

Environmental, Social and Governance Policy

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ESG Introduction

Environmental, social and governance (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 and, as such, 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:



Being Adaptable

We achieve results that go beyond taking ownership of the outcome.

We challenge, we take the initiative and we innovate.

Our willingness to think differently is key to our flexibility. We respond to our clients' needs without ever losing focus of our key responsibility: to find the best solution.



Being Considered

At the heart of everything we do is the fundamental desire to have a positive impact. This motivation comes to life in how we keep the bigger picture in mind even as we balance day-to-day demands.

We always start from a place of understanding, thoughtfully proposing the actions that move us toward achieving the best outcome.



Being Collaborative

Science and strategy may underpin our business, but what drives it are deep, collaborative relationships – being a true partner.

First and foremost, we listen and understand, going deeper to connect on a human level.

We value the energy that comes with working as part of a team. We build partnerships, not just projects, and we recognize our success as a collective.

We know diversity and celebrating our differences are part of what makes us special.



Going Beyond

The drive to go deeper, challenge harder and push further belongs to us as individuals and as a collective.

We're driven to look for every opportunity to innovate: finding new and better ways to work, to learn and to collaborate.

We aim to continually raise the bar, push what's possible and exceed expectations in our industry.

It's never settling for where we are and what we've already achieved. That's the power of prescience.



ESG Definitions

ESG processes and procedures focus on non-financial performance indicators that address a company's approach toward responsible investment, sustainability, its impact on society and the environment, and other ethical and corporate governance considerations.

Environmental

The depletion of natural resources and the threat of climate change have raised concerns about damage to our environment and the potential financial impact on businesses. Sustainable options are increasingly being considered to be standard aspects of business investment and operational decisions.

Environmental issues are diverse and include:

- Mitigation of factors contributing to climate change
- Efficient energy consumption
- Waste reduction and management
- Responsible disposal of hazardous waste
- Sustainability of resources
- Environmental impact

Social

Inclusion, diversity and equality are important considerations in relation to the way in which businesses operate and can generate a competitive advantage, with these areas attracting increasing scrutiny from a range of stakeholders. There is a growing number of commercial benefits for businesses with inclusive and diverse work practices, which also have a positive impact on a company's employees, local communities and society.

The main areas of consideration are:

- Diversity, equality and inclusion among employees
- Non-discriminatory employment practices
- Health and safety protection
- Corporate donations and community activities
- Preservation of human rights and avoidance of any complicity in human rights abuses
- Avoidance of child labor or indentured servitude



Governance

Responsible management of a company is maintained by strong corporate governance.

Its structures, corporate values and accountability processes include:

- Management structure, including the power balance between the CEO and the Board, the separation of the Chairman from the CEO and appropriate checks and balances for members of the management team
- Executive remuneration
- Corporate codes of conduct
- Employee relations and management of workplace grievances
- Whistleblowing/speaking up
- Cyber security and data protection
- Anti-bribery and anti-corruption
- Anti-money-laundering policies
- Investment in organizations that prioritize ESG

ESG Core Principles

Prescient’s core ESG goals are set out below and are regularly reviewed.

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

Our ESG goals are aligned to the UN’s Sustainable Development Goals, with our framework particularly focusing on those goals that are most relevant to our industry and scale.



Source: sdgs.un.org/goals



Driven by Purpose

At Prescient, we build true partnerships with innovative biopharma companies to unlock the full potential of their innovation to improve people’s lives.

As a people-based consultancy business, we are naturally focused on employee wellbeing, providing a rewarding employee experience to our consultants, and creating a strong working environment underpinned by robust equity, diversity and inclusion frameworks.

UN Sustainable Development Goals	Prescient Environmental Goals	Prescient Social Goals	Prescient Governance Goals
1. No Poverty		ESG Goal 5	
2. Zero Hunger	ESG Goal 2		
3. Good Health and Wellbeing		ESG Goal 7	
4. Quality Education		ESG Goal 8	
5. Gender Equality		ESG Goal 6	
6. Clean Water and Sanitation			
7. Affordable and Clean Energy	ESG Goal 4		
8. Decent Work and Economic Growth		ESG Goal 5	
9. Industry, Innovation and Infrastructure			
10. Reduce Inequalities		ESG Goals 5, 6	
11. Sustainable Cities and Communities	ESG Goal 3		
12. Responsible Consumption and Production	ESG Goal 2		
13. Climate Action	ESG Goal 1		
14. Life Below Water			
15. Life on Land	ESG Goal 1, 2		
16. Peace, Justice and Strong Institutions			ESG Goals 9, 10
17. Partnerships for the Goals			

Prescient's Environmental Impact

A healthy planet is essential to human health and the sustainability of our business. We realize that our strategy and efforts to drive environmental impact need to continuously improve for us to excel in an increasingly resource-constrained world.

Goal 1 – Climate Action

Initiative Aim: Monitor and evaluate our emissions footprint, with the target of reducing controllable emissions by eliminating unnecessary travel and investigating offset programs.

Goal 2 – Responsible Consumption

Initiative Aim: Ensure there is a focus on responsible consumption within all of our operations. Help build our reputation, both internally and externally, as an environmentally conscious company.

Goal 3 – Sustainable Cities and Communities

Initiative Aim: Help make the cities where we work more breathable, livable and sustainable, by enabling green commuting and supporting a hybrid work policy.

Goal 4 – Renewable Energy

Initiative Aim: Work with facilities managers to accelerate the shift to renewable and clean energy suppliers, and encourage staff to switch to renewable sources of energy at home.

Prescient's Social Impact

We recognize that our ability to excel depends on the integrity, knowledge, imagination, skill, diversity and wellbeing of our employees.

Goal 5 – Fairness and Equal Opportunities

Initiative Aim: Create jobs and programs that improve lives in the communities in which we operate. Foster a culture where employees can enjoy equal opportunities and rewards, and can reach their full potential as we grow.

Goal 6 – Gender Equality, Diversity and Inclusion

Initiative Aim: Demonstrate that we stand for gender equality and diversity in all its forms, and create an inclusive working environment with zero-tolerance to discrimination of any kind.

Goal 7 – Good Health and Wellbeing

Initiative Aim: Ensure good health and wellbeing in the workplace and create a working environment where team members feel that their mental health is supported.

Goal 8 – Lifelong Learning and Development

Initiative Aim: Create a culture of lifelong learning and development that enables team members to develop and grow their skills and advance their careers.



Prescient's Governance Impact

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

Goal 9 – Highest Ethical and Governance Standards

Initiative Aim: Show transparency and strong ethics in governance. Clearly demonstrate a company stance against corruption, money laundering and other unethical behavior and provide whistleblowing channels while working in compliance with all relevant regulatory bodies.

Goal 10 – Data Rights and Information Security

Initiative Aim: Treat employee, candidate, third party and client data with respect, ensuring privacy and security of data is maintained at all times. Develop systems and controls to provide confidence to internal and external data subjects.



ESG Responsibilities

Board Level Oversight

Prescient’s Board of Directors has oversight responsibility for ESG, signing off on the overarching policy and receiving quarterly updates on company progress against the ESG KPIs and any material issues. Dr. Nick Edwards, Chairman, has Board oversight for ESG. Prescient’s ESG Policy will be reviewed annually.

ESG Executive Responsibility

The Associate Vice President, Risk & Compliance, has overall responsibility for setting and delivering the detailed ESG strategy, reporting on ESG matters, and providing support and resources to progress against our ESG goals.

ESG Steering Committee

Prescient has established a company-wide ESG Steering Committee to create a detailed ESG plan, oversee our reporting requirements and compliance, and to sponsor initiatives. Committee members have the following responsibilities:

Title	Role on ESG Steering Committee
Chairman	Chair and Board representative
Associate Vice President, Risk & Compliance	Responsible for overall development and enforcement of the ESG policy; responsible for governance initiatives
Associate Vice President, Operations & Finance	Responsible for financial compliance and environmental initiatives
People and Culture Manager	Responsible for social initiatives
Marketing Executive	Responsible for communication of ESG policy and initiatives
Practice Representatives	Responsible for providing employee perspectives from different locations and practices responsible for sharing ESG updates with local teams
Manchester Office Representative	Responsible for liaising with Manchester office on ESG matters



Day-to-day Operating Group

On a day-to-day basis, the following group has been tasked with carrying out ESG activities, and monitoring and reporting outcomes against our ESG roadmap and plan:

Title	Role on Day-to-day Operating Group
People Partners	Responsible for talent data, policies and local compliance
Office Managers	Responsible for collecting environmental data and supporting health and safety initiatives
Data Protection Officer	Responsible for risk reviews and compliance with data privacy legislation
Director of Information Security	Responsible for securing all data within company systems
Senior Travel Manager	Responsible for collecting environmental data
LGBTQIA+ Group Lead	Responsible for LGBTQIA+ initiative
People Team	Responsible for leading the Prescient Academy and nurturing a culture of lifelong learning

ESG Reporting

Monitoring and Reporting

All operations are regularly reviewed by Prescient's leadership teams to identify and monitor any ESG issues. This includes monitoring the delivery and outcomes of ESG action plans that have been agreed. We seek to maintain regular dialog on the issues raised, through both formal Board meetings and town hall meetings with Prescient teams.

If new or additional ESG matters arise, Prescient will assess and rectify the situation through discussion with the ESG Steering Committee and the development of an action plan. If a serious ESG risk is identified, the issue is escalated immediately to Prescient's management team, the ESG Steering Committee and, depending on the gravity of the issue, the Board.

Monitoring of company ESG performance is integrated within Prescient's broader monitoring processes. The ESG Steering Committee reports the company's bespoke ESG key performance indicators (KPIs) alongside its financial and operating performance on a regular basis. Reporting to investors, clients and financial institutions through annual evaluations is the responsibility of the ESG Steering Committee, which provides appropriate information to organizations such as EcoVadis and Greenstone. Assessments are shared at the Board level and an annual impact report is published on our website.

Further information regarding Prescient's ESG approach can be found on Prescient's website: WWW.PRESCIENTHG.COM.



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We are Prescient

We are a specialist, strategic partner to global biopharma companies, with the expertise and experience to bring value across the full drug life cycle from preclinical to loss of exclusivity and beyond. We partner with leading global biopharmaceutical companies, fast-growing mid-caps and cutting-edge emerging biotechs to unlock the full potential of their innovation to significantly improve people's lives around the world.

Founded in 2007, we have developed into a highly diverse global business with a footprint in three continents. This diversity is our strength. Our team of over 400 is spread across thriving global hubs such as Boston, New Delhi, London, Beijing, Munich and Barcelona providing truly integrated global perspectives that allow us to see further and go deeper.

We build from a foundation of scientific knowledge and deep insights into molecule, market and customers. This intersection and application of market, competitor and customer perspectives is the foundation upon which our rigorous strategic thinking thrives.

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.



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