



Environmental, Social and Governance Communication on Progress 2024

From Our Chairman



In 2024, Prescient built on the Environmental, Social and Governance (ESG) foundations we established in 2022 and 2023. Our activities reinforced our commitment to external sustainability initiatives, including:

- Publishing our Communication on Progress through the United Nations (UN) Global Compact
- Achieving our second EcoVadis silver medal and scoring in the 87th percentile of companies
- Having our greenhouse gas (GHG) emissions calculations validated by a third party
- Offsetting those emissions by supporting a wind power plant in India
- Progressing to the verification stage of the B Corp certification process

These external recognitions are extremely gratifying and the culmination of many team members' efforts to maximize the positive impact we have on society as a company. Our work is far from over, but we value the opportunity to reflect on our 2024 accomplishments in this year's edition of our impact report.

Sincerely,
Dr. Nicholas Edwards
Chairman of the Board



“Doing the right thing is always the right thing to do”

“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.”

About

Prescient Healthcare Group



Prescient® is 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.

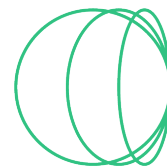
Founded in 2007, we have developed into a highly diverse global business with a footprint on three continents. This diversity is our strength. Our team is spread across thriving global hubs, such as Boston, New Delhi, London, Beijing, Munich and Barcelona, providing truly integrated global perspectives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

We build from a foundation of scientific knowledge and deep insights into molecules, markets and customers. This intersection and application of market, competitor and customer perspectives is where 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.

Our ESG Approach



Prescient is 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.

Our ESG program is driven by an ESG committee that regularly reports to our Board of Directors. The diverse members of the ESG committee include stakeholders representing:

- The Board of Directors
- Compliance
- Operations
- People
- Finance
- Marketing
- Consulting teams

Our ability to make progress on ESG matters depends on embodying our Prescient values:

- We must challenge ourselves to **go beyond** “business as usual” to effect meaningful change
- We must **adapt** to a changing world to make our operations sustainable
- We must **collaborate** with each other and external stakeholders to maximize our impact
- We must take a **considered** approach to mitigate the potentially negative consequences of any of our actions

ESG Calendar

Prescient engages in regular ESG-related initiatives each year.

Q1:

- Year-end emissions calculations
- Year-end questionnaires
- Purchase of carbon offset
- Annual review process
- Selection of charities for fundraising and volunteer activities
- Publication of impact report

Q2:

- CEO recommitment to the UN Global Compact
- Promotion announcements
- Annual ethics refresher and ESG training
- Pride celebrations

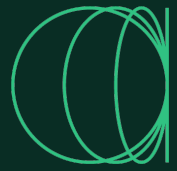
Q3:

- Mid-year questionnaires
- EcoVadis reassessment
- Anti-bribery and anti-corruption training
- Mid-year review process and promotion cycle

Q4:

- Annual outside interests disclosure certification
- ESG goal review

Our ESG Goals



Our 10 ESG goals are aligned with the UN's Sustainable Development Goals (SDGs), with our framework particularly focusing on those goals that are most relevant to our industry and scale.

Area	Goal and Aligned UN SDG Number(s)	Prescient Priorities
Environmental	Climate Action (#13, #14)	Monitor and evaluate our emissions footprint with a target of reducing controllable emissions by eliminating unnecessary travel and offsetting emissions
	Responsible Consumption (#2, #12, #14)	Drive responsible consumption within all our operations; help build our reputation both internally and externally as an environmentally conscious company
	Sustainable Cities and Communities (#11)	Help make the cities we work in more breathable, livable and sustainable; help build our reputation both internally and externally as an environmentally conscious company
	Clean Energy (#7)	Work with the landlords of our offices to accelerate the shift to renewable and clean energy suppliers; encourage staff to make a change to renewable energy for residential providers
Social	Fairness and Equal Opportunities (#1, #8, #10)	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
	Gender Equality, Diversity and Inclusion (#5, #10)	Foster gender equality and diversity in all its forms and create an inclusive working environment with a zero-tolerance approach to discrimination of any kind
	Good Health and Wellbeing (#3)	Ensure good health and wellbeing in the workplace; cultivate a workplace where teams feel their mental health is supported
	Continual Learning and Development (#4)	Create a culture of life-long learning that enables teams to develop their skills and take advantage of career mobility
Governance	Highest Ethical and Governance Standards (#16)	Instill transparency and strong ethics in governance; clearly demonstrate a company stance against corruption and unethical behavior and work in compliance with all relevant regulatory bodies
	Data Rights and Information Security (#16)	Treat employee, candidate and client data with respect to ensure that data privacy and security are maintained at all times; develop systems and controls to earn internal and external data subjects' confidence



Environmental



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 the impact we do have on the environment where we can.

EcoVadis awarded our 2024 environmental program a score of 60 out 100, a 20-point increase compared to our 2023 result.



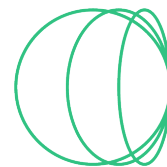
Goal	Introduction	Key Results 2024	Objectives for 2025
1: Climate Action	<p>Our environmental program has matured to the point that we have started to engage external parties to validate our progress. 2024 was the first time our GHG emissions were verified by a third party. Following this verification, we supplemented the carbon offset we purchased for our 2023 emissions to maintain our carbon-neutral status. We also participated in our first audit under the UK's Energy Savings Opportunity Scheme (ESOS).</p>	<ul style="list-style-type: none">• We had our emissions validated by a third party for the first time• We increased our environmental score on EcoVadis' sustainability scorecard by 20 points relative to 2023• We offset the 946 tCO₂e emissions we produced in 2023 by purchasing a carbon credit that supports a wind power project in India• We earned our second "C" climate score from the Climate Disclosure Project (CDP) (maximum score available for small and medium enterprises in 2024: B)• Team members aligned to our Jersey City office were fully remote for two months	<ul style="list-style-type: none">• We will offset our 2024 emissions• We will continue to work with a third party to validate our emissions calculations• We will begin to implement recommendations received from the ESOS audit• We will investigate options to make the reporting of emissions data more efficient
2: Responsible Consumption	<p>As a people-based consultancy, our consumption is minimal, but we nonetheless continue to seek ways to enhance our reputation as an environmentally conscious company.</p>	<ul style="list-style-type: none">• We sought information about the environmental practices of all new suppliers• We reduced our reliance on single-use kitchen supplies in Jersey City following our move to a new office equipped with a dishwasher	<ul style="list-style-type: none">• We will activate local culture teams to recognize worldwide environmental initiatives, including Global Recycling Day, Earth Day and World Environment Day• We will encourage each office to purchase recycled copier paper and biodegradable versions if single-use materials ever need to be ordered• We will incorporate sustainability responsibilities into the job descriptions of our office coordinators



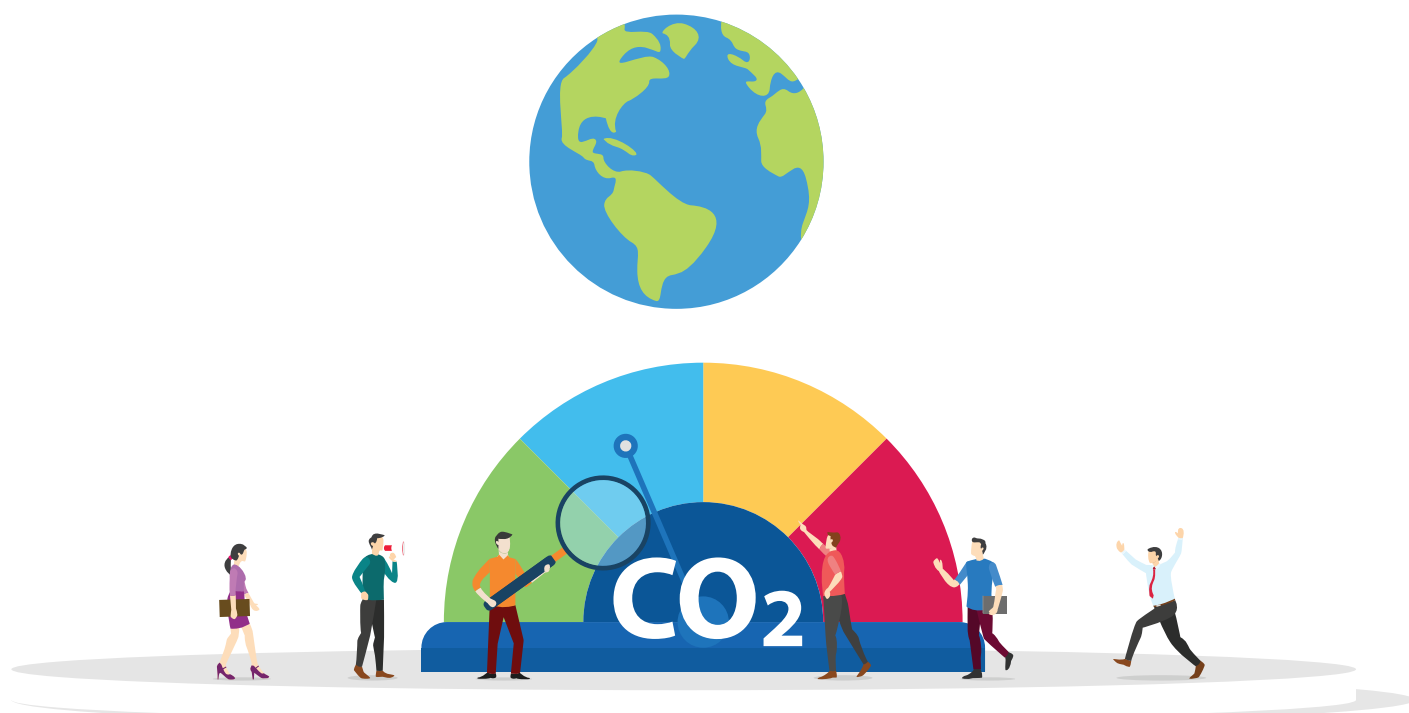
Goal	Introduction	Key Results 2024	Objectives for 2025
3: Sustainable Cities and Communities	As part of our commitment to environmental sustainability, we strive to make the cities where we work more breathable, livable and sustainable.	<ul style="list-style-type: none"> We moved our Jersey City operations to a smaller and more energy-efficient office We reintroduced a pre-tax commuter benefit to employees in the US to encourage the use of public transportation Members of our Jersey City team spent an afternoon removing garbage from a local waterway We began tracking the proximity of our suppliers to our local offices: Of the 76 suppliers we onboarded in 2024, 71% are within 500 km of one of our offices; of our 80 largest suppliers, 45% are within 80 km of our main office In the UK, three employees took advantage of our electric car scheme and three took advantage of our bike-to-work scheme 	<ul style="list-style-type: none"> We will explore opportunities to divert waste from landfills We will continue to promote our electric car and bike-to-work schemes in the UK We will launch a pre-tax travel card for our German employees
4: Renewable Energy	Our goal is to work with office landlords 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 the energy decisions made by landlords; we will, however, continue to advocate for the adoption of renewable energy sources across our operations.	<ul style="list-style-type: none"> Discussions with landlords about the source of our energy supply are ongoing where we do not have control 11% of the electricity our offices consumed came from renewable sources 	<ul style="list-style-type: none"> Discussions with landlords about changing their source of energy supply will continue As we work to meet our SBTi Scope 2 emissions reduction commitments, there will be a renewed focus on reducing energy use across all offices, regardless of energy source



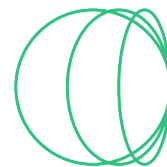
GHG KPIs



	2023	2024	Percentage Change 2023 to 2024
Scope 1 emissions (fleet)	N/A	N/A	N/A
Scope 2 (offices)	168,986 CO ₂ e kg	161,538 CO ₂ e kg	-4%
Scope 3 emissions (business travel)			
Flights	656,644 CO ₂ e kg from 6,628,894 km flown	684,400 CO ₂ e kg from 4,962,006 km flown	4% for CO ₂ e kg; -25% for km flown
Land travel	4,413 CO ₂ e kg	4,854 CO ₂ e kg	10%
Hotels	59,152 CO ₂ e kg (from 3,657 nights)	42,316 CO ₂ e kg (from 2,740 nights)	-28%
Commuting	57,321 CO ₂ e kg	53,351 CO ₂ e kg	-7%
TOTAL	946 tCO ₂ e	946 tCO ₂ e	0%
<p>Our Scope 2 emissions in 2024 were 4% below the 2023 equivalent due to an office move in Jersey City (resulting in a period of no occupancy) and one office (Richmond House) not being used.</p> <p>Scope 3 emissions in 2024 were 3% higher than the FY 2023 equivalent. Flight emissions were essentially the same, despite the fact that Prescient employees flew fewer miles (25% reduction compared to last year). The volume of emissions is driven by some employees flying in a higher class of cabin (i.e., business rather than premium economy). A 2% increase in hotel emissions was driven by an 11% increase in the number of nights in hotels associated with both client and internal travel.</p>			

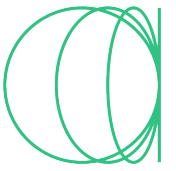


Energy KPIs

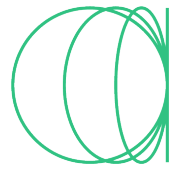


	2023	2024	Percentage Change 2023 to 2024
Energy consumed (kWh)	405,300	365,070	-10%
Energy consumed from renewable sources (kWh)	59,671	40,613	-32%
Percentage of energy consumed from renewable sources	15%	11%	





Social



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



Goal	Introduction	Key Results 2024	Objectives for 2025
5: Fairness and Equal Opportunities	<p>We are committed to creating jobs and programs that improve lives in the communities 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 facilitate internal mobility, with opportunities for people to move within Prescient's business areas. We are constantly enhancing our recruitment processes to provide a level field for candidates so that access to roles is fair and bias is minimized. We get involved in our local communities to help improve our neighbors' access to opportunities, too.</p>	<ul style="list-style-type: none"> A new People page was launched on Prescient's intranet to improve accessibility to important resources A comprehensive career architecture was built to facilitate consistency across teams and locations Job descriptions were refreshed to support the rollout of the career architecture New equity awards were made such that approximately 50% of employees benefit from some type of ownership We launched a Corporate Giving Policy to define how we select and vet beneficiaries of monetary donations in our communities Local teams engaged in volunteering and fundraising activities 	<ul style="list-style-type: none"> We will investigate the feasibility of organizing a Global Day of Service across all Prescient offices The global employee handbook will undergo a refresh to ensure policies are being enforced fairly in all locations We will continue to work on enhancing modules as part of the full implementation of our human resources information system (HRIS)
6: Gender Equality, Diversity and Inclusion	<p>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 commitment 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.</p>	<ul style="list-style-type: none"> We rolled out a new HRIS that will allow us to report on the composition of our workforce more easily and reliably We increased the percentage of women on our Board of Directors We held educational sessions and fundraising events around LGBTQIA+ matters We maintained our score of 70 in EcoVadis' Labor & Human Rights category We made updates to our supplier onboarding process to improve our ability to capture data about their diversity status We celebrated International Women's Day by announcing the formation of a steering committee to drive our Women in Leadership program, which surveyed employees about the support and resources they would like to have available to them 	<ul style="list-style-type: none"> We will refine the configuration of our new HRIS to improve our reporting capabilities We will continue to improve our ability to report on supplier diversity efforts The Women in Leadership group will make recommendations to company leadership following a series of focus groups



Goal

7: Good Health and Wellbeing

Introduction

The consulting industry can be intense. We therefore continue to develop resources to help our people focus on their health and wellbeing, and we are committed to running office activities that foster physical activity, connection and fun! To help our employees maintain a healthy work-life balance, we monitor excessive working hours and intervene when this balance is compromised. We actively urge anyone who is struggling to reach out for support. One of the ways we support mental health is by providing access to counseling and other resources, either internally or from external counselors through our confidential employee assistance programs or private healthcare schemes.

Key Results 2024

- Approximately 70 employees participated in the "50in50" fitness fundraising challenge
- A chiropractor delivered a session on occupational health
- Local Culture Clubs organized a range of activities to get their colleagues moving: a rowing class, group walks, yoga sessions, dance classes, badminton matches, field games and more

Objectives for 2025

- Local culture teams will continue to organize activities to benefit employees' physical and mental health
- The People Team will launch a new tool to track employee engagement

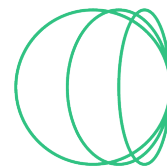
8: Lifelong Learning and Development

Our vision is to empower our people to fulfill their potential, enable them to succeed and inspire them to greatness.









- We were able to deliver a variety of learning and development (L&D) programs through our newly implemented HRIS
- We worked with an external L&D consultant to support learning events and coach select individuals
- Three dozen L&D sessions were delivered within our three practices in just the second half of the year alone
- ESG training was launched for all employees

- Our new Head of L&D will drive learning opportunities for all employees in support of the career architecture that was finalized in 2024
- Learning opportunities will be published internally to provide greater visibility
- We will revamp the onboarding process to improve alignment across locations and practices, where possible

External Impact



Charitable Donations in 2024

Charity	Focus	Amount (£)
Hackensack Riverkeeper Garbage collection at a local waterway		1,188
Fred's Team Memorial Sloan Kettering Cancer Center research		798
Maggie's Centres Support centers for cancer patients and their families		1,000
Ali Forney Center Homeless LGBTQIA+ youth services		798
United Way of North Carolina Hurricane Helene relief	 	797
Cruz Roja Valencia flood relief following DANA	 	1,245
TOTAL		5,826

Corporate giving focus areas:

Environmental sustainability _____

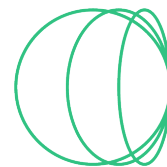
Health and wellness _____

Humanitarian relief _____

Local community support _____



Internal Impact



Metric

Results for 2024

Health and Safety

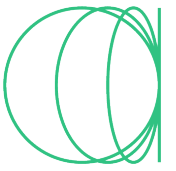
Accidents	0
Officevibe wellness result (global composite for the year)	6.0 out of 10

Continuous Learning

Employee hours spent on developing and delivering learning content	4,843.25
Employee hours spent on completing learning activities (not including onboarding)	11,129.75
Average number of hours per employee spent on completing learning activities	27.7

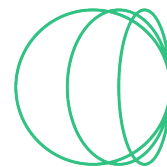
Representation

Percentage of employees who identify as female	61%
Percentage of employees at the Associate Director level and above who identify as female	58%
Percentage of Board members who identify as female	22.2%

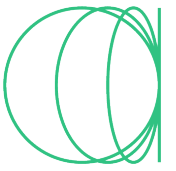


Governance

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



Goal	Introduction	Key Results 2024	Objectives for 2025
9: Highest Ethical and Governance Standards	<p>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.</p>	<ul style="list-style-type: none"> We maintained our score of 70 out of 100 on EcoVadis' "Ethics" metric The New Supplier Profile Form was updated to require all new suppliers to accept our Supplier Code of Conduct during onboarding, which helped us achieve our score of 60 out of 100 on EcoVadis' "Sustainable Procurement" metric The mandatory anti-bribery and speak-up courses were delivered through the new HRIS A supplemental ethics session was delivered to members of the Competitive Strategy practice The second annual fraud risk assessment was conducted The Corporate Giving Policy was launched to formalize due diligence procedures for potential beneficiaries of Prescient donations An anonymous whistleblowing platform was made available to employees and other stakeholders at www.integritycounts.ca/org/prescienthg 	<ul style="list-style-type: none"> We will deliver the annual company-wide ethics refresher through the new HRIS for the first time We will incorporate a regular competitive-intelligence-specific ethics refresher into the annual compliance training calendar We will update Prescient's expense policy to mitigate risks identified during the fraud risk assessment We will conduct a policy audit in conjunction with a review of our employee handbook
10: Data Rights and Information Security	<p>Prescient takes its legal, professional and ethical obligations to protect confidential information, personal data and sensitive personal data very seriously.</p> <p>Prescient has implemented comprehensive organizational, technical and administrative security measures conforming to the ISO 27001:2022 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.</p>	<ul style="list-style-type: none"> No material security incidents or reportable data breaches occurred An independent ISO 27001:2022 gap analysis confirmed continued progress toward achieving a UKAS ISO 27001 accreditation We established an IT and Information Security Steering Committee We commenced an IT infrastructure transformation project to standardize our IT infrastructure throughout the business to ensure a cost-effective, highly secure, resilient, reliable and scalable networking environment Kroll conducted an independent audit and recognized Prescient's security controls with an A rating An accredited third party performed comprehensive manual and automated penetration testing 	<ul style="list-style-type: none"> We will renew our Cyber Essentials and Cyber Essentials Plus certifications We will prepare for an ISO 27001:2022 audit by the British Standards Institute We will conduct business continuity, disaster recovery and cyber incident testing We will replace our virtual private network with a zero trust network architecture solution We will implement a state-of-the-art IT service management solution that meets ITIL standards We will expand our internal technical support team to provide 24/7/365 support capabilities to our global employees



If you have any questions about the contents of this report or would like to learn more about ESG at Prescient, please send an inquiry to Compliance@prescienthg.com.

San Francisco

+1 415 230 8460

Boston

+1 857 341 0341

Barcelona

+34 919 15 03 93

London

+44 20 8832 7900

New Delhi

+91 11 712 9170

New York

+1 973 347 7750

Manchester

+44 161 942 9610

Munich

+49 89 5419 8883

Beijing

+86 10 6562 9095

Prescient