

Environmental, Social and Governance Communication on Progress 2025

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A Message from Our CEO

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

Four years in, Prescient’s sustainability efforts are no longer in their infancy. Our well-established ESG program influences how we do business in a myriad of ways: How we run projects, how we train our employees, how we decide with whom to partner, how we hold ourselves accountable and more.

Our efforts led to a major milestone in 2025 – we became a B Corporation™. This certification affirms that our purpose-driven growth strategy is grounded in values that resonate across our organization. It challenges us to continue striving for excellence in how we serve our clients, support our colleagues and contribute to the communities we touch.

While we celebrate this accomplishment, we are mindful that the journey continues. Please read on to learn how environmental, social and governance (ESG) responsibility has already been woven into Prescient’s business and how we will strive to embed these principles even further.

Sincerely,
Jason McKenna
Chief Executive Officer



“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.

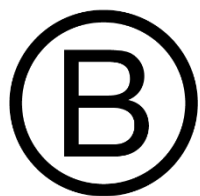
Founded in 2007, we have developed into a highly diverse global business with a footprint on three continents. This diversity is our strength. Our team is spread across thriving global hubs, such as Boston, New Delhi, London, Munich and Barcelona, providing truly integrated global perspectives that allow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

Certified



Corporation

Prescient became a Certified B Corporation™ in 2025, joining a global community of businesses committed to balancing purpose and profit. This certification recognizes our commitment to high standards of social and environmental performance, accountability and transparency. As a B Corp, we are dedicated to using our business as a force for good and having a positive impact on our employees, clients, communities and the planet.

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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
- 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
- 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
- Third-party verification of emissions calculations
- Annual ethics refresher and ESG training
- Pride celebrations

Q3

- Mid-year questionnaires
- Purchase of carbon offsets
- Anti-bribery and anti-corruption training
- Mid-year review process and promotion cycle

Q4

- EcoVadis reassessment
- 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
	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.

The EcoVadis score for our environmental program increased for the third year in a row. We earned a 62 (out of 100) for 2025.



Goal 1: Climate Action

We continued to improve the data and methodologies used to refine our emissions calculations.

Key Results 2025

- We had our emissions validated by a third party for the second time
- We increased our environmental score on EcoVadis' sustainability scorecard by 2 points relative to 2024
- We offset the 821 tCO₂e emissions we produced in 2024 by purchasing a carbon credit that supports a hydroelectric power project in India
- We maintained our "C" climate score from the Climate Disclosure Project (CDP), which reflects our "understanding of how environmental issues relate to the company's activities and impacts" (maximum score available for small and medium enterprises in 2024: B)

Objectives for 2026

- We will continue to work with a third party to validate our emissions calculations
- We will offset our 2025 emissions based on the verified results
- We will launch a new travel policy and platform to make the reporting of emissions data more accurate and efficient
- We will evaluate the feasibility of pursuing ISO 14001 certification



Goal 2: Responsible Consumption

As a people-based consultancy, our consumption is minimal; nonetheless, we continue to seek ways to enhance our reputation as an environmentally conscious company.

Key Results 2025

- We sought information about the environmental practices of all new suppliers
- We calculated the amount of water used to process queries made through our internal artificial intelligence (AI) system and made donations to a charity that improves water access as a result
- By closing our San Mateo and Richmond House office locations, we reduced our electricity consumption

Objectives for 2026

- We will encourage each office to purchase recycled copier paper and biodegradable versions if single-use materials ever need to be ordered
- We will ensure someone has sustainability responsibilities in each location
- We will investigate how to measure our team's use of external AI systems



Goal 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.

Key Results 2025

- The employees aligned to our San Mateo office became fully remote
- We continued to track the proximity of our suppliers to our local offices: Of the 95 suppliers we onboarded in 2025, 50% are located within the same metropolitan area as a Prescient office
- We launched a pre-tax transit card for our German employees
- In the UK, one employee took advantage of our electric car scheme and one took advantage of our bike-to-work scheme

Objectives for 2026

- We will continue to divert waste from landfills in offices where we have control over waste collection
- We will continue to promote our electric car and bike-to-work schemes in the UK
- We will ensure that accessibility to public transport is a decision factor for any new office locations

Goal 4: Renewable Energy

Given the nature of our office footprint, we have little control over the energy decisions made by landlords, but we will continue to advocate for the adoption of renewable energy sources across our operations.

Key Results 2025

- All electricity consumed in our Manchester and Munich offices came from renewable sources
- At our Barcelona office, 60% of the electricity we consumed came from renewable sources

Objectives for 2026

- We will continue to engage in discussions with landlords about changing their source of energy supply
- Access to renewable energy sources will be a key decision-marking factor as we consider future office locations





GHG KPIs:

	2024	2025	Percentage Change 2024 to 2025
Scope 1 emissions (fleet)	N/A	N/A	N/A
Scope 2 emissions (offices)	161,538 CO ₂ e kg	145,058 CO ₂ e kg	-10%
Scope 3 emissions (business travel)			
Flights	684,400 CO ₂ e kg from 4,962,006 km flown	540,647 CO ₂ e kg from 4,754,263 km flown	-21% CO ₂ e kg; -4% km
Land travel	4,854 CO ₂ e kg	4,492 CO ₂ e kg	-7%
Hotels	42,330 CO ₂ e kg from 2,734 nights	35,741 CO ₂ e kg from 2,439 nights	-15%
Commuting	53,351 CO ₂ e kg	94,051 CO ₂ e kg	+76%
TOTAL	948 tCO₂e	820 tCO₂e	-14%

Overall, our environmental performance improved in 2025, with total Scope 2 and Scope 3 emissions 14% lower than in 2024. This reduction reflects a combination of changes in travel behavior, office footprint and improved data quality.

Scope 3 emissions decreased by 14% year on year. Flight emissions were 21% lower than in 2024, alongside a 4% reduction in total kilometers travelled, indicating a continued shift toward more efficient and selective business travel. Hotel-related emissions also declined by nearly 15%, supported by an 11% reduction in hotel nights. This may reflect employees' growing use of virtual collaboration tools instead of always traveling to offsite meetings.

In contrast, commuting emissions increased by 76% compared with the prior year. This increase is primarily driven by improved data capture following the launch of an internal commuting survey. Previous estimates were based on post-COVID assumptions of employees traveling to an office one day per week on average; survey results, however, showed that employees are now attending the office two to three days per week, resulting in more emissions.

Scope 2 emissions for 2025 were 11% lower than the 2024 equivalent, largely due to the closure of our Richmond and San Mateo offices, reducing overall electricity consumption across the portfolio.



Energy KPIs:

	2024	2025	Percentage Change 2024 to 2025
Energy consumed	365,070 kWh	326,104 kWh	-9.9%
Energy consumed from renewable sources	40,613 kWh	67,160 kWh	+65.4%
Percentage of energy consumed from renewable sources	11%	20%	



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.

Prescient's score on EcoVadis' "Labor & Human Rights" metric in 2025 was 68 (out of 100).



Goal 5: Fairness and Equal Opportunities

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.

Key Results 2025

- We launched our new employee value proposition: "Grow with Us", which solidifies our commitment to providing meaningful opportunities to employees
- Nearly 100 employees were promoted within the organization
- We launched an employee engagement survey at the beginning of 2025 to set a benchmark and develop targeted actions to support the needs of employees
- Our teams dedicated time to improving the lives of others in our community by sorting donations at a local food bank, providing janitorial support at a charity for people with AIDS and donating blood
- Employee-led fundraisers also benefited cancer support centers in the UK, a mental health organization for young people and Parkinson's disease research

Objectives for 2026

- As a result of the engagement survey and new partnerships, we will review our promotions framework and improve clarity around career development and our bonus scheme
- We aim to implement a new HRIS with enhanced reporting capabilities and a better employee experience
- Applicant tracking would be integrated into any new HRIS to streamline the hiring process for candidates



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 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, and look to eliminate bias and prejudice. Our recruitment processes are constantly monitored to ensure that we are following best practices.

Key Results 2025

- We increased the percentage of women on our Board of Directors
- Out of 95 new suppliers that were onboarded, 27 were woman-owned businesses (28%) and 8 were minority-owned (8%)
- We scored a 68 in EcoVadis' "Labor & Human Rights" category
- Our reinvigorated Women in Leadership team led focus groups, published a newsletter, started a podcast and organized a confidence-building program

Objectives for 2026

- We will explore tools to improve our ability to report on the diversity of our work force
- We will continue to improve our ability to report on supplier diversity efforts
- A new training program on bias will be launched for employees





Goal 7: Good Health and Wellbeing

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 2025

- We donated £500 to Maggie's Centres based on the number of Prescient employees who participated in the "50in50" fitness fundraising challenge
- A group of Mental Health Champions from all offices shared resources and monthly spotlights on stress management, self-care, grief awareness, suicide prevention and work-life balance
- The Jersey City Culture Club organized a blood drive to benefit the New York Blood Center
- Local Culture Clubs arranged events to encourage active lifestyles and socialization

Objectives for 2026

- Local culture teams will continue to organize activities to benefit employees' physical and mental health
- The People Team and other stakeholders will design initiatives to address any areas of concern that are identified through the Beacon Listening Program
- We will use the second wave of our employee engagement survey to measure progress and identify new areas for improvement





Goal 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.

Key Results 2025

- We re-established our Learning and Development team with two full-time employees
- Our in-house team delivered 14 courses through 84 in-person and virtual learning opportunities
- We reviewed the employee onboarding experience
- We launched our “Grow with Us” employee value proposition, which encourages employees to grow through learning and development
- The Women in Leadership team launched a mentorship program for female employees at Prescient

Objectives for 2026

- Learning opportunities will be published internally to provide greater visibility
- We will explore the feasibility of acquiring a learning management system to improve employee access to content and the business’ ability to report on learning activities
- We will continue refining our onboarding experience to meet the needs of both employees and the business





External Impact

Charitable donations made in 2025:

Charity	Focus	Amount (£)
Maggie's Centres <i>Support centers for cancer patients and their families</i>		500
American Red Cross <i>Los Angeles wildfire relief</i>		812
THON <i>Pediatric cancer research</i>		776
Michael J. Fox Foundation for Parkinson's Research <i>Parkinson's disease research</i>		300
Water.org <i>Clean water access</i>		1,229
TOTAL		3,617

Corporate giving focus areas:



Environmental sustainability



Humanitarian relief



Health and wellness



Local community support

Internal Impact

Metric	Results for 2025
Health, Safety and Engagement	
Accidents	0
Beacon survey engagement score	50% favorable; 31% neutral
Continuous Learning	
Employee hours spent on developing, delivering or completing learning activities (not including onboarding)	27,520.25
Average number of hours spent on completing learning activities, per employee	66.50
Representation	
Percentage of employees who identify as female	62%
Percentage of employees at the Director level and above who identify as female	53%
Percentage of Board members who identify as female	33%





Governance

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

Prescient's scores on EcoVadis' "Ethics" and "Sustainable Procurement" metrics were 72 and 66, respectively, in 2025 (out of 100).



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 work in compliance with all relevant regulatory bodies.

Key Results 2025

- We increased our score from 70 to 72 (out of 100) on EcoVadis' "Ethics" metric
- We also increased our score from 60 to 66 (out of 100) on EcoVadis' "Sustainable Procurement" metric
- We updated our Code of Ethics and delivered the annual ethics refresher for all employees through the new HRIS
- The third annual fraud risk assessment was conducted
- We created a dedicated ESG page on our intranet site and sent quarterly updates to the entire business to increase transparency and visibility of the ESG program

Objectives for 2026

- We will update the annual company-wide ethics refresher content
- We will launch an updated travel expense policy to mitigate risks identified during the 2024 fraud risk assessment
- We will begin conducting due diligence on our clients to understand what kind of impact they have on sustainability





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 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.

Key Results 2025

- No material security incidents or reportable data breaches occurred
- We released AI-specific guidelines to supplement our Acceptable Use of Assets Policy
- New data protection and AI training courses were delivered to all employees
- We completed annual independent penetration testing and an independent CyberVadis assessment
- Infrastructure modernization and hardening initiatives were completed, improving consistency, resilience, patching, endpoint protection and operational stability across the organization
- A state-of-the-art IT service management platform aligned to best industry practices was implemented, improving incident, change and service request management, and supporting more consistent, controlled and auditable IT operations
- A 24/7/365 internal technical support capability was established to provide coverage for employees across all global locations, improving operational resilience

Objectives for 2026

- We will complete ISO 27001:2022 certification activities through an accredited certification body, building on controls already assessed and implemented during 2025
- We will continue formal cyber incident response, disaster recovery and business continuity exercises
- We will continue external monitoring and independent assurance through annual penetration testing, external vulnerability scanning and third-party cyber assessments

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.

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