



Women in Life Sciences ESG & Floral Arts

WOMEN IN LIFE SCIENCES

ESG & Floral Arts Journey

KNOWLEDGE

Learning Objectives



Discover
ESG



Impact of
ESG on Life
Sciences



Importance
of to your
organization

WELCOME

Today's Presenters



Mary Tressel

Director of ESG Services,
Armanino
Executive Director,
Armanino Foundation



Charlise Hyatt

Senior Manager Client
Engagement,
Technology Industry
Armanino



Alexa Shields

Marketing Manger
Demand Generation,
Technology Industry
Armanino



Elise Bernhardt

Founder
Fleur Elise Bkln
Powered by
Joon Pro

WOMEN IN LIFE SCIENCES

Agenda

Today we'll cover...

- ESG for Life Sciences with Mary Tressel
- Breakout Room Discussions
- Floral Arts Journey with Elise Bernhardt

WELCOME

Women in Life Sciences – ESG

Where did ESG begin?

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

- *Our Common Future*





ENVIRONMENTAL

Full transparency around environmental credentials, frameworks and policies is essential to build relationships with stakeholders and effectively manage risks and opportunities.

Components

- Climate Change
- Energy Management
- Water & Waste Management



SOCIAL

Employment equality, diversity, good working conditions, supply chain management and understanding the impacts on neighboring communities

Components

- Health & Safety
- Diversity & Inclusion
- Human rights
- Impact on Communities



GOVERNANCE

Strong Governance is key to any ESG strategy.
Our experts can advise on what policies are required to create real change within your business.

Components

- Board Composition
- Stakeholder Engagement
- Business Integrity
- Cybersecurity

Top 10 Global Risks by Severity

Over the next 10 years



■ Economic ■ Environmental ■ Geopolitical ■ Societal ■ Technological

Source: World Economic Forum Global Risks Report 2022

Key Findings

- “The cost of inaction far outweighs the cost of action”
- “While we're moving in the right direction ... we're not moving fast enough”

STANDARDS

Standards provide specific, detailed, and replicable requirements for what should be reported for each topic, including metrics.



V

FRAMEWORKS

Frameworks provide principles-based guidance on how information is structured, how it is prepared, and what broad topics are covered.



The Future of ESG Reporting

Standards make frameworks actionable, ensuring comparable, consistent, and reliable disclosure. Frameworks and standards are complementary and are designed to be used together.



SEC Climate Reporting Dates

Registrant Type	Disclosure Compliance Date	
	All proposed disclosures, including GHG emissions metrics: Scope 1, Scope 2, and associated intensity metric, but excluding Scope 3	GHG emissions metrics: Scope 3 and associated intensity metric
Large Accelerated Filer	Fiscal year 2023 (filed in 2024)	Fiscal year 2024 (filed in 2025)
Accelerated Filer and Non-Accelerated Filer	Fiscal year 2024 (filed in 2025)	Fiscal year 2025 (filed in 2026)
SRC	Fiscal year 2025 (filed in 2026)	Exempted

Filer Type	Scopes 1 and 2 GHG Disclosure Compliance Date	Limited Assurance	Reasonable Assurance
Large Accelerated Filer	Fiscal year 2023 (filed in 2024)	Fiscal year 2024 (filed in 2025)	Fiscal year 2026 (filed in 2027)
Accelerated Filer	Fiscal year 2024 (filed in 2025)	Fiscal year 2025 (filed in 2026)	Fiscal year 2027 (filed in 2028)

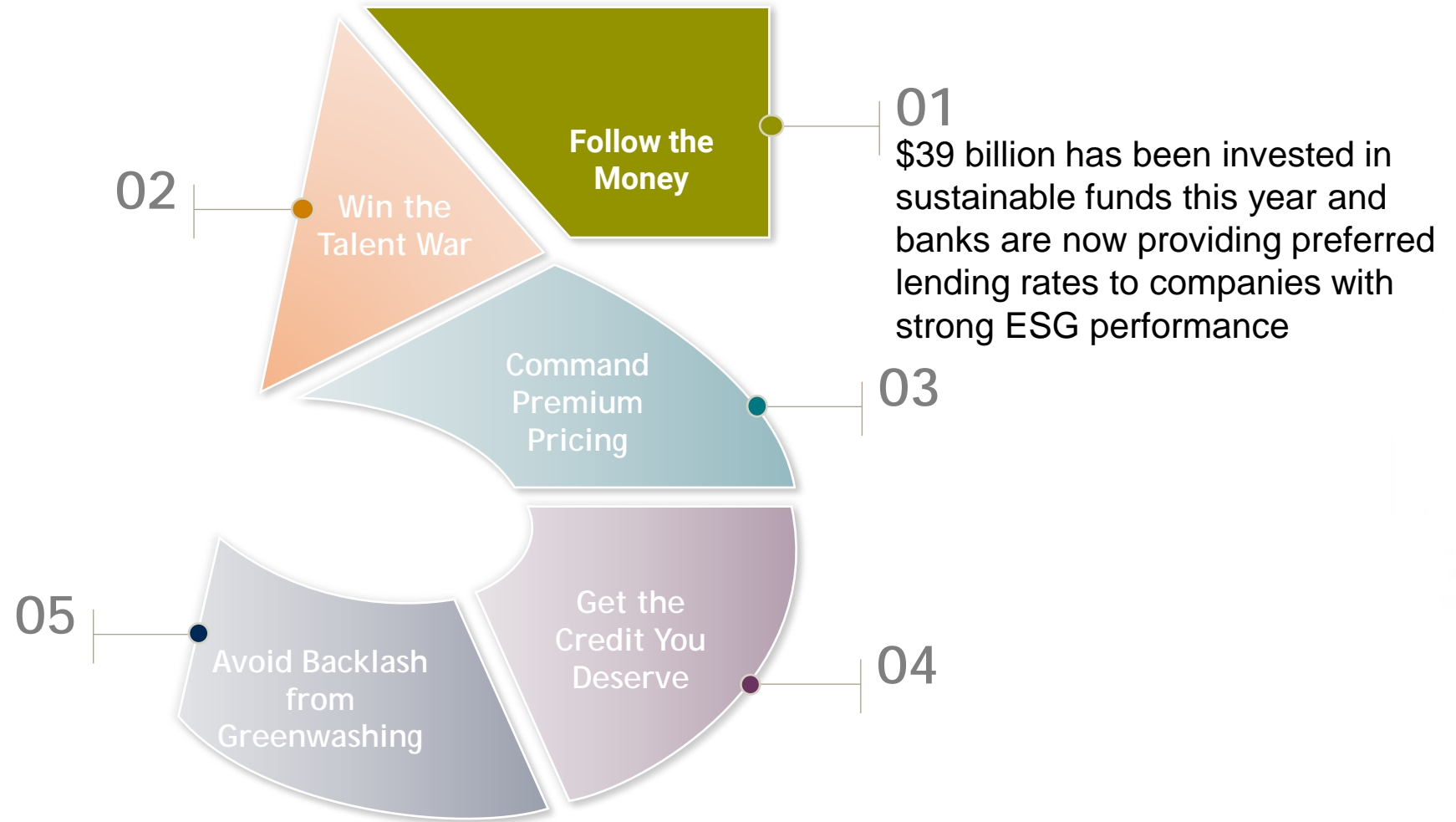
- Greenhouse gas emissions disclosure requirements begin in 2024 filings (based on FY23)
- Assurance requirements begin in 2025 filings (based on FY24)



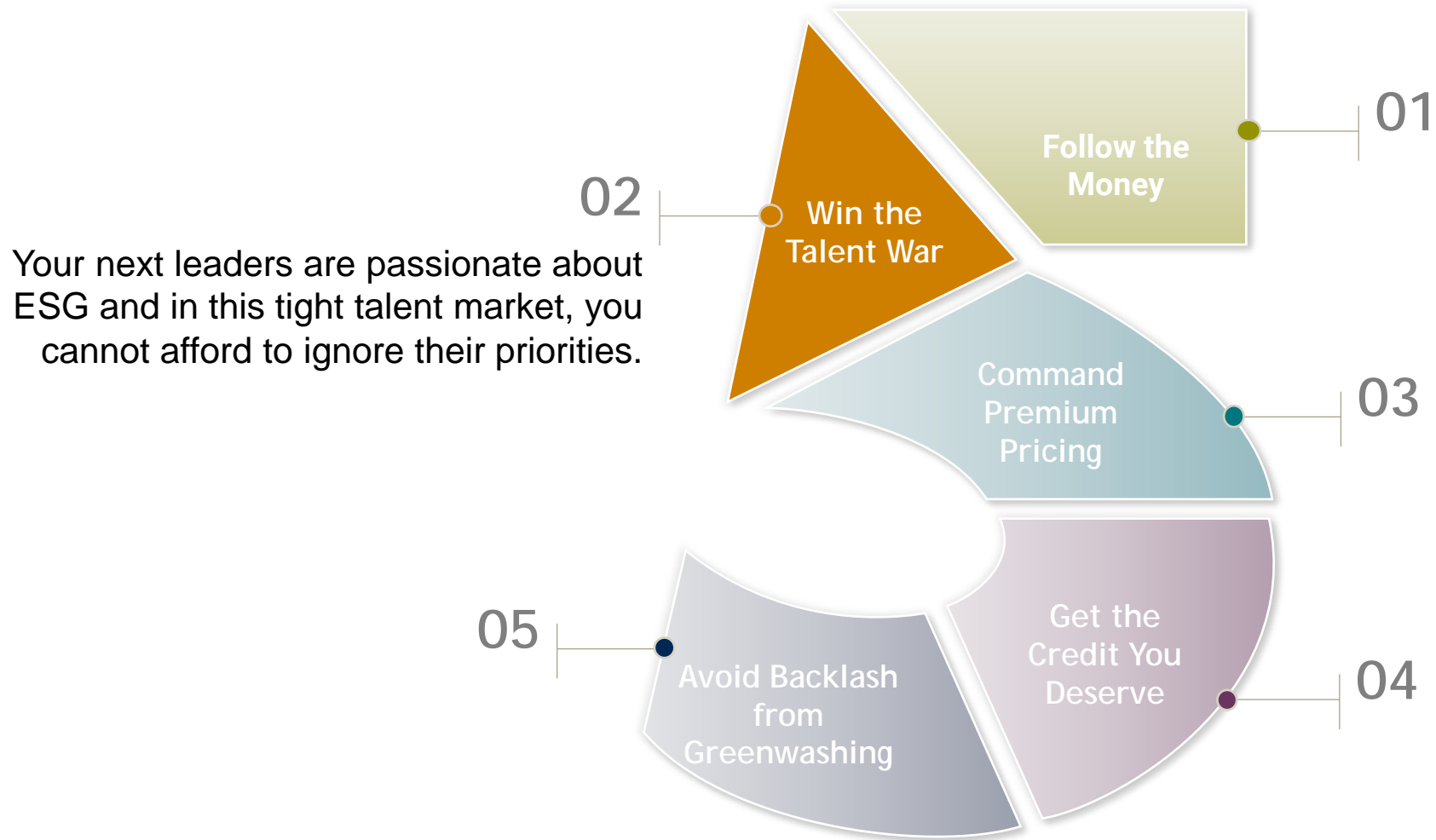
ESG AND YOU

The Impact for Life Sciences Companies

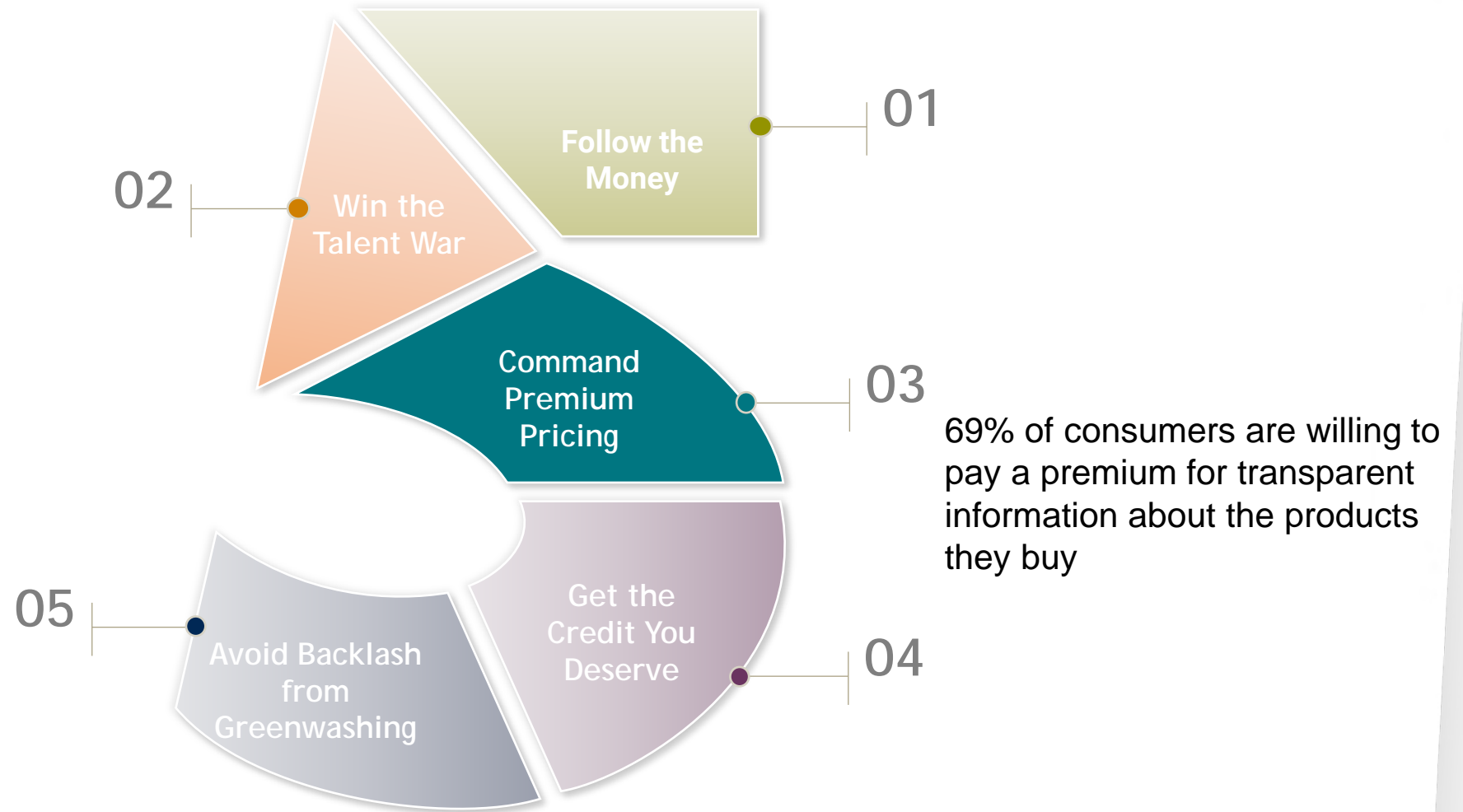
Top 5 Reasons ESG Should Be in Your Strategic Plans



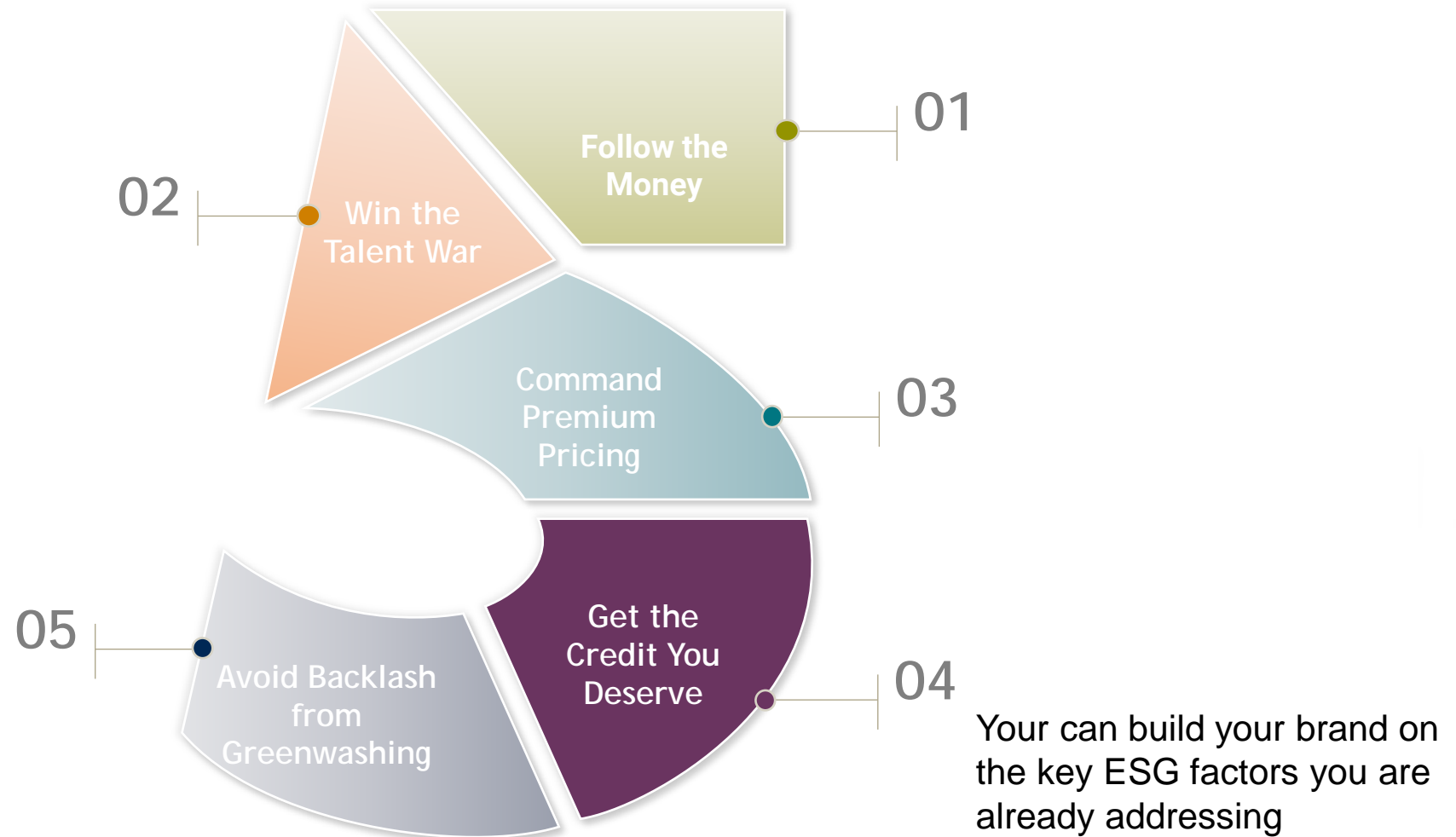
Top 5 Reasons ESG Should Be in Your Strategic Plans



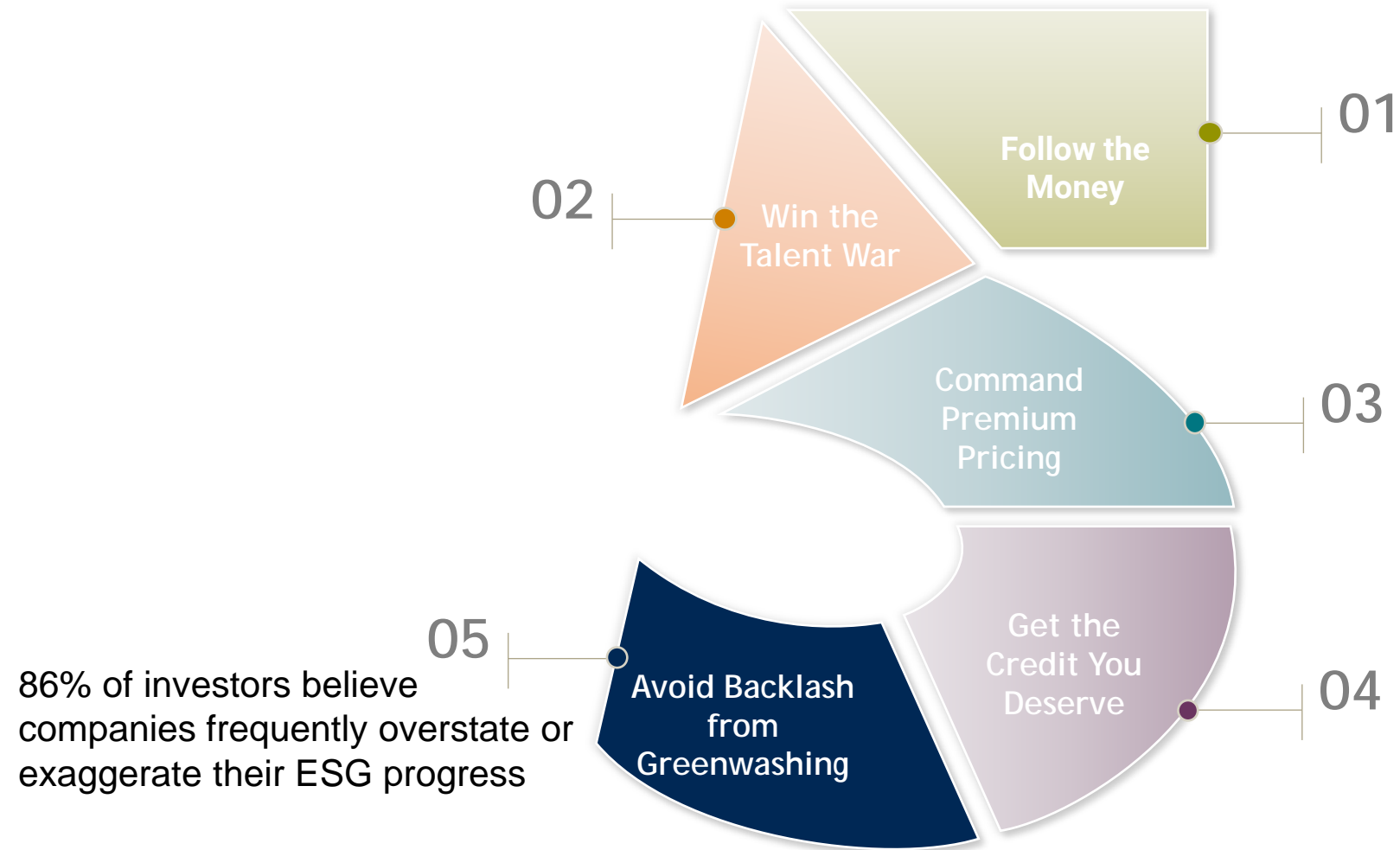
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Top 5 Reasons ESG Should Be in Your Strategic Plans



The 7 Sins of Greenwashing

No	Sin	Description
1.	Sin of the hidden trade-off	Claim of a “green” product, based on a narrow set of attributes without considering other important environmental concerns
2.	Sin of no proof	An environmental claim that cannot be substantiated by readily available information or reliable third-party certification
3.	Sin of vagueness	A poorly defined or broad claim that can easily be misunderstood by the consumer
4.	Sin of irrelevance	A correct but unimportant or unhelpful environmental claim, such as “CFC-free” goods
5.	Sin of lesser of two evils	Claims that are correct within the product category, but can distract consumers from the greater environmental impact of the category, such as organic cigarettes
6.	Sin of fibbing	False environmental claims
7.	Sin of worshipping false labels	A product that gives the false impression of third-party endorsement, using words and/or images

Life Sciences Industry Scorecard

	Sustainable Development Goals		Return on Investment	KPIs
Environmental	7	Affordable & Clean Energy	<ul style="list-style-type: none"> Global Impact: Commit to 100% renewable energy resources, implement energy efficient practices, and adopt in clean energy technologies. Business Impact: Reduce operating costs and improve air quality and health in communities served. 	% of energy consumption that is renewable
	12	Responsible Consumption and Production	<ul style="list-style-type: none"> Global Impact: Develop integrated waste management plan to reduce waste generation and identify recycling and reuse opportunities. Business Impact: Circular economy solutions minimize raw material extraction and reduce waste sent to landfills or incinerators. 	Total waste generated by disposal method
Social	1	No Poverty	<ul style="list-style-type: none"> Global Impact: Embed access-to-medicine strategy within overall business strategy. Business Impact: Access to affordable essential medicines and vaccines. 	% products affordable for patients across income pyramid
	3	Good Health and Well-being	<ul style="list-style-type: none"> Global Impact: Development of products that target priority product gaps identified by global health research organizations. Business Impact: Support the research and development of vaccines and medicines for the communicable and non-communicable diseases. 	% R&D investments dedicated to Index Diseases
Governance	16	Peace, Justice, and Strong Institutions	<ul style="list-style-type: none"> Global Impact: Establish system to incorporate stakeholder perspectives on access to medicine needs in the development and implementation of access strategies. Business Impact: Responsive, inclusive, participatory and representative decision-making at all levels. 	Verification
	17	Partnerships	<ul style="list-style-type: none"> Global Impact: Engage in local partnerships with public sector research institutes or universities with the aim of increasing local capacity for health research. Business Impact: Multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources. 	# Active stakeholders and research initiatives

ESG PREPAREDNESS

Questions to Ask Yourself

- Are you **meeting the expectations** of your investors, Board, or stakeholders related to environmental and social issues?
- Do you understand which environmental and social issues are **important to your business success**?
- What are your **customers and market** expecting from you regarding ESG reporting?
- Are you **attracting and retaining** the best talent?
- Does your technology strategy support your ESG strategy?
- Do you have **ESG reporting capabilities**?



ESG ADVISORY SERVICES

Our Approach

- Identify material issues to business and stakeholders
- Develop ESG strategic roadmap
- Communicate performance against targets
- Verify metrics and alignment with global standards
- Integrate data and technology solutions
- Leverage green finance and incentives





BREAKOUT ROOMS

Discussion Questions

1. What do you see as the most critical ESG topics in the Life Sciences industry today?
2. Where do you think the industry is doing a good job in relation to ESG?
3. What is the most ridiculous or infuriating Greenwashing example you've seen?

ARMANINO ESG SERVICES

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ESG AT ARMANINO

Living Our Purpose

OUR PVAS

How Our Purpose Drives Your Experience

OUR CORE PURPOSE

Why We Exist

To be the **most innovative** and **entrepreneurial firm** that makes a **positive impact** on the lives of **our clients, our people, and our communities.**

OUR VALUES

How We Behave


WICKEDLY SMART

We never stop challenging ourselves and each other to innovate, improve and move clients forward.


COURAGEOUSLY CONNECTED

We embrace a diverse connected community where all belong. Unmuted as their unique authentic self, everyone is valued and celebrated.


POSITIVE ENERGY

Our positive attitude and spirit is the force multiplier that clients experience when working with our people.


EMPOWERED

We encourage our people to follow their ideas and passions to ensure they can pursue ideas that benefit our clients.


FIRM FIRST

We always put the firm's best interests ahead of individual concern, which ensures our clients always receive solutions customized to their needs.

OUR ANCHORS

How We Succeed


INNOVATION

We are trailblazers and idea generators. We embrace change and are not afraid to take risks in order to serve our clients better.


ENTREPRENEURIALISM

We empower our people to share new ideas and help them build upon those ideas with the firm.


GROWTH

We help our clients grow, we pursue profitable growth for the firm, and we help our people grow. We create opportunities.

B-CORP

Balancing Purpose & Profit



**ARMANINO HAS
JOINED THE B
CORP COMMUNITY**

Armanino is using its business as a force for good. By becoming a certified B Corporation, we are accelerating a global culture shift to redefine success in business and build a more inclusive and sustainable economy.

Certified B Corporations are a new kind of business that balance purpose and profit. They are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. We are now among other great B Corporations pledged to making a positive impact.



LIVING UP TO THE IDEAL

Diversity & Inclusion

Our differences make us stronger, smarter and more innovative to truly bring the best to the table for our clients and organization.

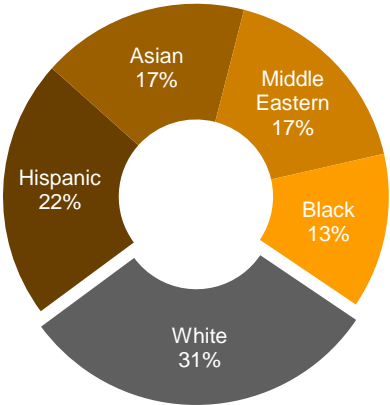
Nationally ranked as best Accounting firm to work for:



**WE'RE LEADING
TO **ACT ON**
DIVERSITY AND
INCLUSION !**

CEO Matt Armanino signed the **CEO Action for Diversity & Inclusion Pledge** on behalf of the firm with a commitment to develop programs and initiatives that identify and foster opportunities for underrepresented groups led by the IDEAL committee.

Women account for **56%** of our recruiting efforts in gender and POC account for almost **70%** in ethnicity.



#9

Racial & Ethnic
Diversity

#7

LGBT



#13

Women

#10

Overall Nationwide

OUR COMMITMENT

Women's Advancement



INTERNATIONAL WOMEN'S DAY



A Bridge is a structure that actually carries a road or a path. As women move through their career journey, The Bridge provides support, connectors and a built infrastructure to help advance our women.

31%

Over last 4 years, percent of women promoted to Partner at Armanino (versus a national average of 22%).

EXECUTIVE ACCESS PROGRAM

Launched in 2018, this program connects high-potential female managers directly with firm executives to promote and drive career advancement.



PARTICIPATING IN MOVE

In partnership with the Accounting & Financial Women's Alliance, the MOVE Project challenges and equips firms and women to identify and address barriers to women's advancement.