



Prescient®

Environmental, Social and Governance

Communication of Progress 2022

Doing the right thing is always the **right thing to do**

In 2022, we officially launched our Environmental, Social and Governance (ESG) program at Prescient. We recognize the growing importance of ESG for ourselves and our clients, which is why we have aligned our ESG Program with the UN's Sustainable Development Goals and are in the process of signing the UN Global Compact to further demonstrate our support.

We are committed to building a long-term, sustainable business that will grow, provide employment and generate economic benefit in an environmentally and socially responsible manner across all the geographies in which we operate.

We've taken significant steps to:



Accelerate the impact of our environmental sustainability agenda



Build a diverse and inclusive workforce and nurture a culture that inspires innovation and creativity and promotes health and well-being



Demonstrate our commitment to the highest ethical standards

In 2022, Prescient was awarded an EcoVadis bronze medal with 55 out of 100 points, placing us in the 68th percentile in our industry. We are proud to be in the top 25% of companies rated for social responsibility and the top 13% of companies rated for ethics by EcoVadis in our industry. We are committed to the continuous improvement of our score and have an action plan in place to help us develop our corporate sustainability program, including working toward the BCorp Certification.

I am proud of what the team at Prescient has achieved this year, and I am excited about the opportunity to build on our experience and scientific expertise to advance our ESG Program for generations to come.

Sincerely,

Dr. Debasish Talukdar



About Prescient Healthcare Group

Prescient® is a pharma services firm specializing in dynamic decision support and product and portfolio strategy. We partner with our clients to turn science into value by helping them understand the potential of their molecules, shaping their strategic plans and allowing their decision making to be the biggest differentiating factor in the success of their products. When companies partner with Prescient, the molecules in their hands have a greater potential for success than the same science in the hands of their competitors.

Founded in 2007, Prescient is a global firm with a footprint in 10 cities across three continents. Our team of nearly 500 experts partner with 27 of the top 30 biopharmaceutical companies, the fastest-growing mid-caps and cutting-edge emerging biotechs, including some of the biggest and most innovative brands. More than 70% of our employees hold advanced life sciences degrees, and our teams deliver an impressive depth of therapeutic, clinical and commercial expertise.

Prescient has been a portfolio company of Bridgepoint Development Capital since 2021 and Baird Capital since 2017.

For more information, please visit www.PrescientHG.com.

“To best serve our clients in their efforts to improve the well-being of patients around the world, Prescient’s actions enhance the well-being of its internal and external stakeholders, the communities in which it operates and the planet as a whole.”

Dr. Nick Edwards, Chairman

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Our ESG Approach

ESG issues affect all companies. At Prescient, we recognize their importance for ourselves and our clients.

Prescient believes that responsible operations and business success go hand in hand, which is why we consider ESG across all areas of our business. We are fundamentally committed to building long-term, sustainable businesses that will grow, provide employment and generate economic benefit in an environmentally and socially responsible manner across all the geographies in which we operate.

Responsible leadership requires proper analysis, judgment and mitigation of risk. Prescient aims to always take a responsible approach toward the environment, society and corporate governance. This policy is communicated to all employees. Good ESG practices are consistent with our core values, which we expect all employees to apply across the business:



Aspire

Our Prescient spirit is built on pride and passion for science, intellectual curiosity and a joint commitment to achievement.



Collaborate

Our clients are at the heart of all we do. We build deep, trusting relationships by working together to achieve winning outcomes.



Empower

We support each other and create a challenging yet supportive culture where our people can develop, perform and succeed.



Evolve

We embrace our changing world and adapt to take full advantage of future opportunities.



Excel

We are motivated by high performance, delivering our very best and always being accountable for the quality of our results.



Respect

We are honest, open and fair. We hold ourselves responsible and operate to the highest professional and ethical standards.

Our ESG Goals

Our 10 ESG goals are aligned with the UN's Sustainable Development Goals, with our framework particularly focusing on those goals that are most relevant to our industry and scale. Prescient's Core ESG goals have been approved by the board and are reviewed regularly.



- 01 Climate Action (UN SDG #13, #14)
- 02 Responsible Consumption (UN SDG #2, #12, #14)
- 03 Sustainable Cities and Communities (UN SDG #11)
- 04 Clean Energy (UN SDG #7)



- 05 Fairness & Equal Opportunities (UN SDG #1, #8, #10)
- 06 Gender Equality, Diversity & Inclusion (UN SDG #5, #10)
- 07 Good Health & Wellbeing (UN SDG #3)
- 08 Continual Learning & Development (UN SDG #4)



- 09 Highest Ethical & Governance Standards (UN SDG #16)
- 10 Data Rights and Information Security (UN SDG #16)

Environmental, Social and Governance Roadmap

This is a dynamic roadmap that will flex as we develop our offerings.





Environmental

Social

Governance

ESG

The depletion of natural resources and the threat of climate change have raised concerns about the environment and the potential financial impact on businesses. While the nature of our business is such that we do not create significant environmental damage, we understand that we have a responsibility to minimize, where we can, the impact we do have on the environment.



As part of our ESG program, we have selected environmental goals we feel can make a difference:

Goal 1: Climate Action

Goal 2: Responsible Consumption

Goal 3: Sustainable Cities and Communities

Goal 4: Renewable Energy



ESG – Goal 1:

Climate Action

Our aim for 2022 was to monitor and evaluate our emissions footprint, with the target of understanding our GHG impact, which will feed into our 2023 plan for reducing controllable emissions by eliminating unnecessary travel and investigating offset programs for achieving carbon neutrality for business and commuter travel. Our goal is carbon neutrality for our business travel and office operations by the end of 2023.

Key results 2022:

We captured data from our business travel activities and developed a reliable benchmark for reporting and action planning. We have engaged with specialists who can support us with carbon-offsetting projects across the geographies in which we operate.

Our 2023 objectives:

A rolling GHG emissions calculation will be implemented in 2023 to support our plan for carbon offset programs for 2023.

KPIs:

Total km flown – 4,798,149

Estimated GHG from flights – 493,496 CO₂e kg

Estimated GHG from land business travel – 2,184 CO₂e kg

Total hotel nights – 3,087

Estimated GHG from hotels – 49,853 CO₂e kg

Estimated GHG from commuter emissions – 44,152 CO₂e kg

Estimated GHG from office electricity usage - 77,588 CO₂e kg



ESTABLISH A BASELINE



CREATE A PLAN TO REDUCE EMISSIONS THAT ARE WITHIN OUR CONTROL



EXPLORE OPTIONS FOR OFFSET FROM 2023

371 COMMUTER SURVEYS RETURNED IN 2022 – GHG FOR 2022 = 44 TONNES CO₂E

FLIGHT AND HOTEL DATA COLLATED AND GHG FOR 2022 = 55.43 TONNES CO₂E

OFFICE ELECTRICITY USAGE GHG ESTIMATED EMISSIONS = 77.6 TONNES CO₂E

ESG – Goal 2:

Responsible Consumption

As an organization, we want to ensure that there is a focus on responsible consumption within all of our operations. We aim to build our reputation, both internally and externally, as an environmentally conscious company.

Key results 2022:

- Eliminated single-use plastic where possible in all offices
- Changed our procurement of corporate giveaways; all are now made from eco-friendly materials and are recyclable
- Moved to a paper-free model for all of our internal meetings, recruitment and development events
- Refreshed our recycling activities in all office locations

Our 2023 objectives:

- We will implement recycling monitoring and campaigns, as well as energy use management measures across our offices.
- We will replace traditional business cards with green business cards and work toward green paper-free events.
- We will review our supplier Code of Conduct and agreements to encourage a focus on sustainability through our supply chain.

KPI:

Waste disposal and paper usage benchmarks



ESG – Goal 3:

Sustainable Cities and Communities

As part of our environmental sustainability commitment, we have taken steps to help make the cities we work in more breathable, liveable and sustainable.

Key results 2022:

We conducted surveys of our staff's transportation in 2022 to understand their commuter profiles, rolled out the hybrid working policy across all of our locations, and established the Electric Vehicle Scheme and Cycle to Work Scheme in our UK offices.

Our 2023 objectives:

We are taking further steps to educate our teams on greener commuting options. As part of our green work commute initiative, we will further promote our Electric Vehicle Scheme and a Green Commuting Campaign with a cycle to work challenge in the summer of 2023. We will also include consideration for ESG goals in refreshed flexible working policies.

KPIs:

Commuting GHG = 44,152 CO2e kg

Engagement with the Cycle to Work Scheme and Electric Vehicle Scheme



ENABLE GREEN COMMUTING



REDUCE COMMUTES VIA FLEXIBLE WORKING

ESG – Goal 4:

Renewable Energy

Our goal is to work with landlords of offices to accelerate the transition to renewable and clean energy sources, as well as encourage staff to make a change to renewable energy for domestic providers. Given the nature of our office footprint, we have little control over energy decisions made by landlords; we will continue to advocate, however, for the adoption of renewable energy sources across our office footprints.

Key results 2022:

- Converted our Manchester office, which now runs on 100% renewable energy
- Enabled staff who participate in our Electric Vehicle Scheme to move to a renewable energy supplier at a preferential rate

Our 2023 objectives:

We will analyze current energy sources in 2023 and identify opportunities to move toward cleaner and more sustainable sources. To facilitate reporting and decision making, we intend to establish a reliable benchmark for the percentage of energy that is derived from renewable resources.

KPI:

Percentage of energy used that comes from renewable energy



UNDERSTAND OUR ENERGY SOURCES
AND WHERE WE HAVE WASTE



WORK WITH LANDLORDS TO
PROMOTE RENEWABLE ENERGY



ENCOURAGE TEAMS TO REVIEW
THEIR PROVIDERS



Environmental

Social

Governance

ESG

The social factor in the ESG equation evaluates a company's diversity, equality and inclusion policies and the impact of these considerations on the company's employees, local communities and society overall. We recognize that our ability to excel depends on the integrity, knowledge, imagination, skill, diversity and well-being of our employees.



As part of our ESG program, we have selected social goals we feel can make a difference:

- Goal 5:** Fairness and Equal Opportunities
- Goal 6:** Gender Equality, Diversity and Inclusion
- Goal 7:** Good Health and Well-being
- Goal 8:** Lifelong Learning and Development



SOCIAL

ESG – Goal 5:

Fairness and Equal Opportunities

We are committed to creating jobs and programs that improve lives in the communities we operate in which we operate. We foster a culture where employees can develop their careers and are supported to reach their full potential. Our evaluation, calibration, promotion and compensation processes are designed to be transparent and fair. We are working hard to increase internal mobility, with opportunities for people to move within Prescient's business areas. We are also constantly enhancing our recruitment processes to provide a level field for candidates so that access to roles is fair and bias is minimized.

Key results 2022:

We refreshed our recruitment processes and have been maintaining baseline data for D&I to be able

to monitor progress and demonstrate improvement from 2023 and beyond.

Throughout 2022 and as part of our ongoing Corporate Social Responsibility (CSR) Program, we have increased our charity support and expanded our community activities, including raising money for Save the Children, Prescient's Ukraine Humanitarian Fundraiser, Doctors Without Borders, volunteering at local community food banks in San Mateo, Boston and Jersey City, fundraising for Maggie's Centres, raising money and awareness for Movember, and ELBA Toy Appeal for children in need in East London.

Our 2023 objectives:

In 2023, we aim to ensure and promote fair

compensation that does not discriminate, always pays more than a living wage, and provides access to equity ownership within the company through the activation of a Living Wage Signatory.

We will introduce blind screening of resumes for the first stage of our recruitment processes to reduce potential gender/ethnic bias.

We plan to continue supporting charities that improve the lives of vulnerable groups and expanding our CSR and community activities to make a lasting impact in our communities through the following:

- Partnering with local communities in each geography
- Exploring urban beekeeping sponsorship
- Movember – Global campaign
- Christmas toy donations – Global campaign

ESG – Goal 6:

Gender Equality, Diversity and Inclusion

Our goal is to demonstrate that we stand for gender equality and diversity in all its forms and to create an inclusive working environment, with a zero-tolerance approach to discrimination of any kind. We continue to build on our gender equality, diversity and inclusion by providing initiatives that support diverse groups within the organization. We make sure that any instances of non-inclusive behavior are acted upon quickly and decisively. We also look to eliminate bias and prejudice. Our recruitment processes are constantly monitored to ensure that we are following best practices regarding gender equality, diversity and inclusion.

Key results 2022:

Throughout 2022, we invested in equality, diversity and inclusion programs to drive positive cultural and

talent changes at our company and help influence the environment, culture and business landscape toward a more inclusive and sustainable future. We established a Shadow Board selected by employees and made up of representatives from across the different business functions and geographic locations.

Our 2023 objectives:

- In 2023, we plan to build on our Women in Leadership initiative through quarterly events.
- In addition, we will continue our sponsorship of the Healthcare Businesswomen's Association (HBA) and attend the HBA's Woman of the Year event. A Bring Your Kid to Work Day event is being planned for Families@Prescient.
- During Pride Month, Black History Month and

Juneteenth, we will launch campaigns focusing on these topics to raise awareness and support diverse groups within the organization.

- We also plan to extend equity opportunities to a greater numbers of our staff.

ESG – Goal 6:

Our Equality, Diversity and Inclusion programs:

Shadow Board at Prescient:

The Shadow Board represents the ideas and needs of our workforce. It will help the senior leadership team and Bridgepoint understand what's important to the team and where we need to focus our efforts to ensure our people and clients are serviced to the best of our ability at Prescient.

Rainbow@Prescient

Our Rainbow initiative is one of several special focus areas that fall under our ESG program. Rainbow provides a safe forum where members of the LGBTQIA+ community come together for support and to connect. This group also supports our annual pride activities.

Women in Leadership

Our Women in Leadership initiative is designed to provide support and sponsorship for our current and future female leaders by offering resources and tools to help build confidence and competencies across different areas, where individuals can find a leadership style and a career approach that works for them. The agenda is driven by our female cohorts with the principle of “sisters doing it for themselves”.

Healthcare Businesswomen's Association

Prescient is proud to be a corporate partner of the HBA, the core purpose of which is “to further the advancement and impact of women in the business of healthcare”. We encourage our HBA members to

actively participate in the events for the benefit of their personal networking and development.

Family@Prescient Initiative

We know that many of our people have responsibilities caring both for children and other family members or partners who may need additional support. We know how finding the right balance between work and life can be a challenge at times, so we launched a new support group, Family@Prescient, to provide support and explore the complex issues surrounding managing family responsibilities. Our goal is to share ideas and provide empathy and support, as well as provide ideas and insights to the Prescient leadership team on how we can do better.



ESG – Goal 7:

Good Health and Well-being

We know that the consulting industry can be intense, but we want our culture to stand out from other companies. We continue to evolve our development resources to help our people focus on their health and well-being, and we are committed to running office activities that foster connection and fun!

We also encourage healthy pursuits, such as the recent launch of our cycle to work program in the UK, which supports not only physical health but also our aim to promote more green commuting options. To help maintain a healthy work-life balance, we monitor excessive working hours and intervene where work-life balance is compromised, and we actively urge anyone who is struggling to reach out for support. Mental health is a topic we should all be talking about, and we want all employees to feel that their mental health is supported.

One of the ways we assist is by providing access to counseling and mental health support resources, either internally or from external counselors through our confidential employee assistance programs. We also regularly undertake health and safety risk assessments across our offices and run annual refresher sessions for our teams to ensure that health and safety issues are minimized and that we maintain a safe and welcoming work environment.

Key results 2022:

In 2022, we launched and utilized Officevibe to track areas of concern around well-being and provided regular input in terms of development resources focusing on health as well as office activities to support healthy pursuits. We ran Mental Health Week and Men's Health Month focus campaigns, providing activities to increase awareness and promote support.

Key results 2022 – Improving Bradford scores, reducing levels of unused holiday so < 10% of staff have > 5 days carry forward, no reportable H&S incidents

Our 2023 objectives:

- Prescient is committed to providing activities and resources that support the health and well-being of our staff. Mental Health Week, a one-week campaign, will be held in 2023 to highlight mental health. During November, Men's Health Month, a four-week focused campaign will be launched to help promote and educate on men's health issues.
- Well-being – Policy activation, home office education, financial
- H&S, first aid and fire marshal training

KPIs:

Bradford scores, unused holiday balances, mental health absences, H&S reportable incidents, eNPS scores

ESG – Goal 8:

Lifelong Learning and Development – Looking Back on 2022

Our vision is to empower our people to fulfill their potential, enable them to achieve success and inspire them to greatness. We will achieve this through the further development and integration of the world-class Prescient Academy to elevate the capabilities of our people to be a dynamic planning partner for pharma.

The L&D team was formed in the first half of 2022, and we launched the Prescient Academy on the September 1. This gave us the ability in August 2022 to start recording and producing accurate data on all learning activity across the firm.

In person learning events, August 2022 to December 2022:

- 50 in-person learning events
- 1,120 participants

Average evaluation score:

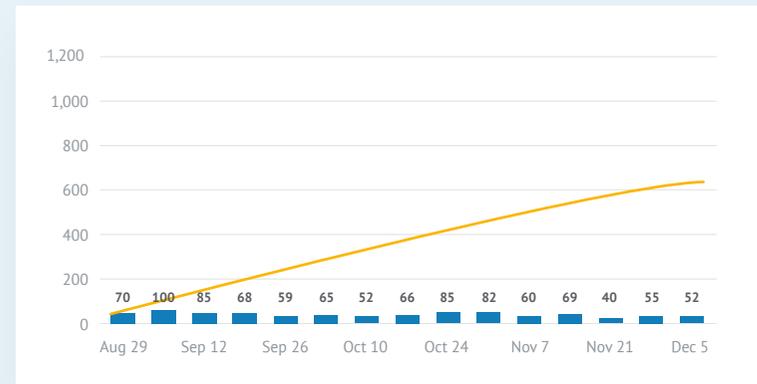
Relevance to role – Relevant 32%/very relevant 62%

Good use of time – Yes 98%

Engaging facilitators – Engaging 25%/very engaging 73%

On-demand digital learning via the Learning Platform from August 2022 to December 2022 has increased week on week

- 317 unique users/67% of the firm



ESG – Goal 8:

Lifelong Learning and Development – Looking Forward 2023

We have four strategic objectives for 2023, all within the scope of driving a “One Prescient” learning culture:

1. Develop critical capability and accelerate speed to performance of new joiners in each of the three client-facing practices
2. Embed the Prescient Academy, with a particular focus on:
 - Driving adoption
 - Improving the quality of content and user experience
 - Maximizing impact on the business performance
3. Help to increase retention through:
 - Developing management and leadership capability
 - Cultivating a coaching, mentoring and feedback culture
 - Building a pre-boarding and Alumni platform in the Academy
 - Developing career pathways in support of the new capability framework
4. Help to grow the business through:
 - Embedding the Engagement Manager Pathway
 - Designing and implementing a BD Development Pathway
 - Building commercial acumen at the Director level and above

Key Success Factors:

- Core Consulting module is in place by June 30, 2023
- Skills toolbox is in place for I&I, Medical and Commercial by year-end
- Officevibe results indicate people are receiving the development they need
- 50% of employees are accessing the platform on a monthly basis
- The responses to core evaluation questions exceed 85%
- Officevibe and evaluation survey results increase
- Attrition is reduced
- Zero new joiners withdraw between accepting a position and starting at Prescient
- The Engagement Manager and BD Development Pathways are established at Introductory, Practitioner and Expert levels
- Our leaders are more commercially aware, and the quality of decisions has improved
- The cost of doing business has decreased



Environmental | Social | **Governance**

ESG

Through our unwavering commitment to the highest ethical standards, we earn the trust and confidence of our clients.



As part of our ESG program, we have selected governance goals we feel can make a difference.

Goal 9: Highest Ethical and Governance Standards

Goal 10: Data Rights and Information Security



GOVERNANCE

ESG – Goal 9:

Highest Ethical and Governance Standards

At Prescient, we aim for transparency and strong ethics in governance. We strive to clearly demonstrate our company's stance against corruption and unethical behavior and also work in compliance with all relevant regulatory bodies. We work and have policies in place to:

- Ensure the company's leadership teams have the appropriate skills and experience to execute their governance responsibilities and are structured to meet the expectations of clients, investors and communities
- Ensure that management behaves with integrity and has appropriate policies in place (e.g., anti-bribery and corruption, gifts and entertainment, whistleblowing)
- Ensure accurate and transparent accounting and auditing methods
- Ensure compliance with relevant laws and regulations (anti-bribery and corruption, gifts and entertainment, whistleblowing) and teams have

appropriate compliance training

- Ensure the Code of Conduct and Code of Ethics underline Prescient's commitment to integrity and high ethical standards and define the standard of conduct Prescient expects from its teams and ensure that teams are aware of and follow these guidelines

Key results 2022:

- Conflict of Interest Policy/Survey launched
- Code of Ethics refreshers completed for all staff
- Global Code of Conduct reviewed and refreshed
- No unresolved risk or compliance issues
- All teams have completed required compliance learning sessions
- Accounts audited with minimal material control issues arising

Our 2023 objectives:

- Conflict of Interest follow-up completed
- Develop standalone supplier Code of Conduct/assessment process
- Inclusion of ESG goals/metrics in board/senior leadership annual goals
- Code of Ethics refresher
- Anti-Bribery and Anti-Corruption and Anti-Money Laundering refreshers
- Whistleblowing awareness campaign

ESG – Goal 9:

Six new or updated policies to help us achieve our ESG goals

Policy	What is the policy about?	Why is the policy needed?
Anti-Money Laundering	Identifying when a third party might be hiding or disguising the true origin and ownership of the proceeds from criminal activities, thereby avoiding prosecution, conviction and confiscation of criminal funds.	To mitigate the risk that Prescient and its employees become directly or indirectly involved in actual or potential money laundering activities.
Health and Safety	Protecting the health and well-being of employees, contractors, visitors and other applicable stakeholders.	To enable a culture where everyone takes responsibility for safety so we prevent and reduce the risk of accidents.
Human Rights and Modern Slavery	Recognizing the inherent rights of all internal and external stakeholders, regardless of their color, language, nationality, national or ethnic origin, religion, sex or any other status.	To ensure that human rights are upheld across the company's operations, its supply chain and in its business relationships.
Information Security	Protecting the confidentiality, integrity and availability of all physical and electronic information assets, including personally identifiable information, throughout the organization.	To preserve Prescient's competitive edge; cash flow; profitability; legal, regulatory and contractual compliance; and commercial image.
Anti-Bribery and Anti-Corruption	Acting professionally, fairly and with integrity in all our business dealings and relationships.	To uphold Prescient's commitment that every employee and associated person acting for, or on behalf of, the company is responsible for maintaining the highest standards of business conduct.
Whistleblowing and Speak-Up	Enabling employees or another "whistleblower" (a person who raises a genuine concern relating to wrongdoing and who has a reasonable belief that their disclosure is in the public interest) to report information about wrongdoing in the workplace.	To encourage staff to report suspected wrongdoing or dangers, safe in the knowledge that concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.

ESG – Goal 10:

Data Rights and Information Security

Prescient takes its legal, professional and ethical obligations to protect confidential information, personal data and sensitive personal data very seriously.

Prescient has implemented comprehensive organizational, technical and administrative security measures conforming to the ISO27001 framework and pursuant to the European Union's General Data Protection Regulation the UK's Data Protection Act of 2018 and the California Consumer Privacy Act of 2018 (CCPA), to protect any data we hold, transmit, store or otherwise process from accidental or unlawful destruction, loss, unauthorized disclosure or access, to ensure the ongoing confidentiality, integrity and availability of information assets.

Key results 2022:

- No material security incident/reportable data breaches
- An independent ISO27001 GAP Analysis confirmed continued progress toward achieving a UKAS ISO27001 accreditation

- Developed focused cyber security training to help protect our mission-critical systems from evolving cybersecurity threats
- Developed data protection simulation training sessions to foster a real-world understanding and approach to data protection
- Successfully deployed a cloud-based endpoint management solution (Microsoft Intune) to increase security, network performance and network flexibility
- Appointed a security analyst based in India to assist with vulnerability management, detection and response
- Configured enhancements to Antigena email security to increase security

Our 2023 objectives:

- Renewal of Cyber Essentials and Cyber Essentials Plus certification
- Formalization of an Information Security Steering Committee
- Prepare for ISO27001 non-UKAS accredited audit:

- Conduct risk assessments
- Conduct audits of implemented controls
- Formalize a Risk Register
- Formalize an Information Security/Cyber Security Incident Response Plan
- Formalize a Business Continuity/Disaster Recovery Plan
- Appoint a Chief Information Security Officer
- Engage an accredited third party to perform comprehensive manual and automated penetration testing
- Implement additional security modules within already implemented Qualys and Darktrace security software
- Implement a Zero Trust Network Architecture solution (replaces a traditional virtual private network)





**Make the decision that
your science deserves —**
Contact Prescient today

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