

Environmental, Social and Governance

Communication of Progress 2023



Doing the right thing is always the right thing to do

Prescient continued full steam ahead on our Environmental, Social and Governance (ESG) journey in 2023:



We started the year by joining the United Nations Global Compact initiative, publicly declaring our support for the UN's ten universal principles on human rights, labor, the environment and anti-corruption.



The progress we have made was recognized at the beginning of the fall, when we earned a silver medal from EcoVadis. Our sustainability performance was rated as being in the top 13% of companies in our industry, compared to the top 30% the year before.



Over the summer, we updated our articles of association to require the company's directors to consider stakeholders beyond just shareholders in their decision making. Although the change was precipitated by our upcoming B Corp application, it aligns with our new mission, which is to harness the power of prescience to unlock the full potential of biopharma innovation, significantly improving lives worldwide.



In the fall, we also joined the Science-Based Targets Initiative (SBTi), committing to reduce the greenhouse gas emissions our offices generate by 42% by 2030, compared to our 2022 baseline.



Before the year ended, we submitted our B Impact Assessment to B Lab, the first step in our quest to become certified as a B Corp.

Although there is always more to be done to make the world a healthier, more equitable place, I am proud that our accomplishments in 2023 are already making a difference. I invite you to read more about these achievements over the following pages.

Sincerely,

Dr. Debasish Talukdar, CEO



“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

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.

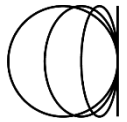
Founded in 2007, we have developed into a highly diverse global business with a footprint on three continents. This diversity is our strength. Our team is spread across thriving global hubs, such as Boston, New Delhi, London, Beijing, Munich and Barcelona, providing truly integrated global perspectives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

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Our ESG Approach

Prescient is 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.

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 membership of the ESG committee includes 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 **collaborate** with each other and external stakeholders to maximize our impact



We must **adapt** to a changing world to make our operations sustainable



We must take a **considered** approach to mitigate the potentially negative consequences of any of our action

ESG Calendar



Prescient engages in a variety of ESG-related initiatives over the course of the year.

Q1

- Year-end emissions calculations
- Year-end questionnaires
- Purchase of carbon offset
- Annual review process and promotion cycle
- Selection of charities for fundraising and volunteer activities
- Recognition of Black History Month and International Women's Day
- Publication of impact report

Q2

- CEO recommitment to the UN Global Compact
- Annual ethics refresher

Q3

- Mid-year questionnaires
- EcoVadis assessment
- Annual anti-bribery and anti-corruption training
- Mid-year review process and promotion cycle

Q4

- Commuter survey
- Annual outside interests disclosure certification
- ESG goal review
- Recognition of Mental Health Week and Movember



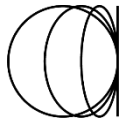
Our ESG Goals

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 of 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 we operate in; 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 lifelong 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

01.

Environmental | Social | Governance

ESG Goals: Environmental Impact (1/3)



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 nonetheless have a responsibility to minimize the impact that we do have on the environment.



Goal and Summary

Climate Action

Using the calculation methodology we adopted in 2022, we continued to monitor our emissions on a quarterly basis during 2023. As the world opened up again in the aftermath of the pandemic, we saw an increase in business travel compared to 2022. In part to control the increase in emissions, a ban was placed on internal non-essential, non-project travel for several months in 2023.



Key Results in 2023

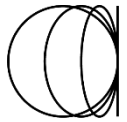
- We increased our environmental score on EcoVadis' sustainability scorecard by 10 points relative to 2022
- We offset the 667 tCO₂e emissions we produced in 2022 by purchasing a carbon credit that supports a wind power project in India
- We updated our travel expense policy to include environmental impact as a factor for how and whether employees decide to travel for Prescient
- We supplemented our Code of Conduct with a code directed to our suppliers, setting expectations for our partners to control their emissions
- We committed to a near-term emissions reduction target through the Science-Based Target Initiative (SBTi)



Objectives for 2024

- We will offset our 2023 emissions
- Guided by two years of emissions data, we will devise a plan to reduce emissions that are within our control
- Through the SBTi, we will aim to reduce our Scope 2 emissions by 42% relative to 2022
- We will mobilize our local Health, Safety and Environment Representatives to drive progress
- We will continue to develop the scope and relevance of our emissions reporting and will, at the appropriate time, commit to third-party verification of the data reported

ESG Goals: Environmental Impact (2/3)



Goal and Summary

Responsible Consumption

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. In 2022, we took measures to minimize our consumption of single-use plastics and offer only sustainable corporate giveaways.



Key Results in 2023

- We distributed “green” reusable business cards that use QR codes to share contact information
- We appointed Health, Safety and Environment Representatives to serve as local champions of responsible consumption in each office
- Our new Supplier Code of Conduct requires suppliers to take steps to reduce their resource consumption



Objectives for 2024

- We will use the network of Health, Safety and Environment Representatives and ESG Committee members to drive consistent responsible consumption actions across all offices
- We will more clearly measure and monitor office waste and will renew recycling initiatives in all offices

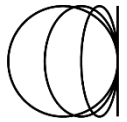
Sustainable Cities and Communities

As part of our commitment to environmental sustainability, we strive to make the cities where we work more breathable, livable and sustainable.

- Our hybrid working policy remains in place, which enabling team members to work from home when it best suits them, reducing commuting-related emissions
- We promoted Bike to Work Day in May
- We released a new purchasing policy that considers location as a selection criterion to benefit enterprises in our local communities

- We will explore opportunities to divert waste from landfills
- As office leases expire, we will continue to right-size our office footprint, taking advantage of embedded hybrid working practices to reduce the amount of office space we use and the environmental impact of that space

ESG Goals: Environmental Impact (3/3)



Goal and Summary

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 continue to advocate, however, for the adoption of renewable energy sources across our operations.



Key Results in 2023

- Where we control the source of energy used in our offices, we have moved to renewable energy tariffs
- Discussions with landlords about the source of our supply are ongoing where we do not have control



Objectives for 2024

- 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

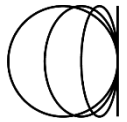


Environmental KPIs

- Scope 1, 2 and 3 greenhouse gas emissions
- Energy consumption
- kWh of energy consumed from renewable sources
- Percentage of energy consumed from renewable sources

Environmental KPIs:

Greenhouse Gas Emissions



	2022	2023	% Change
Scope 1 emissions (fleet)	N/A	N/A	N/A
Scope 2** emissions (offices)	77,588 CO2e kg	84,040 CO2e kg	8%
Scope 3* emissions (business travel)			
Flights	493,496 CO2e kg from 4,798.149 km flown	656,644 CO2e kg from 6,628,894 km flown	33% CO2e kg; 38% km
Land travel	2,184 CO2e kg	4,413 CO2e kg	102%
Hotels	49,853 CO2e kg from 3,087 nights	58,987 CO2e kg from 3,657 nights	18%
Commuting	44,152 CO2e kg	57,321 CO2e kg	30%

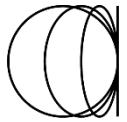
* Our Scope 3 emissions are tied to business travel, and most of our business travel is related to covering medical congress and leading workshops. In 2022, the world was still recovering from the COVID-19 pandemic, and virtual events were common. As Prescient's business grew and more events were held in person, our travel-related emissions increased year on year. The 29% increase in emissions exceeded Prescient's 9% year-on-year increase in revenue, as the rate of increase in client demand for travel ran ahead of the rate of business growth.

** Our Scope 2 emissions increased as well, as we opened new offices in Spain and Germany.

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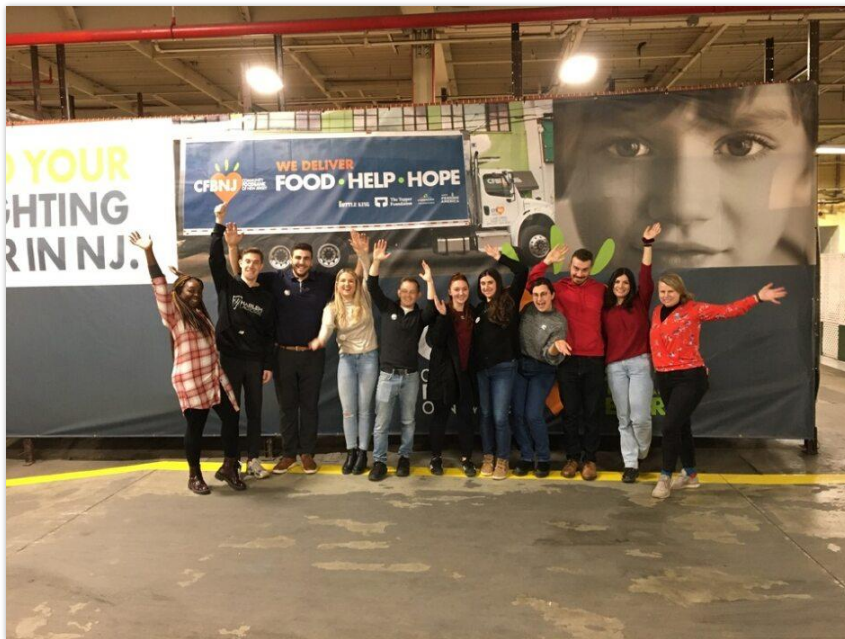
Environmental | **Social** | Governance

ESG Goals: Social Impact (1/5)

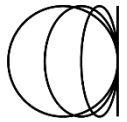


We recognize that our ability to excel depends on the integrity, knowledge, imagination, skill, diversity and wellbeing of our employees. The social factor in the ESG equation evaluates a company's diversity, equality and inclusion policies, as well as the impact of these considerations on the company's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

After Strategic North joined the Prescient family in 2022, the work of bringing the two companies together continued in 2023. The People Team concentrated its efforts on defining our newly integrated structure, ensuring the fair administration of employee benefits, consolidating the company's career architecture and implementing a new human resources information management system (HRIS).



ESG Goals: Social Impact (2/5)



Goal and Summary

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 in 2023

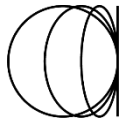
- Following a benchmark conducted at the end of 2022, salary adjustments were made across the business. We commissioned an external partner to help us redesign our career architecture, which will ensure that our roles are well defined and that our expectations and requirements are consistent. The company also expanded the pool of employees with access to equity
- We made an impact externally by participating in volunteering events to benefit communities in need. A new category was programmed into our timesheet system to help us capture time spent on social responsibility activities. The Supplier Code of Conduct we published demands that our vendors cultivate workplaces free of abuse and discrimination



Objectives for 2024

- We will release a corporate donation policy to formalize our approach to philanthropy and our commitment to having a positive impact on communities
- We will set targets for community service participation and monitor involvement

ESG Goals: Social Impact (3/5)



Goal and Summary

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 in 2023

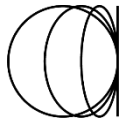
- We selected a new HRIS that will allow us to report on the composition of our workforce more easily and reliably
- Two notable events that highlight our support for women in leadership occurred in May: Two women were appointed to our Board of Directors, and one of our employees was recognized as a “Rising Star” at the annual award ceremony of the Healthcare Businesswomen’s Association (HBA)
- To celebrate Pride Month, our Rainbow affinity group led discussions in several offices. Rainbow lanyards were distributed across the business so colleagues could display their allyship with the LGBTQIA+ community. Guidance was shared about how to include pronoun preferences in email signatures
- Our score on the EcoVadis Labor & Human Rights category increased from 60 in 2022 to 70 in 2023
- We formalized a purchasing policy that includes diverse ownership status as a criterion for selecting new suppliers



Objectives for 2024

- We will use our new HRIS tool to better monitor demographic trends within our workforce
- We will improve our ability to report on supplier diversity characteristics

ESG Goals: Social Impact (4/5)



Goal and Summary

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 in 2023

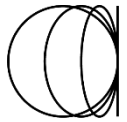
- Officevibe was launched globally to monitor employees' wellbeing and engagement. Insights were initially shared with local leaders before being presented across the business to assure employees that their concerns were being heard
- Official culture teams were also established in each office. Not only do these teams organize activities to foster social connections between employees, but they also serve as local resources for team members who might need extra support
- Our Resourcing Team was expanded, thereby increasing Resourcing Managers' bandwidth to proactively identify employees with unsustainable workloads and enhance our capability to find reasonable solutions



Objectives for 2024

- Our Health, Safety and Environment Representatives will ensure the safety of employees in all office environments
- Local culture teams will continue to organize activities to benefit employees' physical and mental health

ESG Goals: Social Impact (5/5)



Goal and Summary

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 in 2023

- A dedicated People Partner from the People Team was assigned to each business unit to help employees realize their full potential



Objectives for 2024

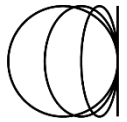
- Our new learning and development philosophy will focus on leadership development across the business and put more emphasis on individual practices leading initiatives specific to their teams
- The launch of the new career architecture will drive learning priorities for all employees
- Training that covers environmental and social topics will be introduced for all employees
- Training programs will be managed centrally through our new HRIS



Social KPIs

- Percentage of employees that own equity in the company
- Amount donated to charity
- Charitable donations as a percentage of our revenue
- Percentage of employees who are women
- Percentage of women in leadership positions
- Reportable health and safety incidents
- Officevibe wellness results
- Learning and development hours per employee: Developing and delivering learning and development content
- Learning and development hours per employee: Completing learning and development activities

Social KPIs (1/2)



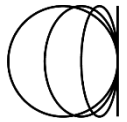
External Impact

Charitable donations made in 2023:

Charity	Amount (£)
Movember	957
UNICEF Syria and Turkey Earthquake Appeal	2,500
Pride fundraiser	403
World Central Kitchen	403
American Friends of Magen David Adom	403
Save the Children	403
TOTAL	5,069



Social KPIs (2/2)



Internal Impact

Accidents: 0

Officevibe wellness results (global composite for year):
6.2 (out of 10)

Employee hours spent on developing and delivering learning content:
4,898.75

Employee hours spent on completing learning activities:
8,422.50

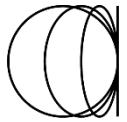
Among employees who spent time on completing learning activities in 2023,
the average amount of time spent was:
3 days



03.

Environmental | Social | **Governance**

ESG Goals: Governance Impact (1/3)



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



Goal and Summary

Highest Ethical and Governance Standards

At Prescient, we demand transparency and strong ethics in governance. We strive to clearly demonstrate our company's stance against corruption and unethical behavior, as well as work in compliance with all relevant regulatory bodies.



Key Results in 2023

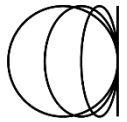
- For the first time, we delivered the annual ethics refresher to all employees through our web-based Academy, which allowed for more consistent delivery, increased engagement through interactive activities and enhanced reporting capabilities
- The Academy was also used to deploy two new training modules that are now required for all employees: One on bribery and corruption, and another on speaking up
- We launched our standalone External Conflicts of Interest Policy in late 2022. Since then, all newly hired employees have been required, upon receipt of a job offer and again upon hiring, to disclose situations that could create conflicts of interest for Prescient or its clients. After their initial disclosure, all employees must certify annually that any new situations or changes in previous relationships are communicated to Prescient's Compliance Department
- In Q4 2023, we conducted a fraud risk assessment to review the controls we have in place to prevent, detect and address fraud



Objectives for 2024

- The fraud risk assessment will become an annual exercise
- We will implement an anonymous whistleblower reporting service that will be available to employees and all other stakeholders

ESG Goals: Governance Impact (2/3)



Goal and Summary

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 framework and pursuant to applicable data protection regulations, including the European Union's General Data Protection Regulation (GDPR), the UK's Data Protection Act of 2018 and the California Consumer Privacy Act of 2018 (CCPA) as amended by the California Privacy Rights Act (CPRA), 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 in 2023

During 2023, no material security incidents or reportable data breaches occurred. We appointed a dedicated Director of Information Security and a new Data Protection Officer who work in tandem to ensure our systems comply with regulatory requirements and our contractual obligations to clients. These standards extend to our providers as well and are outlined in our Supplier Code of Conduct. Suppliers are now subject to an enhanced due diligence process in accordance with the Purchasing Policy we finalized in 2023.

Artificial intelligence (AI) has become an increasingly hot topic. Our Director of Information Security and our Data Protection Officer have been indispensable assets as we evaluate what impact AI will have on our business and how we can use it responsibly.

- We took several measures to improve our security infrastructure, including:
- Deployment of Qualys Vulnerability Management Detection and Response Agents for proactive patch management and mitigation of risks
- Deployment of SentinelOne Complete for endpoint detection and response to protect against various cyber security threats, including malware, ransomware and other advanced persistent threats
- Deployment of Zscaler Internet Access, providing best-in-class cyber threat protection, data protection and access control by encrypting internet connectivity regardless of location
- Decommissioning of obsolete computer hardware
- Implementation of a new mobile application security vulnerability tool

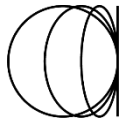
As a result of these measures, we scored highly on a third-party security assessment conducted by Kroll.



Objectives for 2024

- We will continue to progress on our journey toward ISO 27001 certification by establishing an information security steering committee, testing our incident response and business continuity plans, implementing a security information and event management tool, and performing detailed risk assessments

ESG Goals: Governance Impact (3/3)



Governance KPIs

- Training completion rates
- Whistleblower reports
- Cyber Essentials Plus certification
- First-stage ISO 27001 audit

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