health, we contribute to innovations for patients and populations globally.** We drive innovation while ensuring that AI and new technologies are deployed responsibly. This applies within our business, through the support we offer to customers and by advising on the development of new standards and regulations. Through our efforts to increase representation in clinical trials, we support discovery of effective treatments for underserved patient populations. Our understanding of patient needs informs everything we do, from designing and executing clinical trials to enhancing market access to innovative therapies. Read more in the **Public** chapter on page 43.

- **IQVIA's environmental program seeks to reduce our impact, with a focus on our laboratories and supply chain.** We are working to reduce our emissions, and continue to explore waste reduction initiatives across our laboratories and offices, and through clinical trials with customers. Read more in the **Planet** chapter on page 64.

Mission
Accelerate innovation for a healthier world

Vision
Power smarter healthcare for everyone, everywhere

Sustainability pillars and ambitions

People

Inspire our employees to continuously learn, grow, and collaborate

Build an engaged community of employees that treat each other with mutual respect and have a passion to advance healthcare

Champion employee health and well-being

Public

Harness the power of Connected Intelligence™ and innovation to accelerate transformation in healthcare

Drive access to healthcare by broadening trial participation and building connected information networks

Leverage our network to connect stakeholders and improve public health outcomes

Planet

Support our customers and the healthcare industry to implement more sustainable research practices

Reduce waste, focusing on laboratory waste

Minimize our impact on the environment

Foundations
Governance • Responsible & ethical use of AI • Ethics and compliance • Data and data privacy • Cybersecurity • Health and safety • Responsible procurement • Human rights

External frameworks

Our sustainability strategy and reporting are informed by well-established frameworks, including:

- **Global Reporting Initiative (GRI).** See page 76 for our 2025 GRI index.

- **Sustainability Accounting Standards Board (SASB).** See page 90 for our 2025 SASB index.

- **Science Based Targets initiative (SBTi).** Our near- and long-term greenhouse gas emissions reduction targets are validated by the SBTi. Read more on page 71.

- **United Nations Global Compact (UNGC).** IQVIA has been a signatory to this compact since 2020 and shares an annual Communication on Progress through the UNGC portal.

- **United Nations Sustainable Development Goals (UN SDGs).** See page 94 for information on the SDGs that are the most relevant to our business and where we believe we can have the greatest impact.
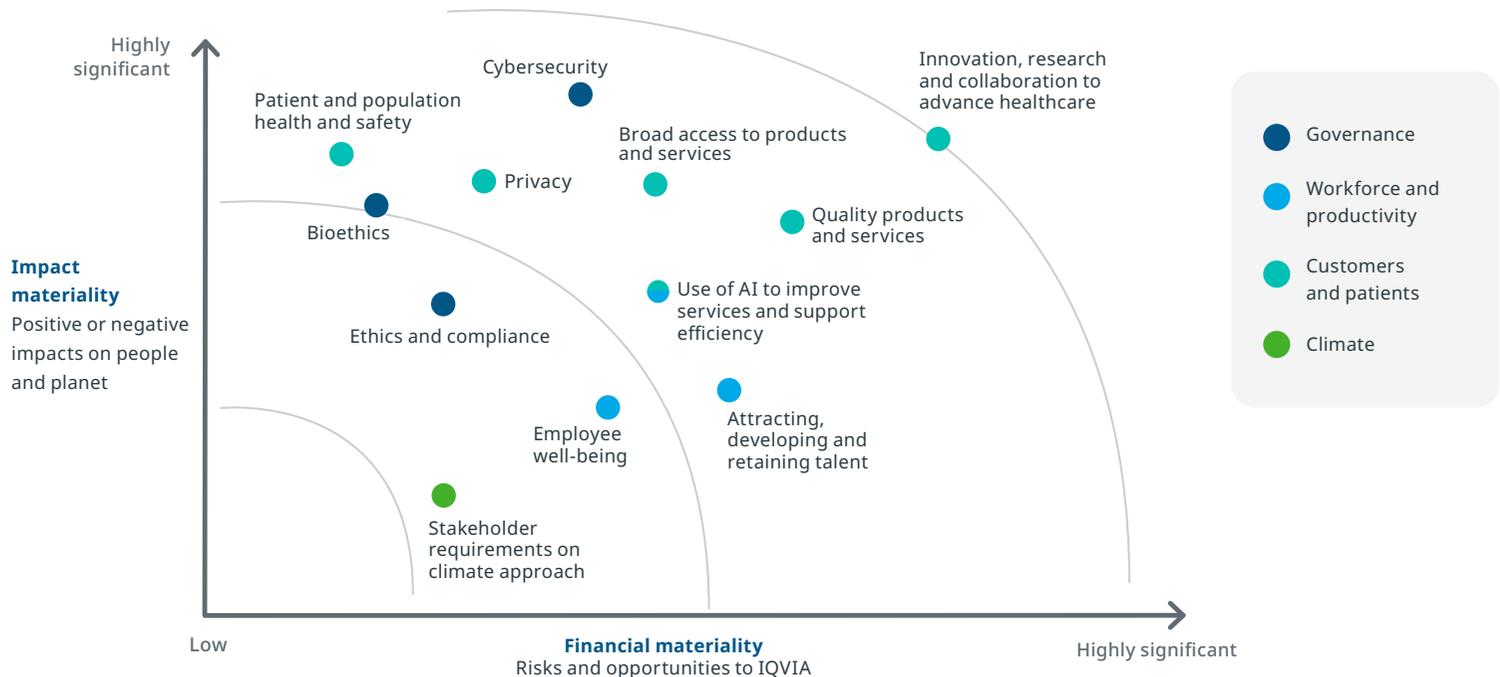
Material topics

We focus on the sustainability topics that have the greatest impact on our business and where we can have the most meaningful external impact.

In 2024, we conducted a double materiality assessment to confirm our key focus areas. We evaluated financial materiality based on the financial risks and opportunities to our business, as well as impact materiality, considering our external effects.

We reviewed our previous materiality assessment and industry reports to identify potential relevant sustainability topics for assessment. We then engaged suppliers, customers, investor representatives and employees through interviews to rank the topics and identify the issues most material to IQVIA. The resulting materiality matrix informs our strategy and reporting focus. Read more about our double materiality assessment in our 2024 Sustainability Report.

While the matrix reflects our 2024 assessment, we continue to monitor emerging trends and note that some topics, such as the use of AI to improve services and support efficiency, are rising in importance and shaping our strategic outlook.

Materiality matrix

Materiality matrix

Highly significant

Cybersecurity

Patient and population health and safety

Innovation, research and collaboration to advance healthcare

Broad access to products and services

Privacy

Bioethics

Quality products and services

Impact materiality
Positive or negative impacts on people and planet

Use of AI to improve services and support efficiency

Ethics and compliance

Attracting, developing and retaining talent

Employee well-being

Stakeholder requirements on climate approach

Low   **Financial materiality**   Highly significant
                       Risks and opportunities to IQVIA

Legend:
- ● Governance
- ● Workforce and productivity
- ● Customers and patients
- ● Climate

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Stakeholder engagement

Through regular and transparent engagement with our stakeholders, we seek to understand their views and incorporate them into our strategy and approach. **This strengthens our business, drives us to improve our sustainability performance, and helps us track progress while maximizing value for all those connected with our organization**.

Stakeholder group		Examples of how we communicate		
EMPLOYEES	We actively engage with our employees to continuously evolve and shape IQVIA into a rewarding place to work that inspires excellence and drives impact.	• Company news platform • Surveys and feedback loops	• Targeted email campaigns • Ethics Line	• Live and virtual town hall sessions
CUSTOMERS	Our long-standing customer relationships are built on mutual trust and a commitment to thoughtfully incorporating their evolving needs and priorities into how we operate.	• Direct outreach • Formal engagement processes, requests for proposals and questionnaires	• Formal governance, including Executive Steering Committees • IQVIA-led conferences	• Satisfaction surveys
INVESTORS	Engaging with investors generates essential insight into market dynamics, evolving priorities and emerging business risks and opportunities.	• Annual shareholders meeting • Industry conferences	• In-person and virtual meetings • IQVIA Investor Days	• Targeted outreach
PUBLIC	We work with healthcare professionals and patient associations to understand patient experiences and the challenges or barriers to access to support healthcare improvements.	• Conferences and roundtables • Direct engagement	• Industry associations • Research contributions through the IQVIA Institute for Data Science	• Thought leadership articles and publications
GOVERNMENT (AS REGULATORS AND CUSTOMERS)	We partner with governments and regulators to tackle evolving healthcare needs and help strengthen healthcare systems worldwide.	• Conferences and roundtables	• Direct engagement	• Formal information requests

Foundations

How we do business **matters.**

Our guiding principles of passion, innovation, collaboration and growth are underpinned by a culture of ethical conduct and robust governance across our value chain and encompassing all stakeholders.

IQVIA office, Durham, North Carolina, U.S.

Executive summary

Our ethical approach to business underpins our work to accelerate innovation for a healthier world, guiding us to act responsibly and with integrity.

We rely on a **robust corporate governance framework** to guide sustainability decision-making and ensure accountability and transparency across our operations. All IQVIA employees are required to demonstrate **adherence to our ethics and compliance guidelines.** Read more on page 16.

IQVIA continues to uphold **strong cybersecurity and data privacy structures**, reflecting our ownership of one of the world's largest healthcare datasets, our responsibility to protect sensitive data and the new opportunities presented by recent advances in AI. Read more on pages 22 and 25.

We are committed to **maintaining a workplace that supports our employees' health.**

In 2025, we further strengthened our health and safety program in our laboratories in various ways, including by extending our Leading for Safety program, which provides leaders with holistic guidance on how to manage safety proactively. Read more on page 28.

Our focus on **responsible procurement strengthens supply chain resilience** and supports us to make progress on our sustainability goals. We communicate our expectations of suppliers through our Supplier Code of Conduct. We also ask suppliers to extend the Code's principles and standards throughout their own supply chains and to regularly check compliance. Read more on page 29.

IQVIA is **committed to protecting human rights across our value chain** and we maintain a zero-tolerance approach to human rights violations. Our Code of Conduct and mandatory employee training ensure high ethical standards and help to prevent violations. Read more on page 30.

2025 highlights

95.3%

of employees say they are aware of how to report ethical concerns or observed misconduct.

68+ petabytes of proprietary data

from approximately 150,000 suppliers, including 1.2 billion non-identified patient records.

7 of our laboratories

have achieved certification with the International Organization for Standardization (ISO) 14001 (Environmental Management Systems) and ISO 45001 (Occupational Health and Safety Management Systems), covering over 70% of total laboratory test volumes.

Governance

Corporate governance

Our corporate governance framework defines how we operate and allocate responsibilities across IQVIA, including our governance of sustainability matters. It guides our decision-making, ensuring our accountability to all stakeholders and transparency in our operations.

All employees must demonstrate a commitment to compliance as part of their performance goals. Our Board oversees IQVIA's strategy, operations, and performance, and our senior management leads the day-to-day management of the organization. **Sustainability-related topics are regularly reviewed across our governance functions and channels — see further detail in the chart to the right.**

Ari Bousbib
Chairman and Chief Executive Officer

Colleen Goggins
Chair of the Nominating and Governance Committee

John Leonard, M.D.
Lead Independent Director and Nominating and Governance Committee Member

Trudy Stein
Executive Vice President, Chief Human Resources Officer

Ron Bruehlman
Executive Vice President, Chief Financial Officer

Eric Sherbet
Executive Vice President, General Counsel and Secretary

Sustainability governance

Board of Directors

Oversees IQVIA's overall sustainability strategy, including ethical business conduct, talent retention and development, employee health and safety, and monitors adherence to our Code of Conduct.

Lead Independent Director, John Leonard, M.D.

- Champions our sustainability efforts.
- Engages with stockholders, our CEO and management team.

Chair of the Nominating and Governance Committee, Colleen Goggins

- Leads oversight of sustainability matters, including overall strategy and reporting.
- Considers key sustainability-related risk topics.

Chief Executive Officer, Ari Bousbib

- Integrates sustainability into the broader organization.
- Engages with senior management, stockholders and other key external stakeholders on these topics.

Sustainability Executive Steering Committee

Guides and governs our overall sustainability objectives and initiatives, including providing direction on the focus and approach to IQVIA's sustainability reporting.
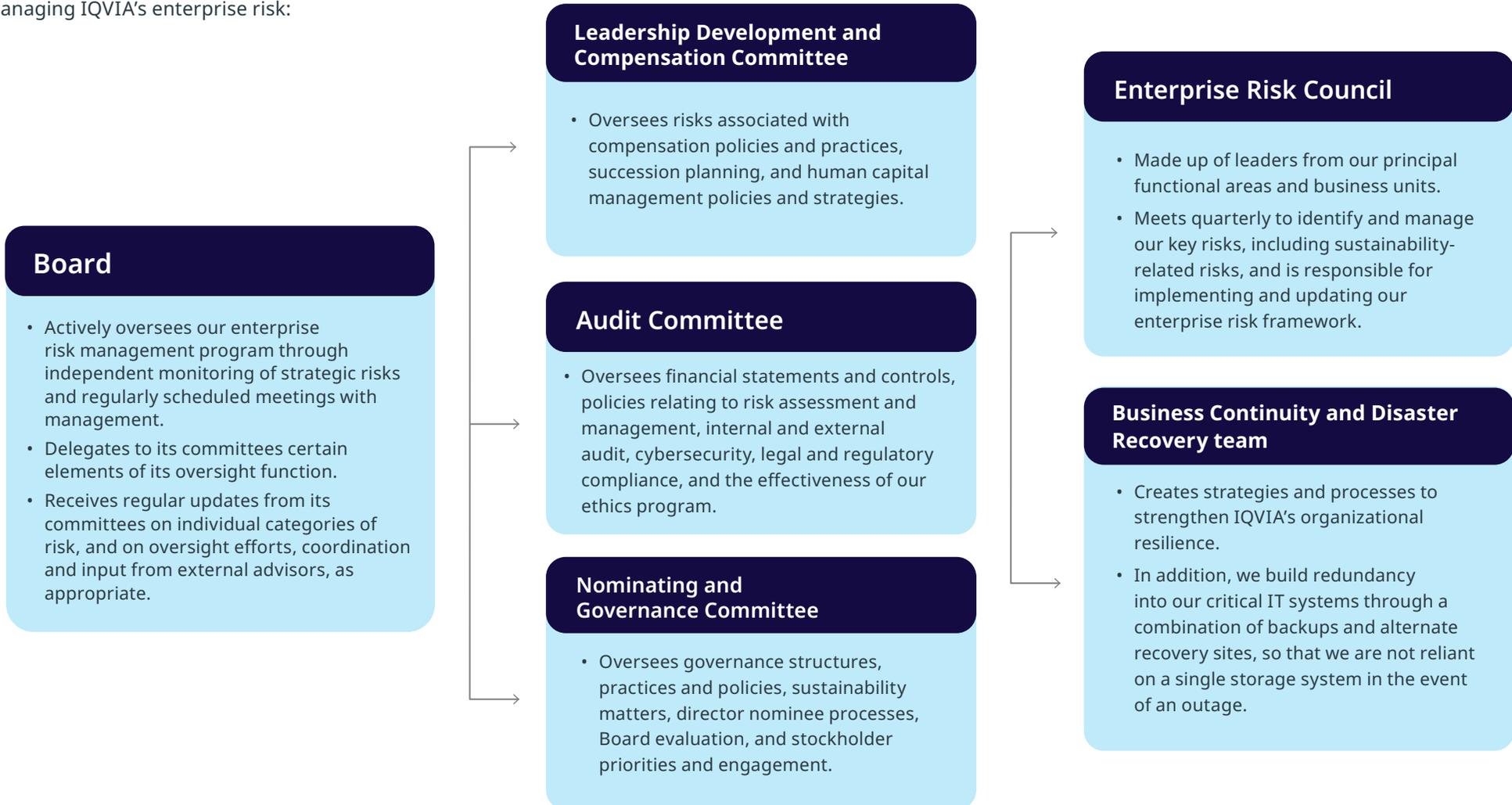
Sustainability Working Group

- Drives performance of our sustainability initiatives, including operationalizing our science-based targets.
- Oversees our sustainability reporting process and coordinates related stakeholder engagement across the organization.
- Regularly updates the Sustainability Executive Steering Committee.

Risk management

The following groups are responsible for managing IQVIA's enterprise risk:

Board

- Actively oversees our enterprise risk management program through independent monitoring of strategic risks and regularly scheduled meetings with management.
- Delegates to its committees certain elements of its oversight function.
- Receives regular updates from its committees on individual categories of risk, and on oversight efforts, coordination and input from external advisors, as appropriate.

Leadership Development and Compensation Committee

- Oversees risks associated with compensation policies and practices, succession planning, and human capital management policies and strategies.

Audit Committee

- Oversees financial statements and controls, policies relating to risk assessment and management, internal and external audit, cybersecurity, legal and regulatory compliance, and the effectiveness of our ethics program.

Nominating and Governance Committee

- Oversees governance structures, practices and policies, sustainability matters, director nominee processes, Board evaluation, and stockholder priorities and engagement.

Enterprise Risk Council

- Made up of leaders from our principal functional areas and business units.
- Meets quarterly to identify and manage our key risks, including sustainability-related risks, and is responsible for implementing and updating our enterprise risk framework.

Business Continuity and Disaster Recovery team

- Creates strategies and processes to strengthen IQVIA's organizational resilience.
- In addition, we build redundancy into our critical IT systems through a combination of backups and alternate recovery sites, so that we are not reliant on a single storage system in the event of an outage.

Business resilience, continuity and emergency preparedness

In the event of an emergency or unexpected disruption to our business, we have processes to keep our people safe and to ensure that we can continue to deliver our offerings to our customers. Our dedicated Business Continuity and Disaster Recovery team informs employees on how to appropriately respond to various situations, ranging from natural disasters to geopolitical security incidents. **Our Global Emergency Notification system updates all relevant employees with the latest information on risks and policies.**

We regularly test our business continuity plans at all our Tier 1 facilities and data centers. These sites support the delivery of critical processes and services, house key infrastructure and equipment, and have a 0-3 day maximum downtime. In 2025, we ran 14 exercises to confirm that we could maintain these documented service levels. **In addition, we build redundancy into our critical IT systems through a combination of backups and alternate recovery sites, so that we are not reliant on a single storage system in the event of an outage**. We maintain a robust cyber architecture that supports our operational resilience against the risk of cyber attacks. Read more about our cybersecurity approach on page 25.

Each IQVIA site has appointed business continuity representatives. They receive **regular training to equip them with the relevant skills needed to react in line with our business continuity policies, procedures and plans whatever the situation.** Scenario planning takes place on a regular basis, and support is provided to enable these representatives to respond effectively to protect our business.

Natural disasters and environmental-related events have the potential to impact IQVIA. As part of our business continuity and disaster recovery planning, we carry out regular assessments across the organization to identify relevant risks and opportunities, including:

- Annual site-level risk assessments.

- A biennial assessment of threats, risks and vulnerabilities to account for any environmental changes in our business continuity plans.

- Collaboration with a global property insurer to assess the impact of natural catastrophes on our operations.

- Scenario analysis to prioritize future environmental-related risks and opportunities.

We assess the risks to our sites, value chain and people associated with changing weather patterns — including acute or chronic physical risks. Extreme weather events affecting our value chain locations present the greatest environmental-related physical risks to IQVIA. We create emergency response plans to mitigate these potential impacts and support organizational resilience.

Read more about our approach to sustainability governance on page 16.
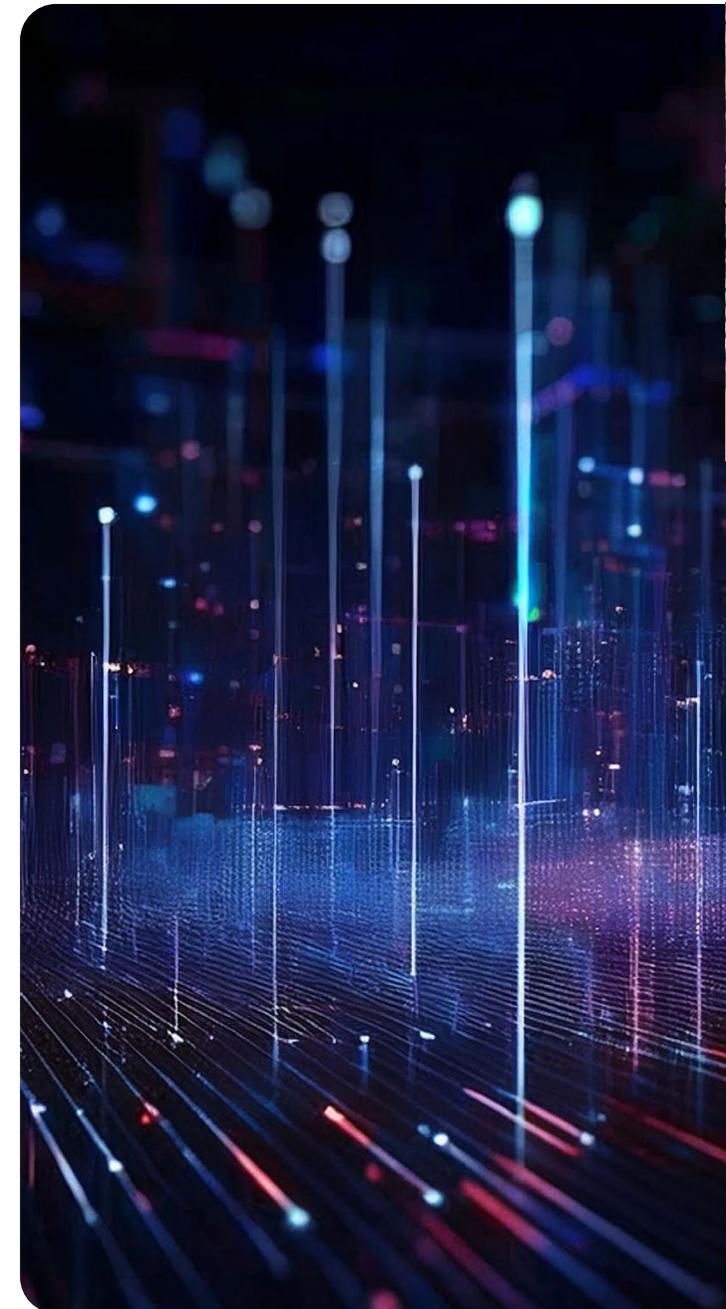
IQVIA office, Zagreb, Croatia

Ethics and compliance

Our culture and approach

Our commitment to ethical behavior and compliance is fundamental to our culture. We hold our employees and suppliers to high standards, providing them with guidance and tools to make ethical choices. We monitor and prepare for applicable laws, regulations, and industry codes and standards to support compliance and adapt to evolving external expectations.

Our Ethics and Compliance Office leads our ethics and compliance program, through which we engage our employees with clear and consistent guidance. We tailor the program to provide advice and support across all the businesses and regions in which we operate. In 2025, we continued to promote the importance of integrity across all areas of our business and further strengthened our anti-bribery and anti-corruption efforts. **We foster a culture of trust, transparency and compliance that encourages employees to seek guidance and raise concerns**.

Our Code of Conduct

Our *Code of Conduct, Doing the Right Thing,* outlines our guiding principles, values, and expectations for employee behavior. **It provides all employees with realistic scenarios and resources to help them make ethical decisions.**

The Code is organized around topics such as anti-bribery and anti-corruption, interactions with healthcare professionals, patient safety and medical ethics, sustainability and citizenship, business ethics, and data protection.

Several of our other key policies and statements detail IQVIA's expectations of ethical conduct. These include:

- **AI.** Deploying AI ethically is a key focus for IQVIA. Alongside developing robust internal AI guidance and governance processes (read more on page 24), we contribute our insights externally through our thought leadership articles and blogs.

- **Anti-Bribery and Anti-Corruption Policy.** Outlines our commitment to ethical practices and compliance with anti-bribery and anti-corruption laws and related regulations — applying globally to all directors, officers, employees, contractors and temporary staff.

- **Privacy Policy.** Describes our commitment to privacy protection, outlining how we collect, hold, use and disclose personal information. Separately, our Online Privacy Policy explains how we process user data that is collected online.

- **Social media.** Our internal social media policy guides IQVIA employees on the responsible use of social media, and is supported by our global mandatory training curriculum.

- **Statement on Anti-Slavery and Human Trafficking.** Explains our zero-tolerance approach to modern slavery and human trafficking, and the unethical practices that may enable it. Read more on page 30.

- **Supplier Code of Conduct.** Details our expectations for our suppliers in their operations and supply chains, on topics including ethics and compliance, labor and human rights, health and safety, the environment, and management systems. Read more on page 29.

Third-party relationships

Third-party behavior can directly impact IQVIA's ability to achieve our goals and those of the customers we serve. We conduct a comprehensive assessment of third parties to ensure our suppliers operate ethically and legally. **We manage our supplier relationships responsibly at every stage, from initial due diligence and supplier selection to ongoing monitoring of conduct**. Read more about our approach to supplier relationships on page 29.

A shared commitment to compliance

Everyone at IQVIA — employees and contractors — must adhere to our Code of Conduct and policies, sharing in the responsibility to maintain a culture of transparency and compliance. We regularly communicate on the importance of complying with our Code.

We educate our employees on ethical decision-making, empowering them with the tools to respond to challenging ethical situations. **Ethics is a core component of our global mandatory training curriculum for all IQVIA employees**, which includes courses covering topics such as our Code of Conduct, data privacy, global security, preventing harassment in the workplace and using social media responsibly. All participants must adhere to completion deadlines. The training supports a consistent understanding of ethical behavior, sets out our expectations on key topics and upholds our culture of compliance. It also reinforces the consequences of non-compliance for individuals and the organization.

In 2025, we updated our Anti-Bribery and Anti-Corruption course to align with evolving business needs. Employees are presented with practical and relevant scenarios detailing challenges they may encounter in their day-to-day work, engaging them directly in ethical decision-making. We reinforce the importance of timely completion by making it part of all employees' annual goals, along with senior leadership communications and reminders shared through internal communication platforms.

Strengthening our approach with AI

Used responsibly, AI has the potential to enhance our approach to ethics and compliance. AI can support our efforts by:

- Analyzing feedback on our Code of Conduct, Anti-Bribery and Anti-Corruption training courses.
- Assessing rules and responsibilities related to ethical business conduct.
- Developing more effective training and communication resources for employees, including resources intended specifically for managers.
- Gathering and evaluating employee survey feedback.

We also carefully consider how our use of AI may impact ethics and compliance from a risk perspective. Read more on our approach to AI governance on page 24.

IQVIA Ethics Day

A highlight of our 2025 annual Ethics Day was our all-employee webinar designed to reinforce our commitment to compliance. This year's session featured senior leaders discussing what ethics and compliance mean to them as they navigate IQVIA's business. Presentations from ethics and compliance senior leaders increased awareness, provided resources, and strengthened employee understanding of compliance challenges and ways to resolve them.

Compliance Champions

Our global network of more than 100 Compliance Champions is an important channel to connect the Ethics and Compliance Office with employees across our countries of operation. Champions provide local insights and guidance that inform our global compliance program, serve as points of contact for program initiatives and spread awareness of compliance messages throughout IQVIA.

Ethics governance

The IQVIA Ethics and Compliance Office (ECO) is a key participant in our enterprise risk management program — leading and overseeing our efforts to **create a culture of ethical behavior, promote good business practices and mitigate risks across the organization.** Achieving this requires effective collaboration across functions and business leaders, including Finance, Legal, HR, Internal Audit, Information Security, the Chief Medical and Scientific Office, and Enterprise Quality Assurance.

Our Chief Compliance Officer (CCO) leads the ECO and is a member of IQVIA's Enterprise Risk Council. The CCO provides quarterly ethics and compliance updates to the Audit Committee of the Board of Directors.
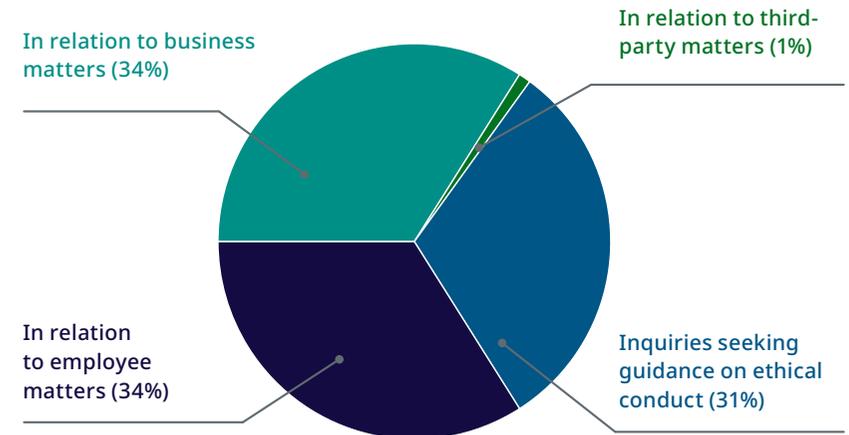
Bringing ethics to life

In 2025, the ECO introduced a new series of communications for all employees, further building our culture of compliance. The communications featured anonymized Ethics Line reports and their outcomes, promoting awareness and encouraging employees to consult relevant resources for further guidance and support.

Our annual risk assessment — informed by relevant stakeholder feedback and other program inputs — identifies emerging risks and mitigation actions, driving our ECO risk-based activities. Maintaining the relevance of our risk assessment process amidst evolving global circumstances is critical. In 2025, we continued to incorporate insights from several key sources, including:

- Ethics Line reports and inquiries.

- Findings from business reviews.

- Feedback on trainings.

We want our employees to feel comfortable and capable in raising concerns. Our strict policy of non-retaliation supports this principle, enabling us to identify issues and maintain our culture of ethics and compliance. Employees can use several channels to report concerns, including their managers, the ECO, the Legal department, the HR department, the Internal Audit department, or our 24/7 global Ethics Line — which can also be used by anyone outside IQVIA to submit a concern. An independent third-party operates the Ethics Line, allowing reports to be anonymous to the extent permitted by law. We investigate all reports received and act accordingly.

THE TYPES OF MATTERS RECEIVED BY THE ETHICS AND COMPLIANCE OFFICE VARY

In relation to business matters (34%)

In relation to third-party matters (1%)

In relation to employee matters (34%)

Inquiries seeking guidance on ethical conduct (31%)

The high proportion of inquiries by employees seeking guidance testifies to their efforts to take responsible steps before they act.

Employee awareness of channels to raise concerns

95.3% of employees say they are aware of how to report ethical concerns or observed misconduct, up 0.8% from 2024.

Data and data privacy

IQVIA is a global leader in protecting individual patient privacy. **We maintain one of the largest healthcare datasets in the world, containing over 68 petabytes of proprietary data from approximately 150,000 suppliers, including 1.2 billion non-identified patient records.**

We respect the fundamental human right to privacy, maintain transparent processing practices, and align with legal and regulatory requirements. These elements are essential to developing and maintaining the trust of our customers, business partners and wider stakeholders.

A substantial portion of the data delivered to IQVIA is non-identified. In addition, **we employ a range of privacy-enhancing technologies and safeguards, and conduct various transformations on datasets that reduce privacy risks while maintaining the usefulness of the information.**

Our Global Privacy team, led by our Chief Privacy Officer, manages the IQVIA data privacy strategy and adapts our approach in anticipation of emerging risks and opportunities — including evolving data privacy-related laws and regulations.

Everyone at IQVIA has a collective responsibility to uphold data privacy in line with our guidelines and practices, and to raise concerns if they suspect privacy may be at risk.

All employees receive privacy training during onboarding and annually thereafter. Additional targeted trainings support categories of employees more likely to experience specific privacy-related scenarios. All Board members participate in privacy and data protection training upon joining IQVIA and receive regular updates in data-related legal developments.

We collaborate with peers and other stakeholders to uphold fundamental privacy principles and promote effective privacy practices.

Collective advancement of privacy practices

We support a shared, systematic approach to data privacy practices to advance medical research while preserving patients' privacy. Our collaborations include:

- **Association of Clinical Research Organizations (ACRO).** Presents realistic solutions and new approaches to policy makers, helping them create regulations that encourage safe, ethical, high-quality research.

- **Centre for Information Policy Leadership (CIPL).** Creates global solutions for responsible data use and privacy.

- **Future of Privacy Forum (FPF).** Defines privacy protections, ethical norms and leading business practices. Our Global Chief Privacy Officer sits on the advisory board. We have representatives in several working groups.

- **Health Information Trust Alliance (HITRUST).** Assesses and certifies organizations' information security and cybersecurity approaches. Our Global Chief Privacy Officer sits on the board.

- **Healthcare Leadership Council (HLC)'s Confidentiality Coalition.** Identifies and supports policies and practices that best advance information exchange without risking patient privacy or personal data.

- **Healthcare Trust Institute (HTI).** Advances policies that will improve healthcare while protecting patient privacy.

- **International Association of Privacy Professionals (IAPP).** Works to define, promote and improve privacy, AI governance and digital responsibility. IQVIA employees from several functions are members of this group.

Information governance

Using data responsibly requires **understanding the information governance (IG) needs for a dataset and applying those requirements throughout the data lifecycle.**

Our IG team brings together IG requirements from various sources — including privacy, cybersecurity, contract, legal, AI and ethics — to provide tools, guidance, training and assistance to employees. **These resources provide practical ways to integrate IG requirements into workflows to increase efficiency and effectiveness.** The team works closely with subject matter experts to identify IG needs and with our global infrastructure group to develop and implement tools to support employee activities. These tools also help us monitor adoption and focus our efforts to improve practices.

In 2025, we:

- Implemented a training program for data stewards — employees responsible for datasets used by others — to help them implement IG requirements for their datasets.

- Expanded adoption of our IG provisioning tool across geographies, datasets and platforms throughout IQVIA. The tool directs data use requests to the appropriate data steward to obtain faster answers to questions while respecting relevant IG requirements — enabling us to meet our customers' needs faster.

- Expanded development and use of standard templates for risk evaluations and other IG-related workflow.

- Provided a series of knowledge sharing workshops for employees covering a range of topics relating to privacy, cybersecurity, technology, AI, licensing, intellectual property and IG tools.

AI governance

For over a decade, we have employed AI in our operations and our service offerings to enhance precision, speed and scale. **The responsible application of AI is an essential and evolving focus for IQVIA.** Recent advances in AI are transformative for our business — read more about our agentic AI offerings as part of IQVIA Healthcare-grade AI® section beginning on page 59.

We consider how to apply AI responsibly in every area we use it. Our policies, procedures and longstanding internal expertise guide our processes for designing, developing, testing, implementing and managing AI towards safe and effective use. We regularly update relevant policies and guidelines, procedures, trainings and communications to account for new opportunities and risks.

Our information security framework defines the security controls for each type of content. It is based on common standards from organizations such as the Health Information Trust Alliance and the National Institute of Standards and Technology.

IQVIA's Healthcare-grade AI® framework

Safe, responsible, effective use of AI is paramount to achieve optimal results for patients. IQVIA operates at the intersection of healthcare data complexity, regulatory rigor, and global scale—conditions under which AI delivers value only when paired with trusted data assets, deep domain knowledge and best-in-class approaches to privacy, regulatory compliance and patient safety. Our unique, proprietary Healthcare-grade AI® framework supports the appropriate management and use of data while enabling customers to achieve their objectives. We are working with regulators to create rules for AI that continue to support patient safety, creating reliable models with strong guardrails that avoid model drift or bias.

Key actions to continue **strengthening our AI governance in 2025** included:

- Designing checklists, guidelines and training to augment our AI development routine to ensure teams follow good AI practices before launching a tool.

- Developing guidance for suppliers on the use of IQVIA information assets within their own AI models to continue aligning our partners with our approach and expectations.

- Maintaining an inventory of AI development activities to monitor progress and prevent the deployment of AI tools that pose unacceptable risk.
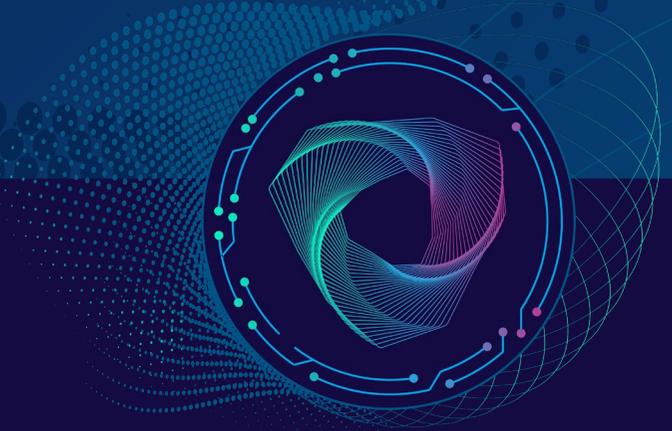
Cybersecurity

IQVIA has a dual responsibility to protect sensitive information and ensure the continuity of our services, making cybersecurity a critical focus. **Our cybersecurity measures are aligned with industry standards, including the National Institute of Standards and Technology framework, to help protect the sensitive information represented by our vast datasets, the information of our employees, customers and others, and the integrity of our systems.**

Cyber threats are evolving, and we continuously monitor the landscape to respond to emerging risks. Alongside tracking cyberattack methods, we take account of our internal risk ratings, broader industry knowledge and the security implications of global events.

Engagement with external experts, suppliers and peers, and up-to-date tools and resources support us to maintain industry standard-aligned cybersecurity systems. We regularly assess our Integrated Information Security Framework and deliver workforce training to maintain an enterprise-wide focus on cybersecurity. We also regularly conduct third-party audits of our global data centers and hybrid cloud environments, with additional internal and external audits for certain IT controls.

The cybersecurity landscape

As custodians of valuable and sensitive information, the healthcare sector can be at risk of cyberattacks. **A strong focus on cybersecurity is therefore essential to IQVIA and our customers.**

Although our sector's main cybersecurity threats remain consistent (network intrusion, phishing and ransomware), 2025 was a period of particularly rapid evolution in the cyberthreat landscape. AI is increasingly being used in cyber attacks, including the use of deepfake technologies in social engineering and phishing scams. There are also increasing attacks on software services platforms.

Our strategy in 2025

As the cyber landscape evolves, so does our cybersecurity strategy and defenses. In 2025, we continued to enhance our approach to AI, data privacy and regulatory compliance, such as with the EU's Network and Information Security Directive and Digital Operational Resilience Act. We continued to focus on reducing the potential for network-based attacks, and we further increased our cyber ratings — a key external validation of our performance. We ground our approach in recognized industry frameworks and standards.

AI introduces both cybersecurity risks and opportunities. Our strategy addresses these by using AI to strengthen defenses while supporting its responsible use. **Our priority is to maintain operational integrity while improving both efficiency and innovation.**

Our Chief Information Security Officer leads our cybersecurity strategy, supported by our pool of internal and external experts. We are engaging all business units in our efforts, to maintain a unified approach to AI and cybersecurity.

Cybersecurity governance

Strong cybersecurity depends on everyone at IQVIA. **We provide regular training and communications to help employees stay vigilant, recognize threats and respond appropriately to cybersecurity risks.** All employees take part in interactive training courses during onboarding and regularly thereafter. We focus on key quarterly themes and provide a range of online channels, tailored drop-in sessions and surveys. To further support employee readiness, we provide updates on the evolving cyber landscape through articles and email communications, alongside regular phishing attack simulations.

Notable actions in 2025 included:

- Commenced annual assessment to confirm that core organizational controls are operating as intended.

- Ongoing cybersecurity assessments conducted by external organizations.

- Implemented a streamlined, centralized process for reviewing and approving requests to utilize various AI tools.

- Enhanced use of cybersecurity metrics and assessments, alongside audits, to identify and drive improvement opportunities.

Key IQVIA groups that play a crucial role in our cybersecurity strategy and approach:

Audit Committee of the Board of Directors

- Oversees all key cybersecurity developments, including cybersecurity risk assessment and management.
- Receives regular updates about strategies and action plans.

Enterprise Risk Council

- Assesses cybersecurity risk as a standing item on its agenda.
- Collaborates with our Global Information Security team to integrate ongoing cybersecurity updates into the enterprise-wide risk management processes.

Global Information Security team, led by our Chief Information Security Officer

- Designs, implements and manages our cybersecurity solutions, processes and frameworks.

Trust Office, part of our Global Information Security team

- Streamlines communication and propagation of protective measures with our business units.

Cyber-Fusion Center, part of our Global Information Security team

- Centralizes threat analysis and unites our operational functions' capabilities.
- Deepens our understanding of potential threats and strengthens our ability to investigate and manage them.
- Reinforces our internal security systems and risk anticipation capabilities.

Health and safety

We are committed to maintaining a workplace that supports our employees' health. We adopt a safety-first mindset and continually look for ways to strengthen our procedures and practices, striving for excellence in safety and service delivery.

Our Code of Conduct outlines the procedures employees must follow to protect their own safety and that of their colleagues. Employees must complete mandatory health and safety training covering key risks and practical workplace safety guidance. This equips them with the **knowledge and skills needed to perform their jobs safely and helps them understand their role in creating a safe workplace.**

Our health and safety programs are most relevant and tailored to our laboratories due to the nature of activities and associated risks at these locations.

Laboratories

Our global network of IQVIA Laboratories supports customer drug discovery and development activities through a suite of central laboratory and specialty biomarker services. **Ensuring the safety of our laboratory employees is therefore critical for continued progress towards our mission to accelerate innovation for a healthier world.** In 2025, we continued to enhance health and safety features across our laboratories, for example:

- **Ergonomics training.** We implemented a new mandatory laboratory ergonomics training program to reduce ergonomic risk across our laboratory operations.

- **Good Catch Safety Observation program.** This ongoing program promotes opportunities for improvement in safety practices and identifies unsafe situations before accidents occur. We continued to have safety conversations on specific hazards and best practices, enabling us to build an even more safety-conscious workforce.

- **Leading for Safety program.** Following a successful pilot at our site in Edinburgh, U.K., we extended our Leading for Safety program — which provides leaders with holistic guidance on how to manage safety proactively — to the U.S. and Canada, and the Asia-Pacific region. Our Edinburgh site saw a 19% increase in safety conversations from 2024 to 2025, and maintained a 60% reduction in recordable incidents since 2022.

- **Site audits.** We continue to conduct regular audits to ensure compliance and identify opportunities for improvement.

IQVIA Laboratories, Durham, North Carolina, U.S.

ISO certification

In 2025, we extended the scope of our International Organization for Standardization (ISO) 14001 (Environmental Management Systems) and 45001 (Occupational Health and Safety Management Systems) certifications to include the Marburg laboratory in Germany. These certifications now cover seven of our laboratories, including our five largest in the U.S., our laboratory in Edinburgh, U.K., and the newly certified Marburg site , covering over 70% of total laboratory test volumes.

Our key safety data showcases the strength of our health and safety management approach and our commitment to continued improvement. **In 2025, both our total recordable incident rate and lost time incident rate continued to decrease.** We also outperformed the industry benchmark from the U.S. Bureau of Labor Statistics on both of these metrics in 2025. Read more in the table below.

IQVIA LABORATORIES: KEY SAFETY DATA

METRIC	2025	2024	2023
Total recordable incident rate	0.38[1]	0.89	0.95
Lost time incident rate (hours)	0.20[2]	0.27	0.50

1. Total recordable incident rate per 100 employees = (total number of recordable cases/total number of employee hours worked)*200,000. Compared to the U.S. Bureau of Labor Statistics' medical and diagnostic laboratories industry benchmark of 3.1.

2. Lost time incident rate per 100 employees = (lost time injuries / total number of employee hours worked)*200,000. Compared to the U.S. Bureau of Labor Statistics' medical and diagnostic laboratories industry benchmark of 0.5.

Responsible procurement

IQVIA partners with suppliers across the globe, spanning areas including clinical trial services, professional services, facilities management and laboratory materials. **We have a longstanding focus on responsible procurement, which helps maintain a resilient supply chain and supports our own sustainability goals.**

We consider sustainability criteria during the supplier selection process. Once onboarded, we work with suppliers to support sustainability progress through engagement and education — including through the IQVIA Supplier Network, which enables them to share insights and solutions.

CDP

In 2025, IQVIA achieved an **A rating in the CDP Supplier Engagement Assessment**, in recognition of our efforts to engage our suppliers on sustainability-related topics. This supply chain-specific CDP rating assesses companies' supplier engagement and recognizes best practices.

## Supplier selection and expectations

During the selection and onboarding process, we require suppliers to complete a sustainability questionnaire. Throughout our relationship, we require all our suppliers to follow our Supplier Code of Conduct. It sets requirements for ethics and compliance, labor and human rights, health and safety, the environment and management systems. We also ask suppliers to extend the Code's principles and standards throughout their own supply chains and to regularly check compliance.

Collaborating to drive progress

We support our suppliers on their sustainability journey. Suppliers that participate in our Supplier Network can access sustainability guidelines, undertake training modules about our expectations, and learn about a range of sustainability topics and practices. The Supplier Network also supports innovation in our supply chain, showcasing and sharing learnings from suppliers that bring unique attributes and capabilities.

In 2025, our Supplier Network covered topics such as sustainability reporting, frameworks and certifications, upcoming legislation, and supply chain requirements. These efforts not only help suppliers meet evolving regulatory requirements but also foster best practices across our network, contributing to a more resilient and responsible supply chain. By equipping suppliers with knowledge and tools, we help create shared value across our supply chain and advance collective progress toward sustainability goals.

60% of supplier emissions are already subject to science-based targets — up from 50% in 2024, and on track to reach our target of 70% by 2027. Following initial engagement with our highest emitting suppliers in 2023 and 2024, we are now focusing on the next group of suppliers. Read more about our Scope 3 emissions reduction progress on page 72.
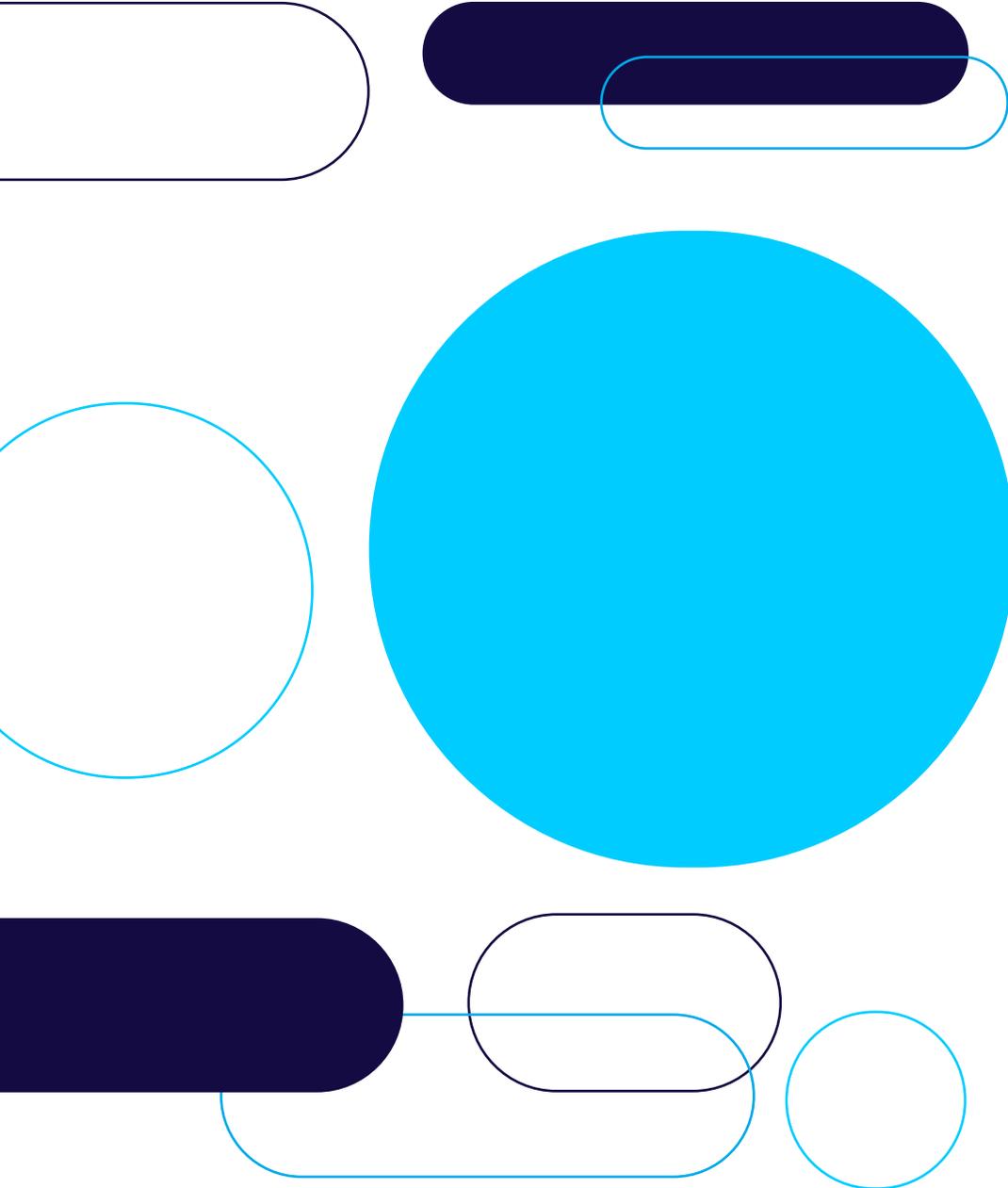
Human rights

We are committed to protecting human rights throughout our entire value chain, remaining vigilant and encouraging a culture of transparency to prevent violations.

Our Code of Conduct, *Doing the Right Thing (the Code)*, is a set of critical principles that govern how we work, including responsibilities for ethical business conduct and upholding human rights. The Code clearly communicates our standards on topics including human rights, labor, environment and anti-corruption to all IQVIA employees. It also provides resources and mechanisms for those seeking information or wishing to report concerns related to human rights. **We require all employees to undertake mandatory training on the Code and everyone at IQVIA, including contractors, must certify that they will comply with it.** Read more about our approach to ethics and compliance on page 19.

We maintain a zero-tolerance approach to human rights violations, supported by transparent policies and ethical practices. We comply with human rights laws in the jurisdictions where we operate, including the U.S. anti-trafficking legislation and U.K. Modern Slavery Act.

IQVIA suppliers are required to adhere to the same high standards as our employees, and to treat their workers with dignity and respect. Our Supplier Code of Conduct outlines IQVIA's expectations and requires suppliers to periodically evaluate their compliance with upholding human rights in their own supply chain. Read more details on our approach in our Statement on Anti-Slavery and Human Trafficking.

People

Our **people** bring their **distinct** skills, experience, ideas and **passion** to work **every day**.

They are the driving force behind our efforts to deliver on our mission to accelerate innovation for a healthier world.

IQVIA office, Frankfurt, Germany

Executive summary

Our people are the driving force behind our work to power smarter healthcare for everyone, everywhere. We invest in talent to build and develop the workforce our future requires, while helping employees future-proof their own careers. Through our **One IQVIA, Multiple Careers approach**, employees explore and follow new healthcare and technology career paths supported by continuous learning and leadership development. In 2025, we expanded our AI and technology training to support both foundational and advanced users. Read more on page 34.

We engage our employees through a variety of initiatives that are designed based on their feedback about what helps them innovate, collaborate, and grow. Our **Six Degrees to Patients challenge** and refreshed **Belonging at IQVIA** program were two ways we promoted the value of multifaceted

thought processes in 2025. We also focused on recognition to motivate employees by celebrating Recognition Week and launching Rewarding Work, an internal platform offering tools and resources. Read more on page 36.

We promote employee well-being across the five pillars of our Healthy You program: Work, Connections, Bodies, Minds and Finances. In 2025, we published internal guides to support colleagues impacted by chronic illness and cancer, and expanded our digital physical therapy program. Read more on page 39.

Our commitment to people extends beyond IQVIA. Through our **annual IQVIA Day**, employees worldwide give back to their local communities in a variety of ways, from preserving natural spaces and enhancing community settings to caring for children. Read more on page 41.

2025 highlights

85%

of employees see a clear link between their work and IQVIA's vision to power smarter healthcare for everyone, everywhere.

2.2M

e-learning programs completed, equipping employees with skills for the future.

84%

of employees agree their manager recognizes their contributions.

Talent and learning

IQVIA's approximately 93,000 employees form an engaged, connected workforce that drives our vision to power smarter healthcare for everyone, everywhere. We hire and develop distinguished talent with expertise across medical and life sciences, engineering, technology, and data.

To support their growth, we offer curated upskilling pathways and project opportunities across business units, empowering employees to build the skills we need for tomorrow while pursuing their passions. We encourage our employees to pursue multiple careers, including unconventional career paths that bring new ways of thinking. Our commitment fosters professional versatility and broadened expertise, giving employees the freedom to shape their own career journey while remaining with the company.

We guide employees at every stage

From onboarding to leadership, we support employees throughout their career journey.

- **Onboarding.** Our onboarding program supports employees through their first year at IQVIA. In 2025, we refreshed the program to focus on three key aspects: employee experience, technology, and human connections. It provides new employees with learning tools to help them succeed in their roles, supports them with a personalized app to guide them every step of the way, and pairs them with an onboarding buddy to help them get to know IQVIA and build their internal network.

- **Career development.** Our One IQVIA, Multiple Careers approach empowers employees to explore career paths through an extensive range of technology-enabled tools and resources. We encourage employees to strengthen and future-proof their skills, progress in their current roles, and explore new career paths within IQVIA. Read more on page 34.

- **New managers.** Our guided learning pathways support new managers and experienced managers joining IQVIA. This equips them with the skills needed to help their teams embrace evolving business scenarios, in alignment with IQVIA's leadership principles.

- **Leadership.** Our programs cultivate high-potential individuals, helping to build a strong pipeline of leadership talent prepared for roles that will shape IQVIA's future. Read more on page 35.

Our global workforce in 2025

Our employees demonstrate the highest level of dedication and motivation in supporting IQVIA's mission to accelerate innovation for a healthier world. We are committed to hiring the most distinguished talent, those that are driven to explore innovative ideas and develop cutting-edge solutions to help us execute on our mission. Here we share detail on the composition of our workforce.

93,000 employees worldwide

100+ countries represented by our workforce

One IQVIA, Multiple Careers — our distinctive career approach

Our One IQVIA, Multiple Careers approach empowers employees to explore career paths through an extensive range of technology-enabled tools and resources — from onboarding through to leadership training. We encourage employees to harness these opportunities to further strengthen their skills, progress in their current roles, and explore new career paths within IQVIA.

Explore
Your career possibilities and chart your own path

One IQVIA, Multiple Careers

Develop
Upskill and reskill for future success

Practice
Make connections and build experience

Progress
Drive your career

92% of employees feel engaged at 100 days after hire, 4 points above the benchmark for onboarding.

Explore

We encourage employees to reflect on their aspirations and discover various career possibilities to chart their own path. Our career resources help employees explore both traditional and non-traditional options.

Develop

Employees can access training paths and resources in the Talent and Learning Hub and IQVIA Learning Academy to develop personalized action plans and build the skills needed at IQVIA to future-proof their career.

Practice and progress

Colleagues ready to apply their new skills can identify relevant opportunities in Career Connections, our AI-driven talent marketplace. The platform facilitates connections for short-term projects as well as full-time internal opportunities, enabling professional evolution and advancement into desired roles.

Building AI capabilities in our workforce

As demand for AI capabilities in healthcare evolves, **building AI literacy has become essential for everyone at IQVIA.** We are committed to providing employees with the resources needed to develop their careers and leverage the AI applications we are deploying across our business. These AI tools are intended not only to improve efficiency, but to elevate how we work, learn, and connect. By integrating these capabilities, we are building an AI-augmented workplace that empowers employees and accelerates progress.

To prepare employees for the skills of tomorrow, we launched the AI and Data Analytics Skills training series in 2025, available to all employees. The series offers two learning pathways:

- **Tech Curious.** Designed to build a foundational understanding of AI and technology skills, for those with little or no prior experience.

- **Tech Deep Divers**. Developed for employees looking to deepen their expertise in advanced AI and technology.

The program combines virtual instructor-led courses, curated e-learning paths, and short videos, giving employees hands-on experience with real-world tools. **Since launch, employees have regularly used our AI upskilling e-learning modules, and the generative AI learning resources have received over 230,000 employee engagements.**

34

IQVIA Real World Solutions GTM Kick-Off 2025 Conference, Vienna, Austria

Building our leadership

A strong and capable leadership pipeline is essential to delivering service excellence. Our established leadership development programs offer our future leaders opportunities to build the relevant skills to progress in their careers while meeting business needs.

2,000+ managers from **71** countries participated in leadership programs.

Examples of key leadership programs

Emerging Leader and Future Leader programs. Designed for early and middle stages of growth, these programs strengthen leadership capability through immersive experiences that broaden perspective, build strategic insight, and expand networks, preparing participants to lead effectively at different levels across the company.

2025 participation: 37 hours average per learner.

General Management Acceleration Program. A year-long program designed for Research & Development Solutions (R&DS) employees interested in leading scientifically-based organizations. Participants build leadership skills through a combination of advanced training and project work across R&DS operations, preparing them to tackle complex, high-impact challenges across the business.

2025 participation: 185 average learning hours per participant.

Recognition for talent and learning excellence

In 2025, we received external recognition from the Brandon Hall Group for our continued focus on cultivating skills for employee success, including:

- **Onboarding and hybrid learning.** Our Clinical Research Associate (CRA) training program received two Gold awards in the categories of *Best New Hire Onboarding Program* and *Best Hybrid Learning Platform*. The program delivers a flexible, globally accessible learning experience that provides CRAs with the skills and knowledge needed to successfully support our customers' research.

- **Leadership.** Our Research & Development Solutions General Management Acceleration Program was awarded Gold for the *Best Leadership Development program*. Read more about the program on page 35.

- **Blended learning.** Our Manager Excellence Development Program (MEDP) was awarded a Bronze for *Best Use of Blended Learning*. The MEDP helps new and aspiring people managers build fundamental management skills tailored to the clinical business.

- **Using clinical data.** Our Electronic Data Capture Training Program received a Silver award for *Best Custom Content*. The program equips employees with the knowledge they need to confidently use key clinical data platforms, essential for supporting our clinical business.

2025 learning and development in numbers

867,000

employee visits to the IQVIA Talent and Learning Hub.

2.2M

e-learning programs completed.

Engagement and belonging

Connecting over 93,000 talented and passionate people across our business and regions is fundamental to our success. We are focused on building an environment that provides the tools, resources, and support our employees need to collaborate and innovate.

Our Employee Value Proposition

Our Employee Value Proposition defines our identity and expresses the values that unite us across different geographies:

Passion. We make an impact — we are inspired by the work we do and about advancing patient health.

Innovation. We seek new ways to solve problems. We are curious, think creatively and bring new ideas to life.

Collaboration. We bring out the best in each other — our different perspectives enable greater impact as we all work together.

Growth. We are always learning — flexible careers and supportive leaders give us the ability to explore and develop in new ways.

In 2025, we introduced initiatives to strengthen employees' sense of purpose, recognition and belonging, connecting their work to IQVIA's vision and to each other. Key activities included:

- **Connecting employee work to patient experiences.** We invited employees to take part in the Six Degrees to Patient challenge, tracing how their work ultimately impacts patient outcomes and sharing their stories. Supporting the Passion pillar of our Employee Value Proposition, this initiative celebrates the vital role every IQVIA employee plays in powering smarter healthcare for everyone, everywhere.

- **Launching Rewarding Work at IQVIA.** We introduced Rewarding Work at IQVIA to give our employees a holistic view of the tools and services that can support both their careers and personal lives. Centered around six pillars — Community, Flexibility, Development, Recognition, Health and Well-Being, and Finances — the initiative reflects our commitment to create a workplace where people feel inspired to stay and grow with us.

- **Strengthening our culture of recognition.** We renewed our focus on recognition as part of our ongoing efforts to create a culture where everyone feels valued and motivated to improve patient outcomes. We launched our Global Recognition week as an opportunity for our teams to celebrate each other by sharing e-cards across IQVIA. More than 33,500 e-cards were sent across 82 countries, highlighting the everyday impact our employees have on one another.

IQVIA office, Kyiv, Ukraine

Highly engaged employees

Listening and responding to our employees enables us to continually strengthen our culture. **In 2025, we heard from an average of 74,000 employees across our company-wide surveys, with an average participant response rate of 84%.**

We benchmark our results against other Fortune 500 companies and aim to meet or exceed the Fortune 500 average.

85% of employees see a clear link between their work and IQVIA's vision to power smarter healthcare for everyone, everywhere, **6 points above the Fortune 500 benchmark.**

83% of employees agree their manager gives them useful feedback on their performance, **3 points above the Fortune 500 benchmark.**

84% of employees agree their manager recognizes their contributions, **3 points above the Fortune 500 benchmark.**

91% of employees agree they are acquiring the knowledge and skills to be effective in their job, **8 points above the Fortune 500 benchmark.**

Belonging at IQVIA

At IQVIA, belonging has consistently emerged as one of the key factors that empower our people to do their best work.

Through insights gathered from our global Employee Pulse Surveys, we continue to explore what belonging means to our employees. Our refreshed Belonging at IQVIA program focuses on the elements employees told us are the most important to them:

- **Opportunities to learn and grow** by upskilling, reskilling and building strong, collaborative working relationships.

- **Meaningful work** on healthcare transformation to improve people's lives worldwide.

- **Supportive team environment**, with opportunities for all to participate in our global community.

- **Valuing different experiences and perspectives** that spark innovation to power smarter healthcare for everyone, everywhere.

IQVIA office, Sydney, Australia

IQVIA office, Barcelona, Spain

Well-being and benefits

Our vision for a healthier world starts with our employees. **Our global well-being program, Healthy You, focuses on building a healthy work environment where employees can thrive and maximize their potential, improving health outcomes for all.**

Our Healthy You program

Healthy You is IQVIA's global program designed to promote individual and workforce well-being across five pillars.

Healthy Work. We recognize that work plays an important role in our well-being and is linked to personal, organizational and business success.

Healthy Finances. We empower employees to effectively plan for their needs now and in the future.

Healthy Connections. We encourage meaningful relationships inside and outside of work.

Healthy Minds. We promote good mental health and emotional well-being to enable employees to thrive.

Healthy Bodies. We encourage employees to care for their health and live a healthy lifestyle.

Promoting well-being for everyone, everywhere

Benefits tailored to employee needs

Our comprehensive range of benefits is designed to support the physical, mental, social, and financial well-being of our employees and their families.

We provide support for employees and their families to address everyday challenges and more serious concerns through our Employee Assistance Programs (EAPs). These offer employees access to counseling, as well as a variety of tools and webinars on **mental health, financial planning and consultation, nutrition, time management, and work-life balance**. In 2025, we introduced new EAPs in Mexico, Pakistan and the Philippines.

Key health-related benefits may include:

| Critical illness care | Medical, dental and vision coverage | Disability, life and accidental death insurance |

Other benefits may include*:

- Child stipends.
- Coaching to support with student loan repayment.
- Identity theft protection.
- Locally relevant savings and retirement plans, such as pensions.
- Paid leave for bereavement, jury duty, military service and sick time.
- Parental leave for the birth or adoption of a child.
- Pet insurance.
- Time off for voting.

*Benefits vary based on location and local regulations.

Our global well-being programs and local champions promote the importance of well-being. Teams can participate in a range of activities, including sessions on health, pensions and finances, social and sporting events and blood donation drives. 2025 highlights include:

- **Supporting employees impacted by chronic illness and cancer.** We published internal guides for employees living with or caring for someone with cancer, highlighting workplace resources, benefits, and ways to support colleagues. We also created similar guides for chronic conditions including diabetes, chronic inflammatory bowel disease, migraines and mental health.

- **Expanding our digital physical therapy program.** Hinge Health, our digital exercise therapy program, helps employees prevent and manage musculoskeletal pain in areas like the neck, shoulders, and back through personalized, app-based care. In 2025, we expanded the program to include specialized guidance for women's health, broadening its impact and supporting employees at every stage of life.

Supporting our communities

At IQVIA, we are committed to improving the lives of others through our work to power smarter healthcare for everyone, everywhere. This extends to supporting the people and communities around us.

We encourage our employees to contribute their time and expertise to local initiatives and activities supporting meaningful causes while also promoting well-being and their personal and professional development.

Light the Night 2025

Supporting the Leukemia & Lymphoma Society in the U.S.

In 2025, teams and individuals across IQVIA participated in the Leukemia & Lymphoma Society's annual Light the Night walk to raise money for blood cancer research. Our annual involvement in the walk offers employees an opportunity to engage with patient communities in a different way, complementing the work they do every day to drive better outcomes for patients.

IQVIA Day 2025: how our employees gave back this year

Our employees are offered a dedicated volunteer day — IQVIA Day — each year, to support a local community project, charity, or non-profit organization of their choosing.

Employees can participate individually or as part of a group initiative.

IQVIA Day, Dalian, China

IQVIA Day, Warsaw, Poland

IQVIA Day, Syndey, Australia

Preserving natural spaces

From the tranquil trails of Młociński Forest in Warsaw to the sunlit shores of Sydney and the scenic beauty of the Dalian shore in China, employees came together to remove litter and restore these cherished outdoor areas. Keeping nature free of waste protects wildlife, enhances recreation, and ensures these spaces remain inviting for generations to come. These efforts reflect our commitment to sustainability and the shared responsibility of caring for the places where people and nature thrive.

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IQVIA Day, Istanbul, Turkey

IQVIA Day, Newark, New Jersey, U.S.

IQVIA Day, Philadelphia, Pennsylvania, U.S.

IQVIA Day, London, U.K.

IQVIA Day, Madrid, Spain

IQVIA Day, Riga, Latvia

IQVIA Day, Cần Giờ, Vietnam

IQVIA Day, King of Prussia, Pennsylvania, U.S.

IQVIA Day, Manila, Philippines

Caring for children

- Our teams in Turkey delivered gifts to nearly 100 children across seven centers in the region. Employees also led a donation to the Make-A-Wish Turkey Foundation, enabling life-changing wishes for children with critical illnesses.

- In London, U.K., IQVIA team members volunteered at the Queen Elizabeth II Jubilee School, which supports children with learning difficulties. They helped staff organize materials, making it easier for students to access supplies.

- Our team in Cần Giờ, Vietnam, visited an educational home for children where they prepared lunch, assembled new bookshelves and donated books.

Supporting people

- In New Jersey, U.S., IQVIA volunteers supported World Homeless Day. Employees helped distribute supplies and guided attendees to access services including hot meals, hygiene kits, medical screenings and job readiness support. The event served more than 1,000 individuals in need.

- Our team in Madrid, Spain, volunteered to cook and serve over 200 vulnerable people at a soup kitchen.

- Volunteers from our Pennsylvania, U.S., office spent the day with veterans, hosting lunch from a veteran-employing restaurant, enjoying live music performed by an employee, and running a raffle supported by employee-led fundraising.

Enhancing community settings

- Team members in Philadelphia, U.S., volunteered at the Elmwood Park Zoo. Together they laid landscaping stones to enhance the area surrounding the zoo's newly renovated welcome center.

- Employees based in Riga, Latvia, volunteered at the University of Latvia Botanical Gardens where they cleared paths, refreshed flower beds, and tidied green spaces.

- In Manila, Philippines, a team of 18 volunteers planted trees in a local community.

Public

The **greatest positive impact** we can have on people and the planet is through our **core** business.

Working with global and local partners to deliver insights, support research and catalyze access to vital treatments for the patients and populations that need them most.

IQVIA TechIQ 2025 event, London, U.K.

Executive summary

IQVIA's greatest opportunity for positive impact on the world is through our core business. We collaborate with our customers, industry partners and patients to power **smarter healthcare for everyone, everywhere.** Our innovative, insight-driven solutions are designed to improve health outcomes across the patient journey — from detection and diagnosis to treatment and long-term care.

Improving clinical trial quality, innovation and access, supported by robust safety oversight and data management, remains a priority for IQVIA. Our approach provides the flexibility to adapt trial protocols to meet evolving needs. In 2025, we worked with customers and partners to align trials with new guidance, automate processes, build capacity and remove operational barriers. Our work with the Bespoke Gene Therapy Consortium supported rare disease research, while strategic collaborations improved trial access and representation. Read more on page 46.

We engage with patients and patient organizations to be able to design better trials, increase access to treatments and improve health outcomes. In 2025, we expanded the use of our Clinical Outcome Assessments, enabling us to understand what matters most to patients and amplify their voice. Read more on page 50.

We remain committed to advancing **global public health**, partnering with a range of stakeholders to tackle evolving disease challenges and strengthen healthcare systems, alongside working to improve outcomes for four billion patients in low- and middle-income countries. Read more on page 54.

IQVIA's cutting-edge innovation and research supports these ambitions. Our genomics and precision medicine expertise continues to support health systems to target care more effectively. In 2025, we also continued to strengthen IQVIA's Healthcare-grade AI® solutions to help our customers deploy AI effectively and ethically, ultimately improving patient outcomes. Read more on page 57.

2025 highlights

700+

patient organizations collaborating and connected with IQVIA.

45+

countries where our patient support programs operate, helping to improve health outcomes in local communities.

MedTech Breakthrough Awards

Our Health Research Space won the Best Mobile App for Patient Engagement at the MedTech Breakthrough Awards.

Smarter healthcare for everyone, everywhere

We harness the power of data to support our customers' research and advance health outcomes for patients worldwide. From earlier diagnosis to the development of new treatments and reducing barriers to healthcare access, **we use an evidence-based approach to generate insights that enable people to live healthier lives.** Our partners span the healthcare spectrum — including governments, non-governmental organizations, medical professionals, life sciences companies, and patient groups. **We bring a wide range of information assets together to build a holistic picture of a particular condition, to improve care at all stages of the patient journey:**

- **Detection.** Better screening can pave the way for earlier detection before symptoms appear, leading to improved population health outcomes and reduced cost burden.

- **Disease progression.** Disease registries help build a picture of disease patterns which can increase the effectiveness of interventions.

- **Trial design and planning.** Informed, data-driven trial designs and operational strategies that reflect patient populations and can be executed effectively.

- **Site identification and patient recruitment.** Analyzing information to identify the most relevant patient populations and most qualified sites enables faster clinical trial enrollment.

- **Trial outcomes.** We deliver trial outcomes based on rigorous scientific methodologies aligned with global research standards to support reliable evidence for regulatory and clinical decision-making.

- **Treatment.** Insights on patient treatment and outcomes often support new ways to treat diseases or improve adherence with treatment plans.

Through this end-to-end approach, we focus on improving patient outcomes across global healthcare, supporting effectiveness, efficiency and access to treatments.

IQVIA office, Bangalore, India

Clinical trial quality, innovation and access

At IQVIA, our mission is to accelerate innovation for a healthier world. This commitment drives us to **continually find ways to ease the burden on patients and investigators, streamline trials and bring new therapies to market faster.**

We evolve our approach to reflect the changing research environment, accommodating the rise of more complex therapies, greater use of patient-focused outcome assessments and new technology. Our focus on service excellence, combined with customer engagement and support, drives improvements and value creation at each stage of trial design and execution.

It takes a collaborative effort to advance clinical trial quality, innovation and access. We continue to work with partners such as the Coalition for Epidemic Preparedness Innovations and the Duke Clinical Research Institute, among others, to extend our positive impact and further enhance trial quality.

Our global network of Prime Sites comprises 56 high-performing clinical trial centers with above-average rates of patient recruitment. They are notable for their therapeutic capabilities, clinical trial experience and operational excellence. In 2025, we launched new Prime Sites in Brazil, Italy and Japan. In addition, we extended our broader Partner Site Network — with new sites opening in several countries, including Ghana, Nigeria and Tanzania — alongside launching a global Obesity Site Network.

Read about how we are using AI to power effective clinical trials on page .

Accelerating and optimizing trial delivery

Clinical research is central to solving the most pressing healthcare challenges — from deepening our understanding of diseases and their treatments to discovering potential cures. Through our molecule-to-market approach, we strive to make the process seamless, from protocol design to commercialization. Our approach provides the flexibility to adapt trial protocols to changing global regulatory requirements and local needs.

Highlights of our work to streamline clinical trials and optimize outcomes in 2025 include:

- **Aligning with new guidance.** We updated our processes in line with new clinical trials guidance from the International Council for Harmonisation of Technical Requirements for Registration of Pharmaceuticals for Human Use, and ran training to help trial sponsors adapt.

- **Automating processes.** Our new Site Lab enables investigators to manage test kit requests and laboratory specimens digitally via our electronic requisition solution. This reduces administrative burden, enhances accuracy, and improves study execution for both sponsors and investigators.

- **Capacity building.** Through a series of visits to our U.K. Prime Sites, researchers from Argentina and Brazil learned about the latest clinical trial innovations and best practices that they can apply in their own clinics.

- **Removing barriers.** We are collaborating with Sarah Cannon Research Institute (SCRI) Development Innovations to eliminate operational barriers in trials of innovative cancer therapies. Together, we combine IQVIA's global scale and trial management expertise with SCRI's community oncology network and Accelero model for streamlined trial activation and data collection.

Supporting rare disease research

The Bespoke Gene Therapy Consortium (BGTC) is a **groundbreaking U.S.-based public–private partnership focused on accelerating development of adeno-associated virus-based gene therapies for rare diseases.** It aims to enable faster delivery of life-changing treatments to patients with limited or no therapeutic options.

IQVIA plays a pivotal role in the initiative as a clinical research organization partner, providing program management and regulatory, operational and strategic drug development support. This includes establishing and managing the BGTC Coordination Center, developing quality infrastructure, preparing U.S. Food and Drug Administration submissions and implementing centralized data platforms. IQVIA also co-authored the BGTC Regulatory Playbook.

Through advanced digital operating models and AI-driven analytics, **IQVIA is helping streamline trial design and execution, positioning the consortium as a template for future collaborations and accelerating access to innovative therapies for rare disease patients.**

Addressing representation gaps in clinical trials

Increasing participation in clinical trials is at the heart of our vision to power smarter healthcare for everyone, everywhere. Underrepresentation of patient cohorts that are impacted by illness, based on socioeconomic status, geographic location, gender or ethnicity, among other factors, can sometimes mean that a drug is tested in a more limited population than those that will use it once approved. Closing this gap allows for a more representative inclusion of study participants, which can better assess the efficacy and safety in the population that will receive the therapy, increase the speed of enrollment, and improve access to new therapies.

With our extensive information assets, global reach and ability to identify and activate sites close to patients, IQVIA is uniquely placed to design trials that reflect a wider spectrum of patient needs. In 2025, we introduced clinical trial access representation leads to help sponsors reach the right patient populations.

Our 2025 partnerships to strengthen representation included:

- **Acute coronary syndrome.** As part of a global trial for acute coronary syndrome, we activated a site in Brazil — the first Latin American site for the trial — followed by a second site in Argentina. These two sites contributed 5,700 patients to the global target of 47,000, ensuring patients in the Latin America region are represented in critical large-scale cardiovascular trials.

- **Medical devices.** Real-world data on actual medical device use is critical to inform trial design and assessment, but the data is often hard to locate and evaluate. Our partnership with the U.S. National Evaluation System for health Technology aims to increase access to real-world data in a broader range of patients and improve evaluation of medical devices.

Supporting employees and partners to increase trial representation

12,900

IQVIA clinical research employees participated in voluntary training on increasing access and representation.

280+

prime and partner site staff and investigators in the U.S., are certified IQVIA clinical trial access and representation champions.

Clinical trial safety and risk management

In every trial, safety comes first — for patients, investigators and IQVIA employees. **We consider safety at all stages of clinical research from trial design to data collection and assessment.** Our site selection tools help us to identify and appropriately address risks at every level.

Key 2025 initiatives to support trial safety included:

- **Informed consent.** We collaborated with a partner to accelerate the translation of the consent forms clinical trial participants are required to sign to ensure they are aware of the process and any implications. Using our language solutions framework, we translated 30+ informed consent forms into 13 languages within days. This ensured the forms remained precise, allowing participants to fully understand trial specifications, while saving time in the regulatory process required for translation.

- **Safety alerts.** IQVIA's Medical Alert Management tool is designed to detect and respond to medical alerts, enabling prompt action by the medical team and direct communication to the trial sponsor. Our Medical Data Analysis Platform uses information collected during clinical trials to provide deeper insights into participant safety and identify patterns that may require intervention.

Effective trial data management and transparency

We play a central role in enabling clinical trial transparency, working with our customers to safely make results available at the end of a trial to inform future research. In partnership with industry, academics and cross-sector organizations, including Vivli and PHUSE, we contribute to the development of health data transparency best practices.

We have contributed to several data protection and AI guidelines and standards worldwide, including guidance from the U.S. Food and Drug Administration, the U.K. Information Commissioner's Office and the International Organization for Standardization.

> *Technological innovation, particularly in AI, requires consideration of evolving security risks, while offering new solutions for data management. Privacy Analytics, an IQVIA company, enables the design and implementation of robust privacy safeguards to help us collect and use data responsibly and accelerates the adoption of AI for health innovation. Read more on pages 24 and 59.*

Our 2025 initiatives to further data management practices and transparency focused on:

- **Access to healthcare**. Lack of quality demographic information in public health data limits understanding of barriers to healthcare. With Genentech, Privacy Analytics securely enriches healthcare claims data with key variables, helping health specialists better understand the patient journey and determine effective and appropriate healthcare interventions.

- **Medical devices.** We have expanded our Data Marketplace, which links and layers traditional data with newly emerging data types, to include more MedTech information. This will provide researchers with a wider view of the patient journey, offering insights to enhance access to medical devices, accelerate innovation in diagnosis and treatment, and improve outcomes.

- **Real-world evidence.** As part of the EU's Data Analysis and Real World Interrogation Network, IQVIA is helping increase access to data on medicine use, safety and effectiveness. Our role is to help design a common data infrastructure, enabling pan-European data integration. In 2025, we expanded our site management organization capability, supporting additional integration of insights from early-phase oncology trials.

Better patient outcomes

Early results from the U.K. National Health Service Federated Data Platform (FDP), for which we provide Privacy Enhancing Technology (PET) to help make millions of datasets safe to share, showed better access to patient data and reduced waiting times and hospital stays. Each hospital in England using the FDP can now treat an average of 114 additional patients in operating rooms each month.

Continued platform expansion during 2025 — extending coverage to more than 120 hospital trusts, 30,000 datasets and over 40 million registrations — will deliver even greater benefit for patients in the future.

Building on the success of the FDP in 2025, IQVIA's PET solution was selected as the central privacy platform for the National Health Service in England, replacing a series of fragmented legacy solutions. This unified approach standardizes and streamlines clinical and research data management, delivering richer insights, improving care coordination, and accelerating targeted clinical trial recruitment, all while protecting patients' personal information.

Empowering patients

Working closely with patients allows us to **design better trials, increase access to treatments and improve health outcomes.** By partnering with patient organizations, we give patients a stronger voice to better advocate for the healthcare they need. Our patient experience insights combine formal measures, such as Clinical Outcome Assessments, including quality of life data, with patient diaries and personal experiences to provide a comprehensive view of what matters to patients.

People are increasingly looking to technology to help them manage their health in ways that feel personal and seamless. **We are transforming how we and our customers engage with patients by creating digital-first support programs that are interactive, accessible, and available in real time.** By integrating health literacy principles into these solutions, we ensure that programs and resources are inclusive and easy to understand for all.

Enabling better healthcare experiences

Our IQVIA Patient Experience (PX) Platform — the next generation of patient support program — puts user experience at the core. **We combined technology and behavioral science to develop a platform that allows patients to manage their health in the way that suits them.**

Users benefit from a personalized experience based on disease complexity, behavior profile, health information from wearable devices such as smart watches, and personal preferences. Interactions are further tailored based on the stage of the healthcare journey. For example, the platform can act as a gateway, or digital front door, into key healthcare services, helping individuals identify available treatments and whether they are funded by their provider. Once treatment has started, alerts encourage treatment adherence and help build awareness.

Our PX Platform is integrated with IQVIA's Patient Relationship Manager, which enables patient support call centers, insurers and payer organizations to efficiently handle patient calls and queries. The system provides instant access to the patient's history. AI-enabled scripts prompt the agent on key questions to ask, guiding the call to an efficient resolution.

Raising the bar on privacy

Increasing patient disease awareness can help individuals better understand their treatment options, stay on therapy and improve outcomes. Effective engagement delivers the right information to the right audiences at the right time. Life sciences organizations are exploring AI-based tools that segment audiences using responsibly managed, privacy-preserving data practices.

In the absence of an industry methodology that met IQVIA's high privacy standards, IQVIA Digital and the Applied AI Science team jointly developed Federated Audience Modeling. It strengthens the ability to reach consumers who may be more inclined to seek information about certain conditions or treatments without using the personal health data of any individual. The method retains those elements needed for safe modeling and minimizes vulnerability to privacy or AI-driven attacks. The approach is continuously monitored for privacy risks, setting a new benchmark for data protection in healthcare marketing.

In addition, the IQVIA Digital Ethics Board, modeled on clinical trial review boards, provides professional oversight of proposed AI and data use in direct-to-consumer education — expanding responsible information governance practices and enhancing trust.

Amplifying the patient voice

Our library of Clinical Outcome Assessments (COAs) provides a vital patient-focused resource to evaluate the benefits of healthcare interventions and new therapies across multiple diseases and indications. Our new COA Accelerator puts this intelligence in researchers' hands, informing trial and therapy area strategies.

In 2025, we continued to support our industry to use COAs more effectively:

- Our **COA Innovation Day** focused on the latest developments in patient experience data and assessment, including how IQVIA uses behavioral science to better understand the patient journey. We explored how sponsors can use technology to modernize their COA strategy and to scale and accelerate patient information collection and engagement.

- Our **thought leadership work in this area — including events, white papers and two new booklets** — focused on the science behind the measurement of patient outcomes. For example, our Patient-centricity in the Biopharmaceutical Industry booklet collated insights from patients, regulators, life science companies and clinicians on how the patient voice can shape the future of healthcare.

We also continued to expand and enhance our range of COAs, clinical instruments and benchmarking tools, including:

- **Linguistic validation.** To use the same COA effectively across countries and languages, it needs to be presented in a substantially similar format. Our team developed 200+ new linguistically validated translations in dozens of languages for the IQVIA-managed COA portfolio. The process ensured equivalent meaning across languages alongside linguistic and cultural relevance, enabling fit-for-purpose use in clinical trials, real-world studies and patient care.

- **Oncology**. IQVIA has developed THRIVE-20-PF (Total Health Review Inventory, Vitality & Endurance — Physical Functioning), a validated 20-item questionnaire designed to accurately assess physical functioning in oncology patients through a combination of traditional and novel approaches to measure patient mobility, dexterity and ability to complete key tasks. Derived from our THRIVE item bank — a library of disease scoring benchmarks — it was built with clinicians, key opinion leaders and a broad cohort of oncology patients. We are adopting the same approach to develop best-in-class assessments in other areas, including obesity and weight management.

Patient-centric research

In 2025, we joined forces with Our Healthy Community (OHC) to improve representation in healthcare research practices. OHC bridges the gap between the healthcare industry and community organizations to improve health interventions and outcomes.

We worked with OHC to develop a Parkinson's disease discussion guide for use in interviews with patients. The guide supports engagement with more patients from different backgrounds, allowing the collection of richer insights.

We also partnered to develop a survey on the drivers and barriers in clinical trials for cancer patients. **By designing patient-facing surveys for a wider range of respondents, we can improve the quality and quantity of the resulting patient experience insights.**

Read more about our work to address representation in clinical trials on page 48.

Award for patient-centered data collection

IQVIA's Health Research Space (HRS) helps patients and caregivers participate in studies from wherever they are through a secure platform accessible by phone, tablet or computer. Participants can share their medical records and information on their disease, access educational materials and study support services, and learn about relevant research opportunities.

The platform's flexibility offers a convenient way to share information safely, reducing the need for in-person appointments and supporting ongoing engagement for multi-year studies.

In 2025, HRS received the **Medtech Breakthrough Award for Best Mobile App for Patient Engagement**, which recognizes solutions making meaningful progress and improving patient care.
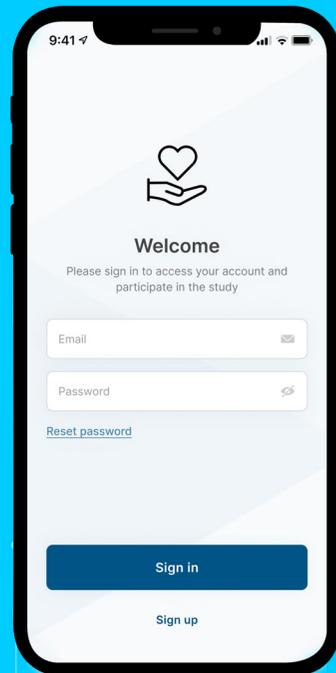
Improving patient access to care

IQVIA supports patients from pre-diagnosis to long-term management of their condition. **We partner with patients, patient organizations and other healthcare stakeholders to identify the barriers to care and together find ways to improve access.** We explore ways to make treatments more affordable for health systems and patients, enabling more people to benefit. Once treatment has started, our programs focus on improving adherence to support patients to benefit fully from treatment.

Examples of how we helped improve access to care in 2025 include:

- **Breast cancer.** In Ghana, we provided support to cover the cost of transportation to health centers for people in remote communities, alongside subsidized testing — addressing a key barrier to breast cancer diagnosis. This supports the ambitions of the World Health Organization's Global Breast Cancer Initiative goal to reduce health inequities by improving access to early diagnosis.

- **Diagnosis.** In the U.K., IQVIA's Interface Clinical Services team connects primary care providers with a nationwide network of clinical pharmacists. Working both in clinics and remotely, pharmacists help review and tailor medication plans for patients with long-term conditions alongside delivering patient education and awareness work.

- **Obesity.** In response to increasing awareness of the health impacts and economic burden of obesity, along with the emergence of novel obesity medications, we have expanded our obesity patient support programs. Today, we support more than 45,000 patients across several countries in managing their weight and improving their overall health.

Our **patient support programs** are adapted to local regulations, cultural contexts and healthcare systems, spanning:

45+
countries

20+
therapy areas

Supporting patient organizations

Our work with patient and advocacy organizations focuses on raising awareness of issues of importance to patients to improve outcomes. We prioritize strategic collaborations that provide deeper insight into patient needs — providing operational support and advanced data capabilities to generate new insights and supporting patient groups to secure funding from the life sciences industry. Through these partnerships we support **meaningful change across health systems and provide long-term care for patient communities**, including:

• Accelerating development of new treatments.

• Building understanding of disease patterns and progression.

• Enabling access to trials.

• Improving drug adherence.

Currently, we have connections with 700+ patient organizations, ranging from small, volunteer-run groups to large global associations. They are united by a desire to increase understanding of the patient experience and elevate the quality of patient care.

In 2025, our collaborations with patient organizations included:

• **The Brain Tumour Charity.** We worked with The Brain Tumour Charity in the U.K., to co-develop A System That Sees Us, the first patient-led national data strategy for brain tumors. IQVIA assessed the national data landscape, facilitated multi-stakeholder engagement, and translated lived experiences into system-level policy and data recommendations. The work has informed national discussions on cancer data reform and provided a scalable model for patient-led strategies in rare and complex conditions.

• **Myasthenia Gravis Association (MGA).** Designing and executing a clinical trial for a rare condition like myasthenia gravis requires a strategy that is deeply informed by patient experience. IQVIA partnered with the MGA, inviting them to act as a strategic advisor to ensure a focus on patients throughout the process. Our collaboration included reviewing patient-facing materials, advising on communications, identifying suitable clinical trial sites, and raising awareness through events and the MGA's own channels. By fostering trust and utilizing community insights, IQVIA delivered a patient-centric approach to accelerate myasthenia gravis trial success.

IQVIA World Review Conference, São Paulo, Brazil

Our public health portfolio of 80+ customers in 50+ countries is helping to strengthen healthcare systems, improve pandemic response and tackle key public health challenges.

Global health

Our global public health activities are central to our mission of accelerating innovation for a healthier world. **We bring a unique set of capabilities that enable us to have a positive impact on some of the world's biggest health challenges — including pandemic preparedness, antimicrobial resistance, cancer and metabolic diseases.**

We combine a global footprint with deep knowledge of local contexts — including health systems, funding mechanisms and regulations — supported by evidence-based decision-making. Through our strong network of sites, we advance research into novel treatment and in response to health emergencies, using our Geographic Risk Assessment and Mitigation approach to identify appropriate trial locations.

Addressing major healthcare needs requires collective effort. **We work in partnership with governments, healthcare providers, non-governmental organizations and the biopharma industry to:**

- Address evolving disease priorities and strengthen healthcare systems worldwide.

- Achieve greater access to healthcare for all to improve the lives of four billion patients in low- and middle-income countries.

We continue to deepen existing relationships with partners such as The Global Fund, the Coalition for Epidemic Preparedness Innovations, and Africa Centres for Disease Control and Prevention. Exploring and expanding newer partnerships, including with the Medicines for Malaria Venture and the Drugs for Neglected Diseases initiative, allows us to extend our reach and positive impact.

We look for opportunities to build capacity and strengthen local health systems to respond to future health emergencies. Using our evidence-based approach, we help governments and healthcare organizations globally to prepare for pandemics and emerging health threats.

Globally, we are working with health systems to **digitize processes and build electronic health records, increasing efficiency and driving better outcomes for patients.** Digitalization is an essential first step to using and reaping the benefits of advanced technology and AI.

Key 2025 actions to promote global public health include:

- **Healthcare dynamics.** Over 4,500 people from across Latin America attended the IQVIA World Review Conference series. Across 12 events, we provided delegates with unique and actionable insights into healthcare dynamics in the region, including health system priorities, funding and access challenges, and market forecasts.

- **Health Technology Assessments.** Our podcast series — Debunking Value, Access and Pricing Myths — took an in-depth look at European Health Technology Assessments (HTA), addressing misconceptions about pricing and access. It also explored how the pharmaceutical industry should prepare for implementation of the EU HTA Regulation.

- **Neglected diseases.** At the Informa Clinical Data Disclosure conference, Privacy Analytics discussed how our data partnership with the Drugs for Neglected Diseases initiative is driving research on neglected tropical diseases. We explored strategies for balancing data sharing with patient privacy in this area, where individual patient data is particularly valuable in understanding these rare, varied and under-researched diseases.

- **Non-communicable diseases.** Alongside the United Nations General Assembly, we have been working to raise awareness of the impact of non-communicable diseases in low- and middle-income countries. This included a white paper on obesity, which explored the need for real-world data to track incidence, build registries and advance research, as well as the role of anti-obesity medicines.

- **Prioritizing health needs.** In collaboration with Sanofi, we developed a tool to better identify priority disease areas and target geographies where action is needed most urgently. This was complemented by an event during the World Health Assembly bringing together governments, non-governmental organizations and industry to discuss pressing health needs.

- **Regulatory engagement.** Launched in 2025, the European Health Data Space (EHDS) aims to create a more consistent and connected health data infrastructure in the EU. IQVIA's assessment of the current legal landscape informed engagement with regulators and recommendations on evolving the regulatory framework. We also produced educational materials to help stakeholders understand the implications of the EHDS for their business.

IQVIA visit to the of University of Abuja Teaching Hospital, Abuja, Nigeria

Strengthening capacity in Africa

We are working in partnership with a range of stakeholders across Africa to strengthen research capacity and address urgent public health needs.

- **Nigeria.** We support training at the University of Abuja Teaching Hospital's Centre of Excellence for Sickle Cell Disease, equipping investigators with the skills needed for clinical research. Through our thought leadership program, we investigated how research into sickle cell disease could help to catalyze greater clinical trials activity across Africa.

- **Rwanda.** We continue to work with Rwanda's Ministry of Health, as well as the Rwanda Food and Drugs Authority, Rwanda Biomedical Centre and Rwandan Clinical Research Centre, to enhance local health systems. In 2025, we explored opportunities to jointly build clinical research capacity and advance the country's National Health Research Agenda.

We also engaged in a new collaboration with the Global Fund and the Rwandan Government to help develop the country's Digital Health Strategy 2024-2029 and National Digital Health Architecture Blueprint. The aim is to ensure that digital health systems are technically robust while being responsive to the needs of patients and healthcare providers.

Advancing clinical research in the Kingdom of Saudi Arabia

IQVIA is the first global contract research organization with a local license from the Saudi Food and Drug Authority, and we are collaborating with key stakeholders to strategically expand and advance national clinical research in the Kingdom of Saudi Arabia (KSA). For example, we are:

IQVIA office, Riyadh, Kingdom of Saudi Arabia

Expanding access to care

By developing a strategic site network in the KSA we are enabling access to advanced treatments for more than 12 million patients annually. Our strategic alliance with Imam Abdulrahman Bin Faisal University in Dammam is part of the IQVIA Prime Sites and Partner Network, a global group of high-performing clinical trial centers with above-average rates of patient recruitment. These collaborations aim to further enhance research capabilities across the Kingdom.

Strengthening local research capacity

More than 40 local professionals have completed our Clinical Research Professional training program, delivered in collaboration with King Saud University and an industry organization. Our KSA research laboratory, which is focused on mRNA research, positions the country as a regional hub for scientific innovation, enabling next-generation therapeutic development and long-term capacity building for research.

Collaborating for rapid response to disease outbreaks

In 2025, we collaborated with governments and healthcare organizations to **accelerate response to several disease outbreaks across Africa**.

- In **Ethiopia**, we worked with the Sabin Vaccine Institute to provide more than 640 Marburg vaccine doses for a Phase II trial during the nation's first Marburg virus disease outbreak, partnering with local health authorities to evaluate safety and efficacy.

- In **Gambia and Senegal**, we supported early stages of trial preparedness and execution efforts in response to the Rift Valley fever outbreak. IQVIA worked with the Coalition for Epidemic Preparedness Innovations and local partners on protocol development and trial planning for a Phase II vaccine study.

- In **Rwanda**, we advanced the completion of the Sabin RBC-001 Marburg vaccine outbreak-response trial through coordinated operational, regulatory, data-management and cross-functional efforts — successfully locking the database by March 2025, marking a major milestone in closing the study and validating the integrity of collected data.

- In **Uganda**, we supported the national Ebola response by providing clinical trial monitoring and operational support for the Sudan ebolavirus ring-vaccination study. This included monitoring activities, safety oversight and deployment of IQVIA clinical operations teams to strengthen trial execution during the outbreak and ensure compliance.

Innovation and research

Research at the frontiers of healthcare

Genomics and precision medicine

Genomics and precision medicine are central to improving patient outcomes and advancing healthcare. Understanding how characteristics such as gender and ethnicity affect disease incidence, progression and treatment responses helps reduce adverse drug reactions and improve treatment options. These insights also enable health systems to target care more effectively and optimize use of health budgets.

IQVIA is uniquely placed to drive real-world impact in this area. **Our activities span the full lifecycle of precision medicine — from public awareness of the benefits through data analysis and clinical decision support.** We combine proprietary technology with strategic partnerships to increase access to and utility of genomic information, using our Healthcare-grade AI® for more accurate diagnostics, risk prediction and personalization. Linking genomic and clinical data enables deeper insights into disease mechanisms and helps isolate the most critical contributing factors.

Alongside genomics, IQVIA Laboratories now supports a broader multi-omics workflow, bringing proteomic, transcriptomic, single-cell and spatial technologies together under one roof to enrich and extend genomic insights. Our partner network also includes multi-omic datasets, enabling us to meet the growing demand across the life sciences industry for integrated, high-resolution molecular data.

Our genomics and precision medicine reach

Through strong partnerships, we extend the reach of our genomics activities and our understanding of different patient populations. Our portfolio includes:

50+ technology partnerships

Our broad network of genomics partners reflects IQVIA's long-term, holistic approach to building solutions across a connected ecosystem.

30+ laboratory partners across 20+ countries

We collaborate with over 30 academic and private genomics centers globally to accelerate innovation and research in genomics and precision medicine. This broad network of partners with deep and varied expertise is uniquely positioned to scale progress in the field.

20+ therapeutic areas

Our network of genomics and precision medicine data partners covers more than 20 therapeutic areas, including oncology, rare diseases, cardiometabolic and common chronic diseases, as well as autoimmune and inflammatory diseases.

Advancing genomics solutions globally

Advances in precision medicine rely on researchers having access to high quality data that is standardized and anonymized. Our data management expertise enables researchers globally to unlock the potential of genomics. Current projects include:

Africa. We support Science for Africa's Genetic Etiology of Infertility in African Couples study by delivering full clinical trial operations, including site start-up, site management, monitoring and patient recruitment across Kenya, South Africa, Tanzania, Uganda and Zimbabwe. Our involvement enables the study to be executed efficiently and consistently to high operational standards.

Indonesia and Thailand. We have helped government agencies in Indonesia and Thailand benchmark local strategies against global best practices to design actionable roadmaps that accelerate genomics and precision medicine adoption, and strengthen national healthcare ecosystems. These projects are critical for improving population health outcomes, fostering innovation, and ensuring these countries remain competitive in the rapidly evolving global life sciences landscape.

Middle East. IQVIA is partnering with a national health authority in the Middle East to develop a new strategy and minimum standards for advancing and applying cell and gene therapies. The project will formulate

recommendations for two new national standards based on international guidelines and regulations.

Europe

- In the EU, we collaborate on the development of the Synthetic Healthcare Data Governance Hub, a data hub that uses AI algorithms to create realistic synthetic replicas of healthcare data. Interrogating this information helps program and train AI models used in tools for disease prevention, diagnosis and treatment, and evaluating the potential of biomedical solutions. Our expertise in health data science, synthetic data, real-world evidence and ethics management is critical to make synthetic data a trusted and scalable alternative to real patient data for AI development and validation.

- The Digital Oncology Network for Europe (DigiONE) aims to create digital interoperability across multiple hospitals and countries in Europe to improve cancer care. In 2025, we published a paper on our data harmonization work with DigiONE, including the development of a common model for recording outcome data. This work also led to multiple scientific abstracts on treatment outcomes, including in breast and lung cancers.

- IQVIA conducted research with the Wellcome Trust to explore how well different patient groups are represented in genomics data. The report identifies opportunities for funders to expand genomics data to cover more patient communities. This broader range of information can enable healthcare professionals to better understand and adapt genomics treatments for more patients.

Healthcare-grade AI®

AI presents opportunities to reshape the future of health. **IQVIA has a long history of using technology to transform the speed and scale of research.** We are also advancing the adoption of AI agents to tailor them to the needs of the life sciences industry and healthcare.

Our Healthcare-grade AI® connects the right data, technology and expertise to help customers solve their specific challenges. Protected by a growing portfolio of patents, our proprietary technology has our Privacy Analytics at the core and is built on a foundation of strong governance and expertise in data security and protection. We integrate AI governance into our broader corporate governance through the work of our AI Governance Council, with consulting and advisory support from our Center for Defensible Data and AI. Read more about our AI governance on page 24.

Healthcare-grade AI® powers IQVIA Medical Reasoning (Med-R1 8B), a validated large language model that achieves comparable levels of accuracy using fewer parameters than other models. It can be deployed in environments isolated from external networks to enhance privacy protection for particularly sensitive healthcare information. By providing transparent and traceable medical reasoning, it also enables clinicians to interpret, validate, and challenge AI-driven recommendations.

The development and integration of agentic AI into our AI infrastructure has been a key focus in 2025. Our customers are already experiencing the benefits of this new offering, for example through our AI-Assisted Literature Review. Read more on page 62.

Powering more effective clinical trials with AI

IQVIA is expanding the use of AI to accelerate clinical development and improve access to trials. For more than a decade, we have used advanced technology to identify high-performing sites and support more efficient recruitment. **Today we are evolving these capabilities with AI agents that work alongside our experts to enhance operational efficiency and reduce burden across the trial process.**

By embedding agentic AI into targeted workflows, we streamline steps across clinical development processes and milestones. These agents do not replace clinical judgment; instead, they augment experts to expedite processes and surface insights so teams can focus on the scientific and strategic decisions needed for efficient trial execution that truly influence patient outcomes.

We continue to explore where AI can meaningfully improve clinical research, from discovery through trial execution. For example, AI-driven insights can help identify new opportunities for development in areas that have historically been challenging. This could be particularly valuable for diseases affecting small patient populations.

Through agentic AI, IQVIA is enhancing speed, scale, precision and trust across clinical development — helping sponsors run higher quality trials and ultimately bring new therapies to patients faster.

Other key 2025 initiatives to help our customers deploy AI effectively and ethically:

Products and solutions

- **Clinical decision-making.** Data Device Link is an AI-powered application to analyze data from medical devices and demonstrate their value. Anonymized data from devices such as glucose monitors is connected with wider data on demographics, comorbidities, medication usage and health outcomes. This reveals new insights about the patient journey to inform product improvements, regulatory approvals and new treatment interventions.

- **Professional engagement.** The new IQVIA Field Force Agent is an AI-powered assistant for life sciences field teams, generating real-time insights and recommendations to support the planning and execution of high-impact engagements with healthcare professionals. It streamlines preparation, improves personalization and reduces administrative workload, with an average of 27% of time saved on call preparation and follow-up.

This enables field teams to spend more time building meaningful relationships with healthcare professionals.

- **Risk management.** Consolidating centralized and on-site monitoring using our AI-powered Integrated Risk-Based Monitoring enables trial sponsors to focus on and address the highest risks to continually improve patient safety. Sites are categorized by risk level, influencing frequency and intensity of site engagement and monitoring. Incorporation of key risk indicators, trend detection, and predictive algorithms help identify protocol deviations, eligibility issues, and unreported events early.

Data

- **Data access.** Technology standards such as the Model Context Protocol provide a consistent way to connect AI-powered tools with enterprise data sources. This enables our customers to deploy AI agents that interact with our tools and data in a governed manner, combining their information with our capabilities to generate new insights. This approach can reduce integration effort and maintains stronger data governance.

- **Enhancing privacy.** Privacy Analytics continues to extend the use of AI to enhance privacy. For example, our award-winning Privacy Analytics Platform uses advanced technologies to detect personal and sensitive information in unstructured data, such as medical images, clinical study documents, and free text in medical records.

- **Unlocking data silos**. We have created standardized language for concepts that may have varying descriptions across different datasets, enabling AI agents to work together more effectively. To assess an organization's readiness to apply findable, accessible, interoperable and reusable (FAIR) data principles, we also created a FAIR Maturity Matrix with the Pistoia Alliance. This earned us the Lighthouse Bio-IT World Innovation Award.
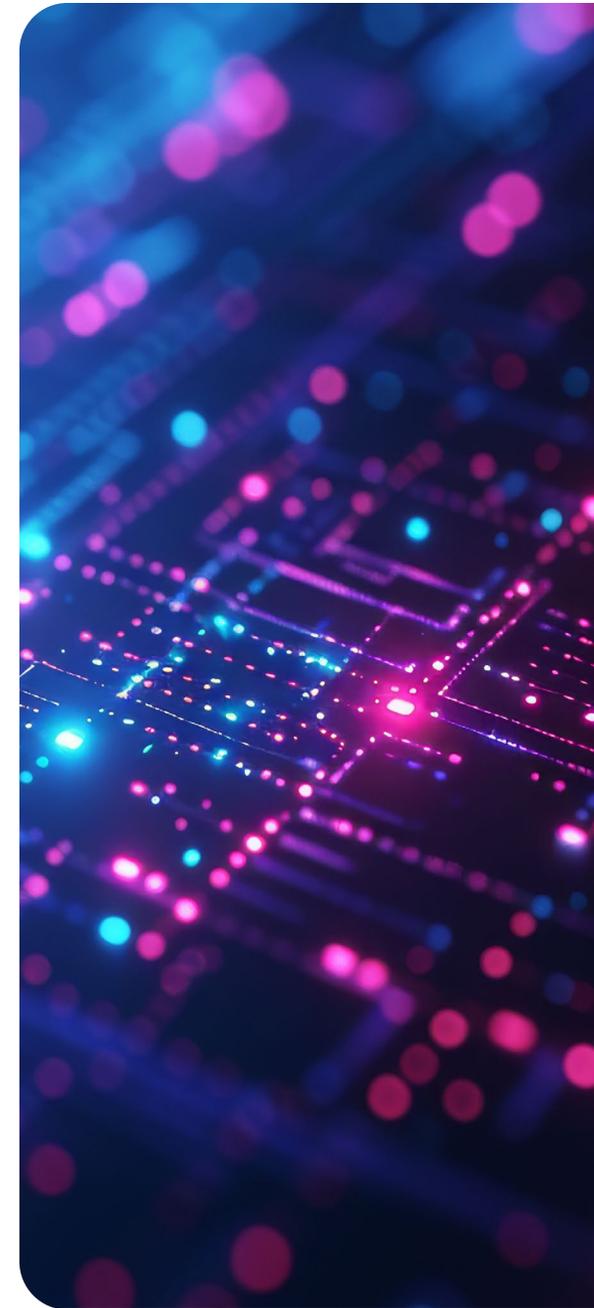
Regulation

- **Compliance.** Our AI-driven Regulatory Mapping simplifies global compliance by automating the ingestion of privacy, cybersecurity, AI and sector-specific regulations. It translates complex requirements into actionable steps, prioritizes risks through scoring, and integrates regulatory insights to help organizations align policies and governance with evolving standards.

- **Drug safety.** Our white paper on the use of AI in pharmacovigilance outlined how technology can uncover potential safety issues during drug development and manufacturing processes.

The additional intelligence helps life sciences companies determine the appropriate response to an issue, which may include reformulating a product, submitting the approval application under a restricted indication or implementing post-launch protocols to monitor drug safety.

- **Governance frameworks.** IQVIA Applied AI Science led the design and coordination of a project with the European Federation of Pharmaceutical Industries and Associations to identify innovative AI use cases across healthcare, scoring them for regulatory relevance and model reliability. Results will inform development of European AI governance

frameworks, accelerating adoption of AI applications that balance innovation and patient privacy.

- **Regulatory engagement.** We provided input into draft U.S. Food and Drug Administration (FDA) guidance on the use of advanced technologies to support regulatory review of drugs and biological products. This included providing our perspective on the FDA's risk-based credibility assessment for AI. We also contributed our expertise to U.S. and EU consultations relating to the use of AI in marketing submissions for drug approval.

AI-powered cancer detection

Partnering with National Health Service England (NHSE), University College London (UCL) and Quibim, IQVIA is supporting the implementation of Quibim's QP-Prostate® AI-assisted MRI reading software across NHSE hospitals.

QP-Prostate will be deployed in routine prostate MRI pathways, with UCL leading the generation and analysis of real-world evidence focused on improving early detection of prostate cancer and reducing unnecessary biopsies.

IQVIA is the only commercial contract research organization partner in this initiative. Our role is to develop a robust health economic model — informed by this real-world study data — to assess both the short-term impact of reducing avoidable biopsies and the long-term cost-effectiveness of earlier prostate cancer detection enabled by QP-Prostate.
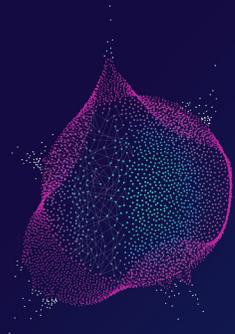
IQVIA TechIQ

The IQVIA TechIQ 2025 event brought together industry leaders, partners and experts from over 125 organizations to explore how advanced technologies are shaping the future of healthcare. The event highlighted practical applications of technology and AI across clinical development, commercial, regulatory processes and patient engagement.

Sessions focused on ethical and transparent use of data, compliance with emerging regulations such as the EU AI Act, and strategies to improve operational efficiency. By showcasing real-world case studies and collaborative innovation, IQVIA TechIQ demonstrated how technology can enhance trust in AI models and deliver better healthcare outcomes for patients.

Transforming healthcare through advanced agentic AI solutions

A new strategic partnership with NVIDIA combines IQVIA's best-in-class data and life sciences domain expertise with NVIDIA's technical expertise to transform healthcare. Together, we are working to accelerate development of agentic AI to optimize workflows, enabling our customers to develop drugs with increased speed and efficiency.

The healthcare and life sciences industries generate vast amounts of data. This presents an opportunity for automation to increase productivity in healthcare. AI agents can also help generate new insights to enable advances from drug discovery to post-market surveillance. The collaboration is initially focusing on using NVIDIA's CUDA-X and NIM tools — which help to scale AI solutions with speed — to optimize IQVIA agents for use in research.

Faster healthcare insights using AI

Scientific literature reviews are the foundation of successful drug development, identifying what is known about a condition and current treatment, as well as promising new therapies. With a large and growing volume of scientific information, literature reviews are increasingly useful to help researchers quickly extract meaningful insights.

IQVIA's AI-Assisted Literature Review uses generative AI and natural language processing methods to extract and synthesize information. It can scan a wider range of sources compared with a manual review. On average, it cuts the time to process and absorb a document from 12 hours to four. The Human-Assisted Review Tool allows researchers to assess and validate results, refining the query as needed to isolate the most critical insights.

IQVIA Institute for Human Data Science

IQVIA actively generates research and insights based upon scientific knowledge, experience, and perspectives to help drive progress in healthcare. The IQVIA Institute for Human Data Science™ (the Institute) serves as a trusted source of evidence-based research and analysis for the global healthcare public and private sector.

The Institute **brings together stakeholders from across the healthcare sector at webinars, roundtables and in-person events to discuss the most pressing questions facing healthcare today.** Its annual publications explore trends in the biomedical innovation ecosystem, research and development productivity, the use of medicines globally and associated expenditures. They provide an important evidence-base of historical trends and forecasts for all healthcare stakeholders.

The Institute's activities and research in 2025 included the following:

- The Institute has been engaged for some time on issues relating to the readiness of health systems to benefit from the availability of new technologies, including radioligand and CAR T-cell therapies. We published reports on Achieving CAR T-cell Therapy Health System Readiness, Developing Efficient Patient Referral Pathways for Radioligand Therapies, and Key Access Pathways and Bottlenecks for Medicines in Low- and Middle-Income Countries. The Institute also convened panels to identify and discuss priority action areas to reduce barriers, prepare health systems for future technologies, and increase patient benefits from these therapies.

- The Institute hosted a public symposium on Designing Oncology Clinical Development Programs in the Era of the U.S. Inflation Reduction Act, which focused on the impact of this legislation on oncology drug development, implications for clinical development stakeholders, and approaches to mitigating unintended consequences for innovation.

- To coincide with the European Society for Medical Oncology Congress, the Institute hosted a symposium that focused on specific measures that can be taken in Europe to elevate its relative attractiveness, involving investigators, research sites, patient groups and sponsors to strengthen Europe as a Global Center for Oncology Trials.

- In September, the Institute held its annual Research Forum in collaboration with Boston University Questrom School of Business on the use of large datasets. Over two days, nearly 100 attendees from academia and other research institutions wrestled with the challenges and new approaches for accessing, linking and using large datasets — including the use of AI — to advance meaningful research across current healthcare issues.

- The Institute's research on biosimilars continued to inform policy discussions on improving availability, expanding use, and enhancing patient access to these therapies. Our reports on Unlocking Biosimilar Potential and Assessing the Biosimilar Void in the U.S., introduced new insights that helped advance multi-stakeholder dialogue and were cited in congressional testimony.

IQVIA Institute in numbers

24

Thought leadership and policy shaping reports published in 2025.

86

Thought leadership and policy shaping reports published in the past five years.

286

Published papers by academic researchers using IQVIA data in 2025, and 1,575 in the past five years.

72,470

Downloads of Institute reports in 2025 and 319,796 in the past five years.

749

Citations of the Institute's reports in scholarly publications in 2025, and 3,670 in the past five years.

Planet

66 Supporting more sustainable research

69 Reducing our environmental impact

We are **committed** to **reducing** our impact on the environment.

We focus on the areas where we have the greatest opportunity to effect positive change.

📷 IQVIA Day, Laval, Canada

IQVIA employees volunteered their time to support a cleanup project in Laval, Canada. The 24 volunteers spent the afternoon collecting over 43 kg of waste from the river banks, helping to keep the river litter free.

Executive summary

As a global partner to healthcare and life sciences organizations, we seek to support customers in achieving their environmental goals. We focus on **reducing the environmental footprint of clinical research** while maintaining quality — for example by transitioning electronic requisition systems, redesigning our test kits and reducing associated surplus materials, and improving packaging for our cold chain logistics. Read more on page 66.

Through our dedication to the My Green Lab® (MGL) sustainability certification program, we are making **consistent progress in reducing waste and resource use across our laboratories.** All IQVIA laboratories are now certified under the MGL program, with nine laboratories achieving the top Green level of assessment. Our network of more than 150 trained MGL ambassadors champion ongoing progress. Read more on page 68.

In 2025, IQVIA laboratories participated in the annual MGL International Freezer Challenge, **adopting innovative solutions to keep samples cold with increased energy efficiency.** Our Edinburgh laboratory won an award in this year's Challenge based on points earned for energy savings and cold storage management practices. Read more on page 69.

We also address our operational waste beyond our laboratories, with a focus on **electronic waste (e-waste) and printed paper**. In 2025, we extended our largest e-waste recycling partnership across Indonesia, Malaysia and Singapore. Read more on page 70.

Our emissions reduction roadmap outlines our path to achieving our science-based Scope 1, 2 and 3 targets. Read more on page 71.

2025 highlights

18

metric tons of waste avoided from laboratory test kits.

100%

of IQVIA laboratories are My Green Lab certified.

60%

of supplier emissions are already subject to science-based targets.

Supporting more sustainable research

The healthcare industry is increasingly engaged in conducting clinical research more sustainably. As a partner to healthcare and life sciences organizations worldwide, our research practices support our customers to achieve their goals. **We are dedicated to using innovation to enable our customers, the industry, and our own business to drive efficiencies and decrease the environmental impacts of research while delivering quality results.**

Clinical trial emissions

Clinical trials can be emissions- and resource-intensive. They require patients and staff to travel to sites, use energy to process samples, power equipment, manufacture and distribute products, and create waste. The healthcare sector is taking a collaborative approach to addressing the environmental impact of clinical trials, and IQVIA is committed to supporting our customers in these efforts.

In 2025, IQVIA joined the Sustainability Committee of the Association of Clinical Research Organizations, a coalition advocating for policies that support safe, ethical and effective medical research. The Committee focuses on reducing the environmental impact of clinical research and clinical trials, which is an area of ongoing importance for our customers. It aims to promote education on sustainable practices and industry-wide collaboration, and provide guidance on increasing efficiencies, and decreasing emissions and waste.

Switching from paper to digital processes is one of the ways we can directly cut emissions while supporting accurate recordkeeping. **We are replacing the traditional paper forms used at clinical trial sites with electronic requisition solutions (e-requisition)**, allowing investigators to record patient details digitally. This can lower associated greenhouse gas emissions and the risk of errors, streamlining processes and reducing administration time.

Replacing traditional paper forms at clinical trial sites with e-requisition solutions in 2025

37	~1,000	~120
countries	individual study sites	tCO_2e avoided

Clinical trial waste

We continued to take actions to decrease clinical trial waste in 2025. Highlights include:

Test kits box

In our test kits, we swapped our container material from primary source board to a board made of at least 98% recycled material. This lowered the kit box emissions by 8%. We also reduced kit waste by eliminating certain single-use items.

Cold chain logistics

We are reducing use of polystyrene and expanded polystyrene in our cold chain logistics. Polystyrene is emissions-intensive to create, does not biodegrade and has limited recycling solutions available. We are replacing it with a mixed-source paper and board solution, which is fully recyclable. This will decrease our cold chain logistics packaging emissions by 70%. We have achieved a 100% adoption rate in our sites across Europe, the Middle East and Africa, and South Asia, and we plan to extend rollout to the U.S., Latin America and Asia Pacific in 2026.

Reducing surplus

Test kits often expire before use since the numbers needed within trials can be unpredictable. We continue working on solutions to match test kit supply with demand. We are investigating the impacts of combining various datasets and factors — such as patient site visit schedules and the likelihood of attendance — in order to better predict kit volume and address waste.

Reducing test kit impacts in 2025

8%

decrease in emissions intensity of test kits by switching from virgin to recycled cardboard.

70%

reduction in emissions per ton, avoiding $3tCO_2e$ in cold chain logistics.

18

metric tons of waste avoided.

36

metric tons of single-use plastic outer packaging removed from test kits.

148

metric tons of virgin cardboard avoided in inbound test kit supply chain.

162

tCO_2e avoided in test kits.

23

metric tons of dry ice reused.

Technology to optimize clinical trial management

IQVIA's Interactive Response Technology supports customers to optimize clinical trial design and execution. **The automation tool includes features to optimize drug supply forecasting and reduce overage and unnecessary shipments, enabling customers to:**

- Eliminate redundant shipments.
- Decrease drug kit waste.
- Cut cold-chain transport emissions.

Our Mobile Internet Protocol app allows clinical trial site staff to manage product oversight using QR codes, barcodes and real-time information. The app helps staff avoid manual errors and duplicate shipments, enhance remote monitoring, and improve efficiency.

Fewer corrective shipments and streamlined product logistics can support in lowering emissions and waste from trials.

My Green Lab®

IQVIA is proud of the research and innovation taking place in our laboratories. As we continue to explore new scientific possibilities, we are also focused on lowering the environmental footprint of our operations, making sustainability a key part of how we innovate.

My Green Lab (MGL) is a global initiative encouraging more environmentally sustainable practices in scientific research. It is the healthcare industry's **most widely recognized laboratory sustainability certification program** — recommended by the U.S. Environmental Protection Agency and endorsed by the Race to Zero campaign, which is backed by the United Nations. MGL supports a collaborative approach to reducing the environmental impacts of laboratory activities, and certifies participating laboratories based on progress.

The certification process takes 6-8 months, involving a baseline assessment, working with the MGL team to investigate areas for improvement and implement policies, actions, and trainings. Laboratories must reevaluate their processes as part of a recertification cycle that occurs every two years.

Through our dedication to the MGL initiative, IQVIA is making consistent progress in lowering the environmental footprint of our laboratories. As of 2025, 100% of our laboratories are MGL-certified and over 150 IQVIA employees are trained MGL ambassadors, committed to championing progress.

Our My Green Lab journey
IQVIA MGL certifications

Score on Certification Assessment

| Green 80% | Platinum 70% | Gold 60% | Silver 50% | Bronze 40% |

2025
- 9 Green
- 6 Platinum
- 2 Gold

17 laboratories

In 2025, our Edinburgh, U.K., laboratory won the MGL Freezer Challenge award with IQVIA receiving an honorable mention for our contribution.

2024
- 8 Green
- 3 Platinum
- 3 Gold
- 1 Silver
- 2 Bronze

17 laboratories

In 2024, IQVIA was awarded the MGL Race to Zero award for our MGL progress, as the first company to certify 95% of our laboratories.

2023
- 5 Green
- 1 Platinum
- 2 Gold
- 1 Silver
- 3 Bronze

12 laboratories

2022

1 laboratory

2021
- 1 Bronze

IQVIA's MGL journey begins.

Progress across our laboratories in 2025

2,642

tCO$_2$e avoided from decreasing waste, energy and water consumption across 11 of our MGL-certified laboratories.

63%

of our global laboratory samples are run on renewably-sourced electricity.

38%

of our laboratory site footprint is run on renewably-sourced electricity.

IQVIA Laboratories, Singapore

Top certification for IQVIA Singapore laboratory

IQVIA's Singapore laboratory site is one of our facilities that has achieved Green-level MGL certification, the highest of the program's five certification levels. Over the last three years, the team implemented several successful initiatives to decrease the laboratory's emissions by 139 tCO_2e per year.

2025 highlights include:

116 tCO_2e avoided by reusing dry ice.

21+ tCO_2e avoided by switching to more energy efficient freezers and centrifuges.

47 kg of plastic waste avoided by changing our pipette reloading system.

freezer challenge

Reducing the environmental impact of cold storage

The International Freezer Challenge is an annual My Green Lab competition for laboratories to find innovative solutions to optimize how they keep samples cold. Laboratories work to **improve energy efficiency and sample accessibility while reducing risks and costs**, for example by adjusting temperatures, defrosting freezers, and updating inventories.

In 2025, IQVIA participated in the competition alongside 280+ other organizations. We focused on our laboratories that have the highest volume of cold storage units and are therefore the most emissions-intensive.

Our Edinburgh, U.K. laboratory won in the Hospital/Clinical/Other category based on points earned for energy savings and cold storage management practices.

765 tCO_2e avoided by our 11 laboratories participating in the 2025 competition.

Reducing our environmental impact

IQVIA's environmental footprint is primarily linked to our supply chain and the operations of IQVIA Laboratories, along with the energy and resources consumed across our broader operations. We are committed to reducing our environmental impact both within our own operations and throughout our value chain. By collaborating with suppliers and building partnerships with our customers, we aim to drive collective progress towards our environmental goals.

2025 recognition

In 2025, we progressed our performance across key sustainability ratings. We achieved an A in the CDP Supplier Engagement rating, improved our overall CDP rating from B to A-, and maintained our EcoVadis Bronze rating.

Supplier Engagement Leader
A
CDP
2024

CDP
Discloser
2025
A-

BRONZE | Top 35%
ecovadis
Sustainability Rating
DEC 2025

Operational waste

While our business does not require intensive natural resource use, we are committed to responsibly managing our environmental impact. This includes **addressing our operational waste, including waste from our laboratories and test kits, electronic waste (e-waste) and printed paper.**

Laboratory waste

In 2025, we continued to introduce more waste segregation options for recycling streams within our laboratories. By offering more ways to better sort our waste, we have reduced the volume of clinical waste being directed to incineration by over 40% since 2022.

E-waste

As a global, service-based organization, hardware is essential to IQVIA's operations, and managing e-waste responsibly is a priority. To address our e-waste impact, our dedicated End User Support (EUS) team works to keep IQVIA end-user devices in use longer through reuse and repair, before recycling them at end of life. Initiatives to decrease the impact of our device use include:

- **Tracking and reporting platform.** We track device recycling and reuse through our EUS e-waste reporting portal. This provides us with consistent and comparable data, enabling us to better understand and manage our e-waste impact.

- **Using computers for longer.** Since 2018, we have extended the useful life of our computers from three to five years. We regularly monitor device performance to ensure optimal functionality.

- **Recycling devices.** We partner with suppliers across the world to recycle our main types of end-user e-waste items — including phones, computers and printers — once they are no longer usable. In 2025, we extended our partnership with our largest recycling vendor to three new countries: Indonesia, Malaysia and Singapore.

The table below shows how many devices we have reused and recycled over the last three years. Factors such as our growing employee base, changing needs for type and number of devices, and our efforts to keep devices in use for longer contribute to yearly fluctuations.

	2025	2024	2023
Number of devices reused	18,569	13,688	18,803
Number of devices recycled	6,827	7,810	4,229

Print volumes

Our Think Before You Ink campaign, running since 2020, aims to reduce IQVIA's printed page volume. We track office printing volumes and educate employees to print less, including when using home-based printers. In our laboratories, we have also implemented electronic data capture systems, which lowers paper use in the sample testing processes.

37% decrease in printed page volumes in 2025, from our 2020 baseline, despite a nearly 40% increase in the number of our employees.

Water and biodiversity

Clean water and air provided by biodiverse ecosystems are essential to healthy societies. However, as our business requires relatively little water and we operate largely in urban areas, neither water nor biodiversity are material topics for IQVIA, as confirmed through our latest double materiality assessment (read more on page 12). We monitor these topics and associated impacts, risks and opportunities on an ongoing basis.

In 2025, we continued engaging with the landlords of our laboratories buildings to implement data systems to track water use. Understanding patterns in our water use can support us to identify water management opportunities. We manage laboratory wastewater in accordance with all relevant local legislation.

Emissions reduction

Our greenhouse gas emissions reduction efforts are designed to deliver impactful benefits for our business across our value chain and the planet, while helping us to achieve our Science Based Targets initiative-validated targets. **Our insights-driven approach helps us to identify higher emissions sources, allowing us to focus on our greatest reduction opportunities.**

We assess wider environmental risks and opportunities annually as part of our business continuity and disaster recovery planning. Read more on page 18.

IQVIA'S SCIENCE-BASED TARGETS (SBTs)[1]

Near-term Scope 1 and 2

Target: 55% absolute reduction of Scope 1 and 2 emissions by 2030 (2019 baseline).

Progress: 27% decrease in our Scope 1 and 2 emissions in 2024 compared to our 2019 baseline, achieving 49% of the target.

49% of target achieved

2019   2030
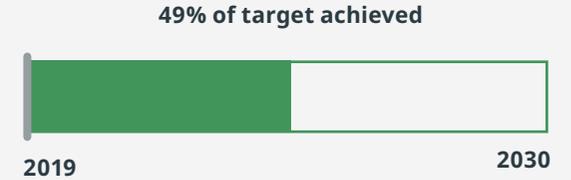
Near-term supplier engagement

Target: 70% of supplier emissions will be subject to science-based targets by 2027 (2019 baseline).

Progress: 60% of supplier emissions are subject to science-based targets, achieving 86% of the target.

86% of target achieved

2019   2027

Long-term Scope 1, 2 and 3

Target: 90% absolute reduction of Scope 1, 2 and 3 emissions by 2050 (2019 baseline).

Progress: 22% decrease in our Scope 1, 2 and 3 emissions in 2024 compared to our 2019 baseline, achieving 24% of the target.

24% of target achieved

2019   2050
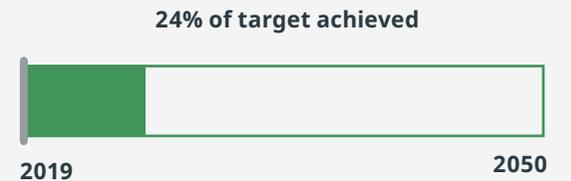
1. Validated by the Science-Based Targets initiative in 2024.

Our emissions reduction roadmap

IQVIA's greenhouse gas (GHG) emissions reduction roadmap includes near-term targets guiding us towards our long-term science-based target (SBT) to reduce our emissions by 90% from 2019 to 2050.

Our Sustainability Director oversees the roadmap and provides regular updates to the Sustainability Executive Steering Committee. Read more about sustainability governance on page 16. We update our roadmap to reflect evolving priorities, new insights, and regulatory changes. As the regulatory landscape and best practices for sustainability-related disclosures evolve, we continue to enhance our GHG data management processes to align with the latest standards. Cross-functional teams spanning laboratories, real estate and procurement help drive implementation of the roadmap to deliver measurable progress.

Scope 1 and 2 progress and priorities

In 2024, we reduced our Scope 1 and 2 GHG emissions by 27% from our 2019 baseline, achieving 49% of our 2030 target. This was driven by a 43% decrease in Scope 2

electricity-related emissions. Looking ahead, we are prioritizing energy efficiency and transitioning our real estate portfolio to renewable electricity, which will deliver the greatest impact on Scope 2 emissions and drive progress toward our near-term and long-term targets.

Our real estate team helps to drive emissions-reduction progress across our real estate portfolio, achieving 16% renewable electricity consumption in 2024. Our laboratory in Charleroi, Belgium is supplied by 100% renewable energy, avoiding approximately 19 tCO_2e.

Scope 3 progress and priorities

Scope 3 emissions represent 92% of our total 2024 GHG emissions. We decreased our Scope 3 emissions by 11% from 2023 to 2024, and by 21% compared to our 2019 baseline.

Approximately 74% of our Scope 3 emissions come from our purchased goods and services, capital goods and upstream transport and distribution. These emissions decreased by 25% in 2024 versus our 2019 baseline year.

To continue building on our progress, we are supporting suppliers to set SBTs and will move towards collecting supplier-specific, primary emissions data in the coming years.

Managing our Scope 3 emissions

Supplier targets and engagement

- 60% of supplier emissions are already subject to SBTs.
- IQVIA's Supplier Network supports suppliers to collaborate, share best practices, and strengthen their own sustainability strategies.
- In recognition of this progress, we were awarded an A rating on CDP's Supplier Engagement Assessment in 2025. Read more about how we support suppliers on page 29.

Business travel

In 2024, our business travel GHG emissions per full-time equivalent (FTE) were approximately 5% lower than our 2019 baseline, despite an increase in overall travel. The increase in travel reflects a gradual rebound from pandemic-related lows, primarily driven by essential regulatory in-person activities, including travel to investigator sites for clinical trials. These activities are critical, and often required by regulators, to ensuring patient safety and data integrity.

We acknowledge the importance of reducing the environmental impact of clinical studies while maintaining operational and regulatory standards. To support this, we are continuing to analyze travel patterns to better understand underlying drivers. These insights will help identify opportunities to responsibly reduce emissions while maintaining service quality, regulatory compliance, and the needs of our customers, patients, and other stakeholders.

GHG emissions summary

Scope		2019	2020	2021	2022	2023	2024
Metric tons CO₂ equivalent (tCO₂e)	Total Scope 1	3,671	4,194	7,587	9,903	8,221	10,304
	Total Scope 2 (location-based)	44,633	35,372	28,170	35,429	30,354	28,301
	Total Scope 2 (market-based)	47,156	36,755	28,124	30,999	28,714	27,039
	Total Scope 3	551,800	479,602	499,867	423,673	489,263	435,097
	Total GHG emissions (market-based)	**602,627**	**520,551**	**535,579**	**464,574**	**526,198**	**472,440**
MWh	Total energy consumption (Scope 1 and 2)	119,996	103,303	98,140	136,379	138,179	131,125

2024 Scope 3 emissions by category
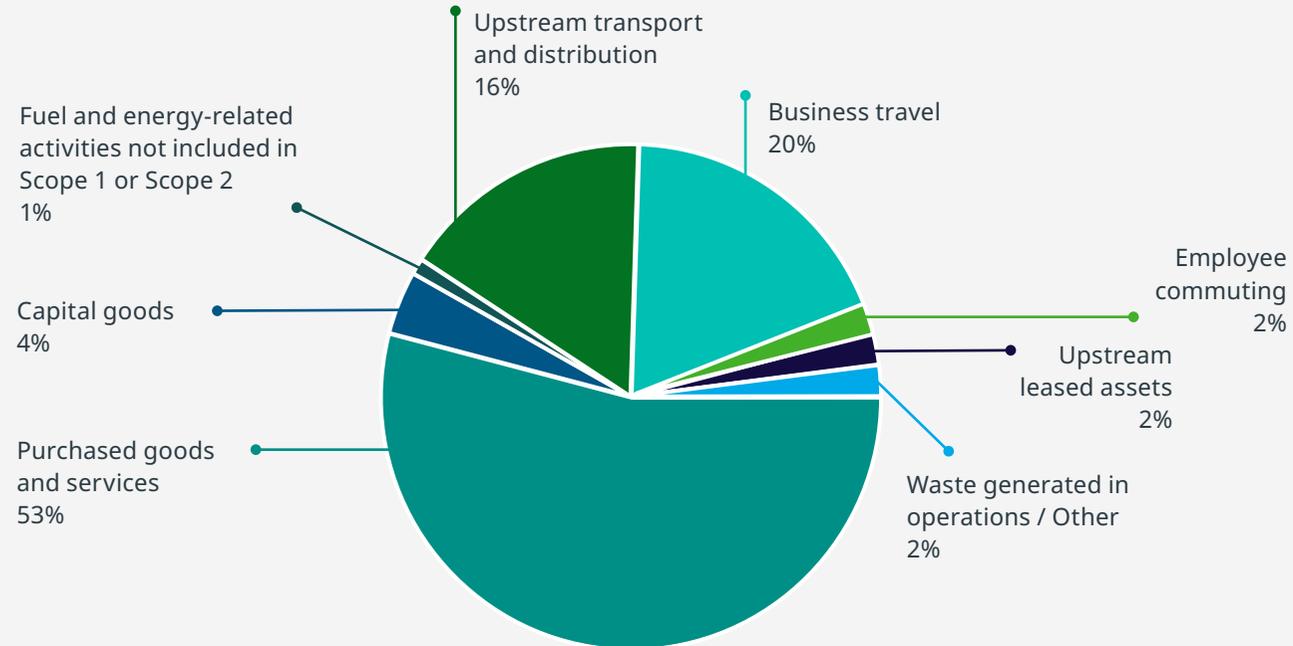
- Upstream transport and distribution 16%
- Business travel 20%
- Fuel and energy-related activities not included in Scope 1 or Scope 2 1%
- Employee commuting 2%
- Capital goods 4%
- Upstream leased assets 2%
- Purchased goods and services 53%
- Waste generated in operations / Other 2%

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Annex

Power **smarter healthcare** for **everyone, everywhere.**

About this report

Scope and limitations

This is the annual report of IQVIA's sustainability strategy and performance for the fiscal year 2025 — covering the period from January 1, 2025 to December 31, 2025.

The report is structured around three thematic areas — people, public, and planet — alongside cross-cutting foundational issues. More information on our business and sustainability activities is available at our website: www.iqvia.com.

Compliance with sustainability reporting legislation

We continually monitor the evolving regulatory landscape to ensure we are well prepared to comply with relevant local and regional requirements.

Forward-looking statements

Certain statements in this report may contain information that includes or is based upon forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995.

Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they are based on our current beliefs, expectations, and assumptions regarding the future of our business, future plans and strategies, and other future conditions. Given these risks and uncertainties, you are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. We undertake no obligation to update any forward-looking statements.

Forward-looking statements can be identified by words such as "aim," "anticipate," "believe," "could," "contemplate," "continue," "envision," "estimate," "expect,"

"intend," "may," "plan," "predict," "project," "seek," "should," "target," "potential," "will," "would," and other similar expressions, although not all forward-looking statements contain these identifying words.

GHG emissions reporting methodology and assurance

Methodology

IQVIA reports greenhouse gas (GHG) emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Relevant conversion factors from the UK Government (DEFRA), the International Energy Agency, and the US Environmental Protection Agency are applied to convert activity data into GHG emissions.

IQVIA defines organizational boundaries using the operational control approach. The company discloses Scope 2 emissions using both location-based and market-based methods. For Scope 3 categories 1, 2, and 4, IQVIA applies a spend-based methodology in line with GHG Protocol guidance. Other relevant Scope 3 categories use activity-based or distance-based methodologies.

Emissions assurance

Incendium Consulting Ltd undertook assurance in accordance with AA1000AS Version 3, providing Type 2 moderate level assurance. A risk-based verification approach aligned with ISO 14064-3 was applied to assess the risk of material misstatement across emission sources.

Assurance opinion

Incendium Consulting Ltd concludes that IQVIA's 2024 greenhouse gas emissions inventory, as reported in the 2025 CDP submission, adheres to AA1000AS (Version 3) principles and conforms to Type 2 moderate level assurance requirements.

Global Reporting Initiative (GRI) index

IQVIA has reported in accordance with the GRI standards for the period January 1, 2025 – December 31, 2025.

Section references in this index are to the relevant sections of this Sustainability Report unless otherwise indicated.

GRI standard	Subset	Disclosure and description	Response
GRI 2: GENERAL DISCLOSURES			
2-1: **Organizational details**	2-1-a	Legal name.	IQVIA Holdings Inc.
	2-1-b	Nature of ownership and legal form.	Public, incorporated
	2-1-c	Headquarter location.	2400 Ellis Road, Durham, North Carolina 27703, U.S.
	2-1-d	Countries of operation.	See www.iqvia.com/locations for a full list of countries.
2-2: **Entities included in the organization's sustainability reporting**	2-2-a	List of entities included in sustainability reporting.	2025 Form 10-K, Exhibit 21.1
	2-2-b	If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting.	No differences.
	2-2-c	If the organization consists of multiple entities, explain the approach used for consolidating the information, including: i) whether the approach involves adjustments to information for minority interests; ii) how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii) whether and how the approach differs across the disclosures in this Standard and across material topics.	Across this Sustainability Report and GRI index, information is consolidated on a global basis from specific functions, segments and regions as relevant for specific topics. The report data takes account of mergers within fiscal year 2025.
2-3: **Reporting period, frequency and contact point**	2-3-a	Sustainability reporting period and frequency.	January 1, 2025 – December 31, 2025 Fiscal year (annual)
	2-3-b	Financial reporting period and explanation if does not align with sustainability reporting.	January 1, 2025 – December 31, 2025 Fiscal year (annual)
	2-3-c	Publication date of the report or reported information.	February 27, 2026
	2-3-d	Contact point for questions regarding the report or reported information.	https://www.iqvia.com/contact
2-4: **Restatements of information**	2-4-a	Restatements of information, including reasons for restatements and effect of the restatements.	None.

GRI standard	Subset	Disclosure and description	Response
GRI 2: GENERAL DISCLOSURES			
2-5: **External assurance**	2-5-a	Policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved.	IQVIA's 2025 Sustainability Report is not externally assured however our greenhouse gas emissions data is assured by an external provider. See About this report, page 75.
	2-5-b	External assurance report/statement, including: i) provide a link or reference to the external assurance report(s) or assurance statement(s); ii) describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii) describe the relationship between the organization and the assurance provider.	IQVIA's 2025 Sustainability Report is not externally assured however our greenhouse gas emissions data is assured by an external provider. See About this report, page 75.
2-6: **Activities, value chain and other business relationships**	2-6-a	Sectors in which it is active.	About IQVIA, pages 7 - 8
	2-6-b	Description of value chain, including: i) the organization's activities, products, services, and markets served; ii) the organization's supply chain; iii) the entities downstream from the organization and their activities.	About IQVIA, pages 7 - 8 Responsible procurement, page 29
	2-6-c	Other relevant business relationships.	2026 Proxy Statement, pages 2 and 5
	2-6-d	Significant changes to the previous reporting period.	None.
2-7: **Employees**	2-7-a	Total employees by gender and region.	We disclose employee demographic data for our U.S. workforce, as part of our mandatory annual EEO-1 filing: https://www.iqvia.com/-/media/iqvia/pdfs/about-us/esg/eeo1_2024_t517783_t517783_2.pdf
	2-7-b	Total number of permanent, temporary, non-guaranteed hours, full-time, and part-time employees, and a breakdown by gender and by region for each.	Omitted: Information unavailable/incomplete. Not currently tracked globally.
	2-7-c	Methodologies and assumptions used to compile the data including whether the numbers are reported: i) in head count, full-time equivalent (FTE), or using another methodology; and ii) at the end of the reporting period, as an average across the reporting period, or using another methodology.	Omitted: Not applicable. Data not reported.
	2-7-d	Contextual information necessary to understand the data under 2-7-a and 2-7-b.	Omitted: Not applicable. Data not reported.
	2-7-e	Significant fluctuations in number of employees during reporting periods and between reporting periods.	None.
2-8: **Workers who are not employees**	2-8-a	Total number of workers who are not employees including a description of the most common types of worker, their contractual relationship with the organization and the type of work they perform.	Omitted: Not applicable. Not considered to be necessary.
	2-8-b	Methodologies and assumptions used to compile the data including whether the number of workers who are not employees is reported: in head count, full-time equivalent (FTE), or using another methodology; or at the end of the reporting period, as an average across the reporting period, or using another methodology.	Omitted: Not applicable. Not considered to be necessary.
	2-8-c	Significant fluctuations in number of workers during reporting periods and between reporting periods.	Omitted: Not applicable. Not considered to be necessary.
2-9: **Governance structure and composition**	2-9-a	Governance structure including committees of highest governing body.	Governance, pages 16 - 17 2026 Proxy Statement, pages 23 - 29

GRI standard	Subset	Disclosure and description	Response
GRI 2: GENERAL DISCLOSURES			
2-9: **Governance structure and composition**	2-9-b	List of committees of highest governance body responsible for overseeing and management of impacts on economy, environment and people.	Governance, pages 16 - 17 2026 Proxy Statement, pages 26 - 28
	2-9-c	Composition of highest governance body and committees by: i) executive and non-executive members; ii) independence; iii) tenure; iv) number of other significant positions and commitments held by each member, and the nature of the commitments; v) gender; vi) under-represented social groups; vii) competencies relevant to the impacts of the organization; viii) stakeholder representation.	Governance, pages 16 - 17 2026 Proxy Statement, pages 7 and 11 - 15
2-10: **Nomination and selection of the highest governance body**	2-10-a	Nominating and selecting the highest governance body and its committees.	2026 Proxy Statement, page 30
	2-10-b	Criteria used for nominating and selecting highest governance body members in including whether and how the following were taken into account: i) views of stakeholders (including shareholders); ii) diversity; iii) independence; and iv) competencies relevant to the impacts of the organization.	2026 Proxy Statement, page 30
2-11: **Chair of the highest governing body**	2-11-a	Report whether the chair of the highest governance body is also a senior executive.	Governance, page 16 2026 Proxy Statement, page 25
	2-11-b	If the chair is also a senior executive, explanation of their function within management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	2026 Proxy Statement, page 25
2-12: **Role of the highest governing body in overseeing the management of impacts**	2-12-a	Role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development.	Governance, pages 16 - 17 2026 Proxy Statement, page 34
	2-12-b	Role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people including: i) whether and how the highest governance body engages with stakeholders to support these processes; and ii) how the highest governance body considers the outcomes of these processes.	Governance, pages 16 - 17 Ethics and compliance, page 21 2026 Proxy Statement, pages 29 and 34 - 35
	2-12-c	Role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and frequency of this review.	Governance, pages 16 - 17 Ethics and compliance, page 21 2026 Proxy Statement, pages 29 and 34 - 35
2-13: **Delegation of responsibility for managing impacts**	2-13-a	How the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people including: i) whether it has appointed any senior executives with responsibility for the management of impacts; and ii) whether it has delegated responsibility for the management of impacts to other employees.	Governance, pages 16 - 17 2026 Proxy Statement, pages 29 and 34 - 35
	2-13-b	Process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	Governance, pages 16 - 17 Ethics and compliance, page 21 2026 Proxy Statement, pages 29 and 34 - 35
2-14: **Role of the highest governance body in sustainability reporting**	2-14-a	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information.	Governance, pages 16 - 17 Ethics and compliance, page 21 2026 Proxy Statement, pages 34 - 35 2024 IQVIA Sustainability Report, page 12
	2-14-b	If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	Not applicable. Highest governance body is responsible for reviewing and approving the reported information. See Governance, page 16.

GRI standard	Subset	Disclosure and description	Response
GRI 2: GENERAL DISCLOSURES			
2-15: **Conflicts of interest**	2-15-a	Processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated.	Governance, pages 16 - 17 Ethics and compliance, pages 19 - 21 2026 Proxy Statement, pages 22 - 26
	2-15-b	Report whether conflicts of interest are disclosed to stakeholders including, at a minimum, conflicts of interest relating to: i) cross-board membership; ii) cross-shareholding with suppliers and other stakeholders; iii) existence of controlling shareholders; iv) related parties, their relationships, transactions, and outstanding balances.	2026 Proxy Statement, page 26
2-16: **Communication of critical concerns**	2-16-a	Whether and how critical concerns are communicated to the highest governance body.	Ethics and compliance, page 21 2026 Proxy Statement, page 29
	2-16-b	Total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	Ethics and compliance, page 21
2-17: **Collective knowledge of the highest governance body**	2-17-a	Measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Governance, pages 16 - 17 2026 Proxy Statement, pages 34 - 35
2-18: **Evaluation of the performance of the highest governance body**	2-18-a	Processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people.	2026 Proxy Statement, page 31
	2-18-b	Report whether the evaluations are independent or not, and the frequency of the evaluations.	2026 Proxy Statement, page 31
	2-18-c	Actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	2026 Proxy Statement, pages 21 and 39 - 40
2-19: **Remuneration policies**	2-19-a	Remuneration policies for members of the highest governance body and senior executives including: i) fixed pay and variable pay; ii) sign-on bonuses or recruitment incentive payments; iii) termination payments; iv) clawbacks; and v) retirement benefits.	2026 Proxy Statement, pages 17 - 19 and 47 - 84
	2-19-b	How the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	2026 Proxy Statement, pages 9, 17 - 19 and 50 - 81
2-20: **Process to determine remuneration**	2-20-a	Process for designing its remuneration policies and for determining remuneration including: i) whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii) how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; and iii) whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives.	2026 Proxy Statement, pages 17 - 19, 27 and 50 - 81
	2-20-b	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	2026 Proxy Statement, page 49
2-21: **Annual total compensation ratio**	2-21-a	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual).	2026 Proxy Statement, page 100
	2-21-b	Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual).	Omitted: Confidentiality constraints.

GRI standard	Subset	Disclosure and description	Response
GRI 2: GENERAL DISCLOSURES			
2-21: **Annual total compensation ratio**	2-21-c	Contextual information necessary to understand the data and how the data has been compiled.	2026 Proxy Statement, page 100
2-22: **Statement on sustainable development strategy**	2-22-a	Statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Letter from our CEO, pages 4 - 6
2-23: **Policy commitments**	2-23-a	Policy commitments for responsible business conduct including: i) authoritative intergovernmental instruments that the commitments reference; ii) whether the commitments stipulate conducting due diligence; iii) whether the commitments stipulate applying the precautionary principle; and iv) whether the commitments stipulate respecting human rights.	Our approach to sustainability, page 12 Ethics and compliance, page 19 Data and data privacy, page 22 Responsible procurement, page 29 Human rights, page 30
	2-23-b	Specific policy commitment to respect human rights including: i) the internationally recognized human rights that the commitment covers; and ii) the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment.	Our approach to sustainability, page 12 Ethics and compliance, page 19 Responsible procurement, page 29 Human rights, page 30
	2-23-c	Links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this.	Ethics and compliance, page 19 Publicly available policies can be found at www.iqvia.com.
	2-23-d	Level at which each of the policy commitments was approved within the organization, including whether this is the most senior level.	The Board approves our Code of Conduct, and Corporate Policies are approved by the Policy Management Committee.
	2-23-e	Extent to which the policy commitments apply to the organization's activities and to its business relationships.	Ethics and compliance, page 19 Data and data privacy, page 22 Responsible procurement, page 29 Human rights, page 30
	2-23-f	How the policy commitments are communicated to workers, business partners, and other relevant parties.	Ethics and compliance, pages 19 - 20 Data and data privacy, page 22 Responsible procurement, page 29 Human rights, page 30
2-24: **Embedding policy commitments**	2-24-a	How the organization embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships including: i) how it allocates responsibility to implement the commitments across different levels within the organization; ii) how it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii) how it implements its commitments with and through its business relationships; and iv) training that the organization provides on implementing the commitments.	Governance, page 17 Ethics and compliance, pages 19 - 21 Data and data privacy, pages 22 - 24 Responsible procurement, page 29 Human rights, page 30
2-25: **Processes to remediate negative impacts**	2-25-a	Commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to.	Ethics and compliance, page 21 Engagement and belonging, page 37

GRI standard	Subset	Disclosure and description	Response
GRI 2: GENERAL DISCLOSURES			
2-25: **Processes to** **remediate negative** **impacts**	2-25-b	Approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in.	Our approach to sustainability, page 12 Governance, page 17 Ethics and compliance, page 21 Engagement and belonging, page 37
	2-25-c	Other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies has caused or contributed to.	2026 Proxy Statement, page 39
	2-25-d	How the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms.	Ethics and compliance, page 21 Engagement and belonging, page 37
	2-25-e	How the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	Ethics and compliance, page 21 Engagement and belonging, page 37
2-26: **Mechanisms for** **seeking advice and** **raising concerns**	2-26-a	Mechanisms for individuals to: i) seek advice on implementing the organization's policies and practices for responsible business conduct; and ii) raise concerns about the organization's business conduct.	Ethics and compliance, page 21 Engagement and belonging, page 37
2-27: **Compliance with laws** **and regulations**	2-27-a	Total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i) instances for which fines were incurred; and ii) instances for which non-monetary sanctions were incurred.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
	2-27-b	Total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i) fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; and ii) fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
	2-27-c	Description of the significant instances of non-compliance.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
	2-27-d	How significant instances of non-compliance are determined.	Governance, page 17 Ethics and compliance, page 21 2026 Proxy Statement, page 26 and 29
2-28: **Membership** **associations**	2-28-a	Industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	Data and data privacy, page 22
2-29: **Approach to stake-** **holder engagement**	2-29-a	Approach to engaging with stakeholders, including: i) the categories of stakeholders it engages with, and how they are identified; ii) the purpose of the stakeholder engagement; and iii) how the organization seeks to ensure meaningful engagement with stakeholders.	Our approach to sustainability, page 13
2-30: **Collective bargaining** **agreements**	2-30-a	Percentage of total employees covered by collective bargaining agreements.	As of December 31 2025, we have collective bargaining agreements in 8 countries, covering approximately 16,900 employees.
	2-30-b	For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	We have workplaces located around the world and we adhere to applicable laws and regulations with regards to working conditions for our employees in each of these jurisdictions, regardless of whether or not an employee is covered by a collective bargaining agreement.

GRI standard	Subset	Disclosure and description	Response
GRI 3: MATERIAL TOPICS			
3-1: **Process to determine material topics**	3-1-a	Process followed to determine its material topics, including: i) how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; and ii) how it has prioritized the impacts for reporting based on their significance.	Our approach to sustainability, page 12 See our 2024 IQVIA Sustainability Report, page 12, for more detail.
	3-1-b	Specify the stakeholders and experts whose views have informed the process of determining its material topics.	2024 IQVIA Sustainability Report, page 12
3-2: **List of material topics**	3-2-a	List of material topics.	Our approach to sustainability, page 12
	3-2-b	Changes to the list of material topics compared to the previous reporting period.	No change.
GRI 201: ECONOMIC PERFORMANCE			
3-3: **Management approach**	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	About IQVIA, page 7 Our approach to sustainability, page 12 2026 Proxy Statement, pages 3 - 4 and 33
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Our approach to sustainability, page 12
	3-3-c	Policies or commitments regarding the material topic.	2026 Proxy Statement, page 4
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	2026 Proxy Statement, pages 21 - 22, 39 - 40 and 46 - 47
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	2026 Proxy Statement, page 43 - 44
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Our approach to sustainability, page 13 2026 Proxy Statement, pages 39 - 40 and 46 - 47
201: **Economic performance**	201-1	Direct economic value generated and distributed.	2026 Proxy Statement, pages 43 - 44 Appendix A, page 94
	201-2	Financial implications and other risks and opportunities due to climate change.	Governance, page 18
	201-3	Defined benefit plan obligations and other retirement plans.	2025 Form 10-K, pages 104 - 112
	201-4	Financial assistance received from government.	None.

GRI standard	Subset	Disclosure and description	Response
GRI 203: INDIRECT ECONOMIC IMPACTS			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	About IQVIA, page 7 Our approach to sustainability, page 12 Public chapter, pages 43 - 63 2026 Proxy Statement, page 5
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Public chapter, pages 43 - 63
	3-3-c	Policies or commitments regarding the material topic.	Public chapter, pages 43 - 63
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Public chapter, pages 43 - 63
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Public chapter, pages 43 - 63
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Public chapter, pages 43 - 63
203: Indirect economic impacts	203-1	Infrastructure investments and services supported.	Public chapter, pages 43 - 63
	203-2	Significant indirect economic impacts.	Public chapter, pages 43 - 63
GRI 205: ANTI-CORRUPTION			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	Our approach to sustainability, page 12 Ethics and compliance, page 19 Responsible procurement, page 29
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Ethics and compliance, page 20 Responsible procurement, page 29
	3-3-c	Policies or commitments regarding the material topic.	Ethics and compliance, page 19 Responsible procurement, page 29
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Governance, page 17 Ethics and compliance, pages 19 - 21 Responsible procurement, page 29

GRI standard	Subset	Disclosure and description	Response
GRI 205: ANTI-CORRUPTION			
3-3: Management approach	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Governance, page 17 Ethics and compliance, page 21 Responsible procurement, page 29
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Ethics and compliance, page 21
205: Anti-corruption	205-1	Operations assessed for risks related to corruption.	Ethics and compliance, page 21
	205-2	Communication and training about anti-corruption policies and procedures.	Ethics and compliance, pages 20 - 21 Responsible procurement, page 29
	205-3	Confirmed incidents of corruption and actions taken.	Omitted: Confidentiality constraints.
GRI 305: EMISSIONS			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	Our approach to sustainability, page 12 Responsible procurement, page 29 Supporting more sustainable research, pages 66 - 69 Reducing our environmental impact, pages 71 - 73
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Responsible procurement, page 29 Supporting more sustainable research, pages 66 - 69 Reducing our environmental impact, page 72
	3-3-c	Policies or commitments regarding the material topic.	Responsible procurement, page 29 Supporting more sustainable research, page 68 Reducing our environmental impact, pages 71 - 72
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Responsible procurement, page 29 Supporting more sustainable research, pages 66 - 69 Reducing our environmental impact, page 72
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Responsible procurement, page 29 Supporting more sustainable research, page 66 - 69 Reducing our environmental impact, page 71 - 73
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Responsible procurement, page 29 Emissions reduction, pages 66 - 69 Implementing more sustainable research practices, page 72

GRI standard	Subset	Disclosure and description	Response
GRI 305: EMISSIONS			
305: Emissions	305-1	Direct (Scope 1) GHG emissions.	Reducing our environmental impact, page 73
	305-2	Energy indirect (Scope 2) GHG emissions.	Reducing our environmental impact, page 73
	305-3	Other indirect (Scope 3) GHG emissions.	Reducing our environmental impact, page 73
	305-4	GHG emissions intensity.	5.37 tCO$_2$e per employee (based on 2024 greenhouse gas emissions and employee data)
	305-5	Reduction of GHG emissions.	Reducing our environmental impact, page 73
	305-6	Emissions of ozone-depleting substances (ODS).	Omitted: Not applicable. Not material.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions.	Omitted: Not applicable. Not material.
GRI 306: WASTE			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	Supporting more sustainable research, pages 67 - 69 Reducing our environmental impact, page 70
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Supporting more sustainable research, pages 67 - 69 Reducing our environmental impact, page 70
	3-3-c	Policies or commitments regarding the material topic.	Supporting more sustainable research, page 68 Reducing our environmental impact, page 70
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Supporting more sustainable research, pages 67 - 69 Reducing our environmental impact, page 70
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Supporting more sustainable research, pages 67 - 69 Reducing our environmental impact, page 70
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Reducing our environmental impact, page 70
306: Waste	306-1	Waste generation and significant waste-related impacts.	Reducing our environmental impact, page 70
	306-2	Management of significant waste-related impacts.	Supporting more sustainable research, page 67 and 69 Reducing our environmental impact, page 70

GRI standard	Subset	Disclosure and description	Response
GRI 306: WASTE			
306: Waste	306-3	Waste generated.	Omitted: Information unavailable/incomplete. Not currently tracked.
	306-4	Waste diverted from disposal.	Supporting more sustainable research, pages 67 and 69 Reducing our environmental impact, page 70
	306-5	Waste directed to disposal.	Omitted: Information unavailable/incomplete. Not currently tracked.
GRI 401: EMPLOYMENT			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	Our approach to sustainability, page 12 Talent and learning, page 33 Engagement and belonging, page 36
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Talent and learning, page 33 Well-being and benefits, page 39
	3-3-c	Policies or commitments regarding the material topic.	Talent and learning, pages 33 - 34 Engagement and belonging, page 37
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Talent and learning, pages 33 - 36 Engagement and belonging, pages 37 - 38
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Talent and learning, pages 34 - 36 Engagement and belonging, page 37
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Engagement and belonging, page 37
401: Employment	401-1	New employee hires and employee turnover.	Talent and learning, page 33 2026 Proxy Statement, page 36
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Benefits for individual employees vary across regions. For more detail on the range of benefits provided, see Well-being and benefits, page 40.
	401-3	Parental leave.	Well-being and benefits, page 40

GRI standard	Subset	Disclosure and description	Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	Our approach to sustainability, page 12 Governance, page 18 Health and safety, page 28
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Governance, page 18 Health and safety, page 28
	3-3-c	Policies or commitments regarding the material topic.	Governance, page 18 Health and safety, page 28
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Governance, page 18 Health and safety, page 28
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Governance, page 18 Health and safety, page 28
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Health and safety, page 28
403: Occupational health and safety	403-1	Occupational health and safety management system.	Health and safety, page 28
	403-2	Hazard identification, risk assessment, and incident investigation.	Health and safety, page 28
	403-3	Worker participation, consultation, and communication on occupational health and safety.	Health and safety, page 28
	403-4	Worker participation, consultation, and communication on occupational health and safety.	Health and safety, page 28
	403-5	Worker training on occupational health and safety.	Health and safety, page 28
	403-6	Promotion of worker health.	Health and safety, page 28 Well-being and benefits, page 40
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Health and safety, page 28 Well-being and benefits, pages 39 - 40
	403-8	Workers covered by an occupational health and safety management system.	Health and safety, page 28
	403-9	Work-related injuries.	Health and safety, page 28
	403-10	Work-related ill health.	Health and safety, page 28

GRI standard	Subset	Disclosure and description	Response
GRI 404: TRAINING AND EDUCATION			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	Our approach to sustainability, page 12 Talent and learning, page 33
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Talent and learning, page 33
	3-3-c	Policies or commitments regarding the material topic.	Talent and learning, pages 33 - 34
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Talent and learning, pages 33 - 36 Engagement and belonging, page 37
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Talent and learning, pages 34 - 36 Engagement and belonging, page 37
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Engagement and belonging, page 37
404: Training and education	404-1	Average hours of training per year per employee.	Talent and learning, page 35
	404-2	Programs for upgrading employee skills and transition assistance programs.	Talent and learning, pages 33 - 36
	404-3	Percentage of employees receiving regular performance and career development reviews.	All employees take ownership for their development in partnership with managers, mentors, and others. Similarly, performance management is driven by regular conversations about priorities, contributions, and development.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	Our approach to sustainability, page 12 Clinical trial quality, innovation and access, page 48
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Clinical trial quality, innovation and access, page 48
	3-3-c	Policies or commitments regarding the material topic.	Engagement and belonging, pages 36 and 38 Clinical trial quality, innovation and access, page 48
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Engagement and belonging, page 37 Clinical trial quality, innovation and access, page 48
3-3: Management approach	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Engagement and belonging, page 37 Clinical trial quality, innovation and access, page 48

GRI standard	Subset	Disclosure and description	Response
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
3-3: Management approach	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Engagement and belonging, pages 37 - 38 Clinical trial quality, innovation and access, page 48
405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees.	Governance, page 16 2026 Proxy Statement, page 7 We disclose employee demographic data for our U.S. workforce, as part of our mandatory annual EEO-1 filing: https://www.iqvia.com/-/media/iqvia/pdfs/about-us/esg/eeo1_2024_t517783_t517783_2.pdf
	405-2	Ratio of basic salary and remuneration of women to men.	See our latest France gender equality index: https://www.iqvia.com/about-us/code-of-conduct/france-gender-equality-index See our latest Ireland gender pay gap report: https://www.iqvia.com/-/media/iqvia/pdfs/about-us/ireland-gender-pay-gap_external-publication_-2025.pdf See our latest U.K. gender pay gap report: https://www.iqvia.com/-/media/iqvia/pdfs/about-us/iqvia-2024-gender-pay-gap-results.pdf
GRI 416: CUSTOMER HEALTH AND SAFETY			
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	Our approach to sustainability, page 12 Smarter healthcare for everyone, everywhere, page 45 Clinical trial quality, innovation and access, pages 48 - 49
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Clinical trial quality, innovation and access, page 48 - 49
	3-3-c	Policies or commitments regarding the material topic.	Clinical trial quality, innovation and access, page 48 - 49
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Clinical trial quality, innovation and access, page 48 - 49 Global health, page 56 Innovation and research, pages 60 - 61
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Clinical trial quality, innovation and access, page 49 Global health, page 56
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Clinical trial quality, innovation and access, pages 48 - 49
416: Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories.	Omitted. Information unavailable / incomplete.

GRI standard	Subset	Disclosure and Description	Response
GRI 418: CUSTOMER PRIVACY			
416: Customer health and safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
3-3: Management approach	3-3-a	Actual and potential negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	About IQVIA, page 7 Our approach to sustainability, page 12 Data and data privacy, page 22 Cybersecurity, page 25
	3-3-b	Whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	Data and data privacy, page 22 Cybersecurity, page 25
	3-3-c	Policies or commitments regarding the material topic.	Ethics and compliance, page 19 Data and data privacy, pages 22 - 24 Cybersecurity, pages 25 - 27
	3-3-d	Actions taken to manage the topic and related impacts, including: i) actions to prevent or mitigate potential negative impacts; ii) actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii) actions to manage actual and potential positive impacts.	Data and data privacy, pages 22 - 24 Cybersecurity, pages 26 - 27
	3-3-e	Information about tracking the effectiveness of the actions taken: i) processes used to track the effectiveness of the actions; ii) goals, targets, and indicators used to evaluate progress; iii) the effectiveness of the actions, including progress toward the goals and targets; iv) lessons learned and how these have been incorporated into the organization's operational policies and procedures.	Data and data privacy, page 24 Cybersecurity, pages 26 - 27
	3-3-f	How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Data and data privacy, pages 22 - 24 Cybersecurity, pages 25 - 27
418: Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.

Sustainability Accounting Standards Board (SASB) index

Our business spans several sectors. We therefore report against, where applicable, the three SASB industry groups to which our business is most closely aligned: Biotechnology & Pharmaceuticals; Professional & Commercial Services; and Software & Information Technology (IT) Services. Where a topic area or metric for one of these industries does not apply to our business, we have stated so below.

BIOTECHNOLOGY & PHARMACEUTICALS		
Topic	**SASB metric**	**Response**
Safety of clinical trial participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials.	Clinical trial quality, innovation, and access, page 48 Global health, page 56

BIOTECHNOLOGY & PHARMACEUTICALS		
Topic	**SASB metric**	**Response**
Safety of clinical trial participants	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI).	Omitted: Not applicable.
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
Access to medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index.	IQVIA contributes to advancing healthcare around the world. We report on these efforts in the Public chapter of this report, pages 43 - 63.
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP).	Omitted: Not applicable.
Affordability and pricing	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period.	Omitted: Not applicable.
	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year.	Omitted: Not applicable.
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year.	Omitted: Not applicable.
Drug safety	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database.	Omitted: Not applicable.
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System.	Omitted: Not applicable.
	Number of recalls issued, total units recalled.	Omitted: Not applicable.
	Total amount of product accepted for takeback, reuse, or disposal.	Omitted: Not applicable.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type.	Omitted: Not applicable.
Counterfeit drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting.	Omitted: Not applicable.
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products.	Omitted: Not applicable.
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products.	Omitted: Not applicable.
Ethical marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
	Description of code of ethics governing promotion of off-label use of products.	Omitted: Not applicable.

PROFESSIONAL AND COMMERCIAL SERVICES

Topic	SASB metric	Response
Supply chain management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients.	Omitted: Not applicable.
Business ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery.	Material legal proceedings are disclosed in our 10-K. See our 2025 Form 10-K, page 97.
	Description of code of ethics governing interactions with health care professionals.	Ethics and compliance, page 19
Data security	Description of approach to identifying and addressing data security risks.	Governance, page 17 Data and data privacy, pages 22 - 24 Cybersecurity, pages 25 - 27
	Description of policies and practices relating to collection, usage, and retention of customer information.	Ethics and compliance, page 19 Data and data privacy, pages 22 - 24
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected.	Omitted: Confidentiality constraints.
Workforce diversity and engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees.	We disclose employee demographic data for our U.S. workforce, as part of our mandatory annual EEO-1 filing: https://www.iqvia.com/-/media/iqvia/pdfs/about-us/esg/eeo1_2024_t517783_t517783_2.pdf
	Voluntary and (2) involuntary turnover rate for employees.	2026 Proxy Statement, page 36
	Employee engagement as a percentage.	Talent and learning, page 34
Professional integrity	Description of approach to ensuring professional integrity.	Governace, pages 16 - 17 Ethics and compliance, pages 19 - 21
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.

SOFTWARE AND INFORMATION TECHNOLOGY (IT) SERVICES

Topic	SASB metric	Response
Environmental footprint of hardware infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable.	Reducing our environmental impact, pages 72 - 73
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress.	Omitted: Not applicable. Not considered material. See Reducing our environmental impact, page 71.
	Discussion of the integration of environmental considerations into strategic planning for data center needs.	Omitted: information not available.
Data privacy and freedom of expression	Description of policies and practices relating to behavioral advertising and user privacy.	Ethics and compliance, page 19 Data and data privacy, pages 22 - 24 Empowering patients, page 50

SOFTWARE AND INFORMATION TECHNOLOGY (IT) SERVICES		
Topic	**SASB metric**	**Response**
Data privacy and freedom of expression	Number of users whose information is used for secondary purposes.	Not reported.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring.	Not reported.
Data security	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure.	Omitted: Confidentiality constraints.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	Governance, page 17 Data and data privacy, pages 22 - 24 Cybersecurity, pages 25 - 27
Recruiting and managing a global, diverse and skilled workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore.	Not applicable.
	Employee engagement as a percentage.	Talent and learning, page 34
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees.	We disclose employee demographic data for our U.S. workforce, as part of our mandatory annual EEO-1 filing: https://www.iqvia.com/-/media/iqvia/pdfs/about-us/esg/eeo1_2024_t517783_t517783_2.pdf
Intellectual property protection and competitive behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	Material legal proceedings are included in our 10-K. See our 2025 Form 10-K, page 97.
Managing systemic risks from technology disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime.	Omitted: Confidentially constraints.
	Description of business continuity risks related to disruptions of operations.	Governance, page 18

Appendix A: IQVIA Holdings Inc. and subsidiaries

NET INCOME TO ADJUSTED EBITDA RECONCILIATION	
(in millions) (unaudited)	Twelve Months Ended December 31, 2025
Net Income	$1,360
Provision for (benefit from) income taxes	252
Depreciation and amortization	1,114
Interest expense, net	684
(Income) loss in unconsolidated affiliates	(22)
Income from noncontrolling interests	1
Stock-based compensation	247
Other income, net[1]	(63)
Loss on extinguishment of debt	6
Restructuring and related expenses[2]	147
Acquisition related expenses	32
Adjusted EBITDA	$3,788

NET CASH PROVIDED BY OPERATING ACTIVITIES TO FREE CASH FLOW RECONCILIATION	
(in millions) (unaudited)	Twelve Months Ended December 31, 2025
Net Cash provided by Operating Activities	$2,654
Acquisition of property, equipment and software	(603)
Free Cash Flow	$2,051

1. Reflects certain non-operating income items, revaluations of contingent consideration and certain non-recurring expenses.
2. Reflects restructuring costs as well as accelerated expenses related to lease exits.

United Nations Sustainable Development Goals (SDGs)

SDG	Our statement of commitment
3 GOOD HEALTH AND WELL-BEING	We harness the power of data to advance healthcare and improve outcomes for patients worldwide. Read more across the Public chapter, beginning on page 43.
5 GENDER EQUALITY	We are committed to maintaining a culture of belonging in which all employees can contribute to the success of our business and create a healthier world Read more on page 36.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	We remain committed to reducing our operational waste, with a focus on our laboratories and e-waste. Read more on page 70.
13 CLIMATE ACTION	We take a science-based, insights-driven approach to emissions reduction, targeting a 90% reduction in emissions across our value chain by 2050 from a 2019 baseline. Read more on page 71.

CONTACT US

Toll free: 1 866 267 4479

iqvia.com/contactus