



PRECISION  
MEDICINE  
GROUP®

2024 ENVIRONMENTAL,  
SOCIAL & GOVERNANCE REPORT

# Moving Science Closer to Health





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# Introduction

# A Message from our CEO

Dear Stakeholders,

As the new CEO of Precision Medicine Group (Precision), I am thrilled to join this company with such a sturdy foundation in our Precision Principles and a clear mission to create lasting impact for patients in need. I have been deeply impressed by the dedication and passion of the Precision family and I firmly believe in the value we bring through our integrated approach to research, data science, manufacturing, and commercialization. Our commitment to Environmental, Social, and Governance (ESG) principles is integral to this impact, ensuring that we not only advance healthcare but also leave a positive legacy for future generations.



Our ESG efforts are a powerful tool that helps us align our business practices with our values, driving sustainable growth and creating long-term value for all stakeholders. Since our founding in 2012, Precision has grown to more than 3,200 employees worldwide, all united by our mission to accelerate the availability of breakthrough treatments for patients in need. In this, our second annual ESG report, we are excited to share the progress we have made in 2024. Our report highlights key achievements, performance metrics, and initiatives, including:

- Aligning our metrics with the Sustainability Accounting Standards Board (SASB) for the first time
- Calculating our inaugural scope 3 greenhouse gas (GHG) emissions footprint
- Committing to submit an emissions reduction target to the Science Based Targets initiative (SBTi) by the end of 2025

- Launching Unconscious Bias and Inclusive Leadership trainings across the company
- Strengthening our newly launched Employee Resource Groups (ERGs)
- Establishing a Patient Engagement and Innovation team
- Contributing hundreds of volunteer hours to countless events and donating more than \$100,000 to charitable foundations and causes
- Publishing an updated Code of Business Conduct and Ethics along with associated trainings
- Conducting a comprehensive Human Rights Risk Assessment and Due Diligence
- Launching a Global Safety Management System

These accomplishments underscore our dedication to our Precision Principles— Client Service, Purpose, Accountability, Mutual Respect, and Collaboration— and

our determination to make positive impact on the world. We are proud of the progress we have made and are excited to continue building on this momentum in the years to come.

I invite you to review this report in detail to gain a comprehensive understanding of our journey. I look forward to continuing our efforts to integrate ESG into our business strategy and decision-making processes. Together, we can lead by example and build a brighter future as we move science closer to health.

Sincerely,

A handwritten signature in black ink that reads "Margaret Keegan". The signature is fluid and cursive, with a long horizontal line extending from the end.

Margaret Keegan  
Chief Executive Officer,  
Precision Medicine Group

# About Precision Medicine Group

Founded in 2012, Precision Medicine Group (Precision) integrates science, technology, data, and expertise to revolutionize drug development and patient access. With precision medicine as our foundation, we harness targeted expertise to accelerate drug development, advance manufacturing, and enhance engagement for commercial success.

Precision has developed and acquired capabilities to meet the dynamic needs of biotech and pharma companies at every stage, from early development to commercialization. Our relationship-based, expert-driven approach and broad offerings have enabled us to scale rapidly as the partner of choice for global life sciences innovators. Over the past 12 years, we have grown more than 3,200 employees worldwide, all dedicated to accelerating development and access to breakthrough treatments to improve patients' lives.

## Precision by the Numbers

**32** Physical office locations

**7** Lab sites

**14** Countries

**3287** Employees located across 20 countries and 5 continents\*

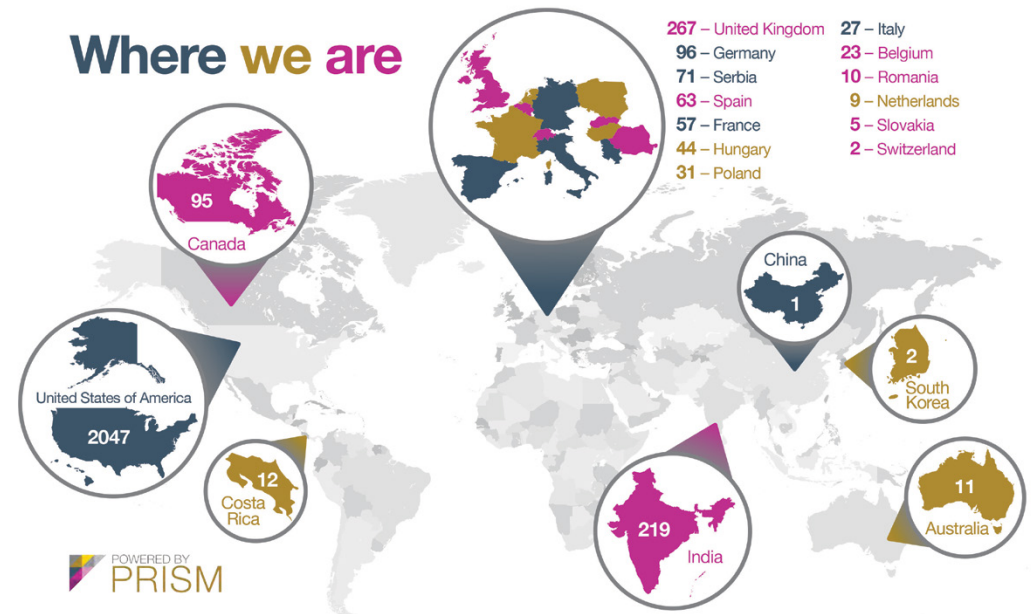
**1781**  
Precision for Medicine

**1317**  
Precision AQ

**189**  
Precision Medicine Group Corporate

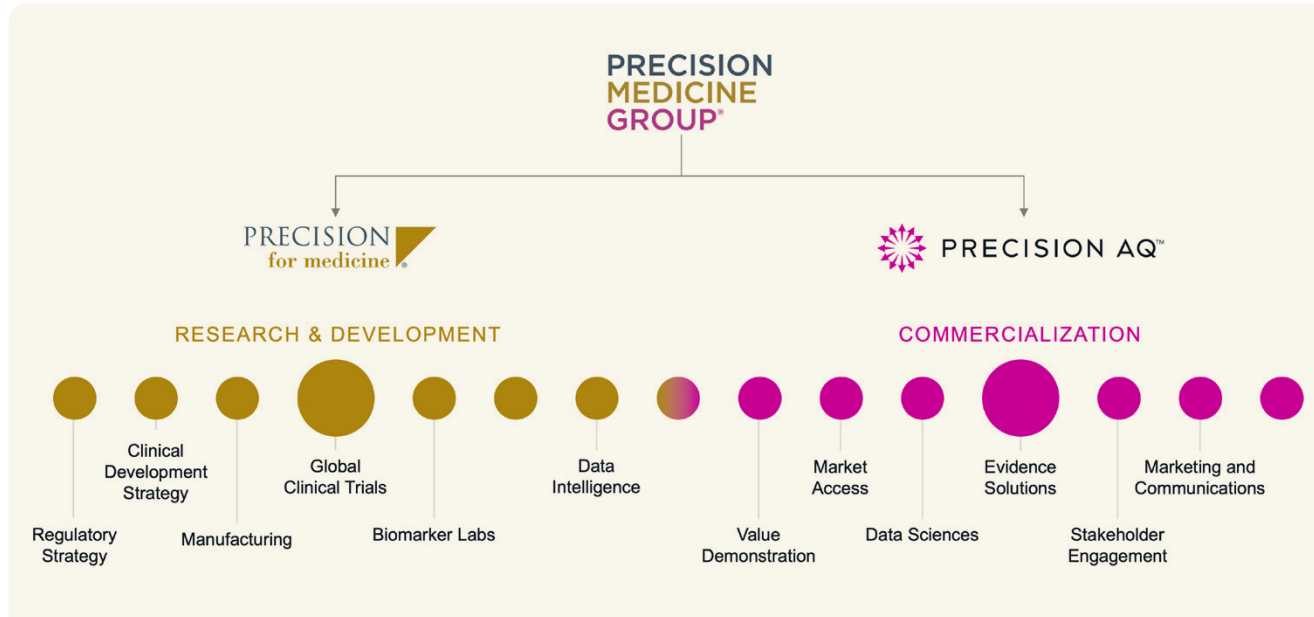
\*Statistic as of November 2024

**Precision medicine**—an innovative approach to tailoring disease prevention and treatment that takes into account the individualized factors of genetics, environments, and lifestyles. The goal of precision medicine is to support the development of medicines that are more personalized to the needs of the patient.



# Precision Medicine Group Structure

A breadth of solutions for drug developers



Precision for Medicine has employees in **more than 10 time zones**



When it's **8:00am PST** in the USA, it's **8:30pm IST** in India



We have **4 labs** in Europe, and **16 offices** across Europe and Asia



Sydney, Australia is the farthest from our corporate headquarters in Bethesda, MD at **9754 miles/15,697 kilometers**

**More than 15 languages spoken**



## Organization Awards

Precision is consistently recognized by our peers and industry associations for our excellence.

FY24 awards include:



**PM360 Elite:**  
Marketing Team  
Brand Marketing



**PM360 Trailblazer:**  
Sales Aid Gold  
Winner



**PM360 Innovations:**  
Marketing or  
Tech Service



**MedAdNews:**  
Best Social Media  
Campaign  
Brand Marketing



**MM+M Agency  
100 Winner:**  
Brand Marketing  
Medical Communications  
Market Access  
Marketing



**Philadelphia  
Business Journal  
"Best Places  
to Work"  
Medical  
Communications**

# Life-Changing Therapies Without a Lifetime of Development

Specialized capabilities for every stage of clinical development

## PRECISION for medicine®

Precision for Medicine (PFM) is a global precision medicine clinical research and development services organization. PFM

leverages an integrated infrastructure that reduces the inefficiencies inherent in complex drug development. PFM integrates clinical trial execution with deep scientific knowledge, translational medicine expertise, advanced data sciences, and complex biomanufacturing to increase speed to market and incorporates manufacturing expertise to ensure scalability.

### PFM FY23 Impact

25000+

clinical trials  
and lab projects

7

specialty labs in  
the United States  
and Europe

>70%

of our trials are  
in oncology

60+

manufacturing facility  
builds and capital  
expansions

35M

biospecimens managed



**Clinical Research Solutions:** Planning and executing clinical trials from first-in-human testing through all research phases.



**Laboratory Services:** Developing specialty tests to measure biomarkers, predict drug efficacy, and select patients to speed up drug development.



**Manufacturing Solutions:** Providing biomanufacturing strategy and execution for advanced therapy organizations.



**Biospecimens:** Supplying high-quality biospecimens for biopharma, diagnostic, and government research.



**Data Intelligence:** Using advanced data management and artificial intelligence (AI) to turn vast data points into actionable information for research organizations

# Where Science Meets Humanity

Empowering access to life-changing medicine for all



While PFM speeds up the process of bringing new drugs to market, Precision Access Quotient (Precision AQ) helps biotech and

pharma companies commercialize groundbreaking therapies. Using evidence and insights, Precision AQ tailors global communications to payers, health systems, providers, and patients, ensuring access to life-saving medicines.

## Precision AQ FY23 Impact

42%

of all US Food and Drug Administration (FDA)-approved drugs during 2023 were launched with Precision AQ

300+

drug launches and label expansions

40

years of agency experience

35

patient-centric launches in the last 5 years

2000+

decision-makers in proprietary network



**Market Access and Commercial Consulting:** Crafting optimal pricing and market access strategies for clients' products.



**Health Economics and Outcomes Research:** Generating clinical and economic evidence to demonstrate the value of life science products to payers and policymakers.



**Market Access Marketing:** Developing strategies and messaging to educate payers and health systems, supporting patient access to therapies.



**Marketing, Branding, and Public Relations:** Creating global strategies, messaging, and digital communications to inform healthcare providers and patients about new therapies.



**Medical Communications:** Providing educational content for healthcare providers on behalf of pharma medical affairs, marketing, and sales teams.



**Investor Relations and External Communications:** Engaging with the investor community to facilitate access to capital.



# Our Principles

Our Precision Principles illuminate the path we all take —the path that starts at science and arrives at health

Precision believes in the power of collaboration to enhance healthcare. Our principles define our culture, guide our work, and set employee expectations. Over the past decade, we've expanded to accelerate clinical development and drive commercial success, with our principles maintaining our strong culture as we grow.



## Client Service

Delivering quality, creativity, innovation, and value to every client every day; clients as partners



## Purpose

Embracing passion and purpose for what we do



## Accountability

Holding oneself and others accountable; owning the outcomes



## Mutual Respect

Acting with integrity; leading by example; communicating candidly



## Collaboration

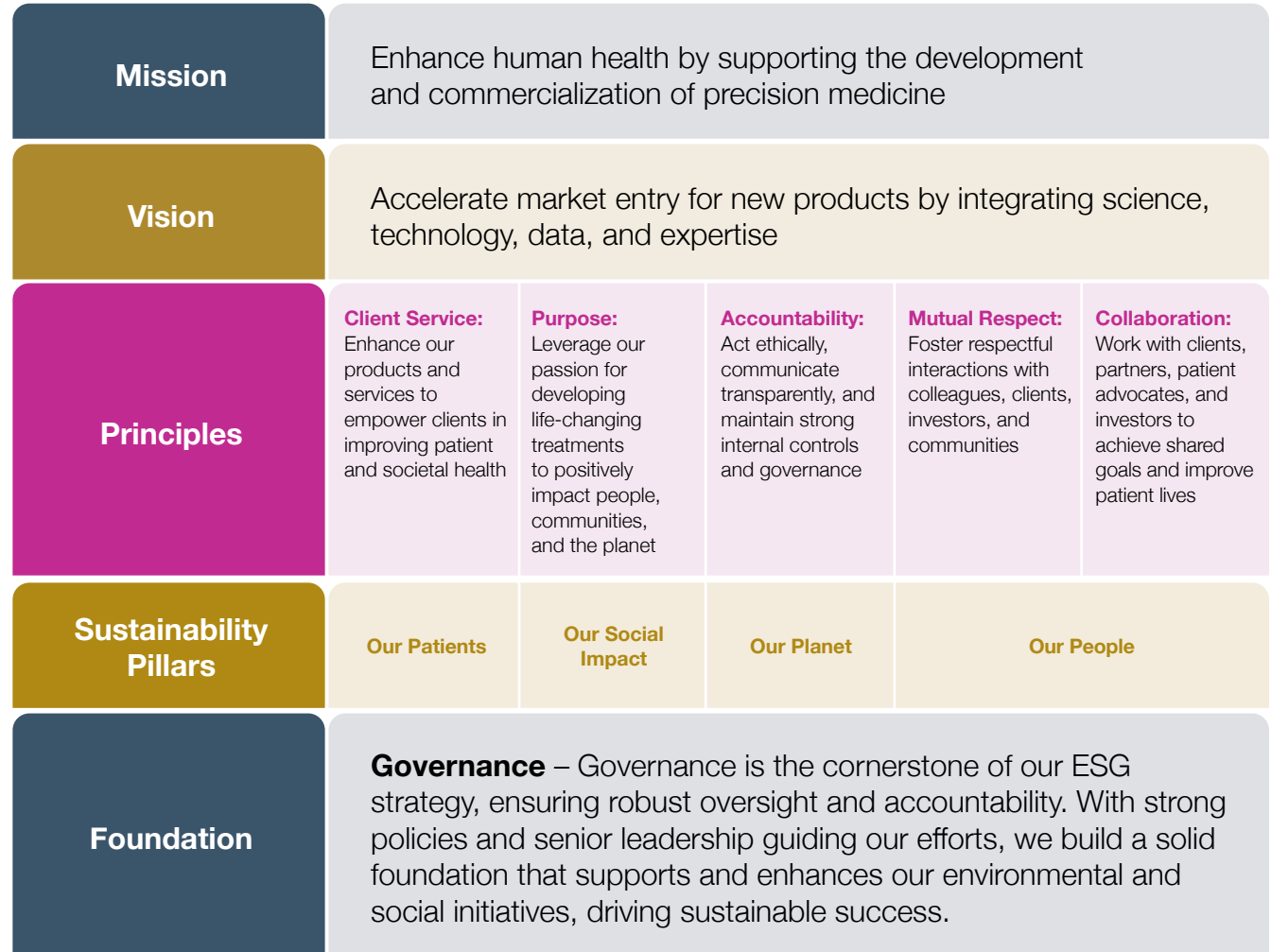
Considering colleagues as partners

# ESG Strategy

Precision’s mission is to enhance human health by supporting the development and commercialization of precision medicine. Our vision is to accelerate market entry for new products by integrating science, technology, data, and expertise. Driven by purpose and passion, we aim to positively impact our employees, communities, environment, and society.

We embrace ESG principles as a value creation tool, recognizing its potential to improve company performance and benefit stakeholders, society, and the planet. Our ESG approach focuses on materiality, addressing significant business risks for sustainable success. Built on our Precision Principles—client service, purpose, accountability, mutual respect, and collaboration—we believe that our ESG program creates internal and external value.

Sustainability is at the heart of our mission to drive innovation for a healthier world. We partner with customers and collaborators to advance smarter healthcare and improve health outcomes, focusing on the most relevant ESG issues for our business and stakeholders.



## External Frameworks

Precision's sustainability strategy and reporting are informed by the following external frameworks:

- **Sustainability Accounting Standards Board (SASB).** Now part of the International Financial Reporting Standards Foundation. See [page 74](#) for our SASB index.
- **United Nation's Sustainable Development Goals (UN SDGs).** The SDGs most aligned with our mission, where Precision can make the greatest impact, are highlighted to the right.
- **Science Based Targets initiative (SBTi).** Precision is currently evaluating possible near- and long-term greenhouse gas emissions reduction targets to submit for official validation by the SBTi during FY25. Read more on [page 53](#).

### UN SDG



### Precision's Statement of Commitment

We bring together clinical expertise, industry insights, and specialized capabilities to help our partners accelerate drug development, advance manufacturing, and deliver equitable commercial success for life-changing therapies. Our goal as a company is to move science closer to health as we empower access to life-changing medicines by combining data-driven precision with a unified view.

At Precision we believe creating a diverse, equitable and inclusive workplace is essential for long-term success. We are committed to maintaining a culture of belonging in which all employees are appreciated and celebrated for their diverse perspectives and contributions. Our Empowered Women's Network is our internal ERG dedicated to supporting, uplifting, and empowering women across our organization.

We are committed to optimizing our resource use, implementing efficient processes, and prioritizing recyclable and reusable materials, when possible. We are actively expanding efforts to reduce single use waste in our lab and office operations, while continuing to deliver the highest-quality products and services to our customers.

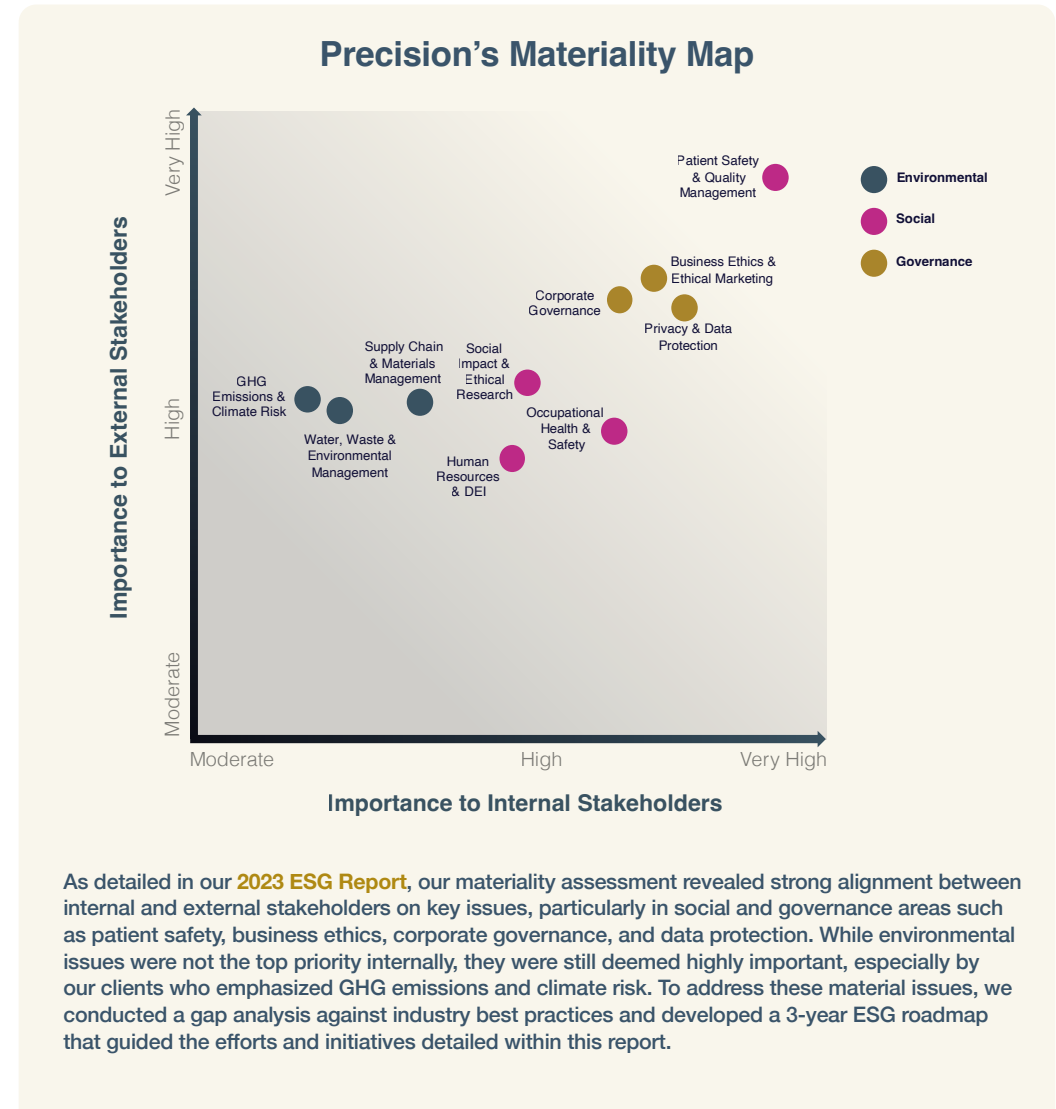
We are working to reduce our environmental footprint and make progress towards our emissions reduction goals. We have implemented energy efficiency measures at our largest operational sites and continue to explore additional projects to further our emissions reduction progress and lessen our footprint.

# Materiality

## Understanding our material issues by engaging with stakeholders

Our approach to ESG is firmly rooted in the concept of materiality, ensuring we address the most significant risks to our business for long-term, sustainable success. In 2023, we conducted a comprehensive materiality assessment, which remains the foundation of our ESG strategy. This assessment involved extensive 360-degree engagement with both internal and external stakeholders, including employees, leadership, clients, investors, and vendors, to prioritize ESG issues relevant to Precision. By combining these insights with secondary research from industry standards and ESG-rating organizations, we developed a materiality map that guides our ESG initiatives, informs our internal gap analysis, and has guided the creation of our 3-year ESG Roadmap. This process underscores our commitment to stakeholder engagement and communication, which are critical to earning the trust of our clients and advancing our mission.

We acknowledge that our business is rapidly expanding and that the ESG landscape is constantly evolving. Recognizing that materiality is not a static concept, we plan to conduct a revised materiality assessment in the near future. This will enable us to reassess and prioritize the most critical ESG issues, ensuring our strategy remains relevant and responsive to the needs of our stakeholders and the changing environment.



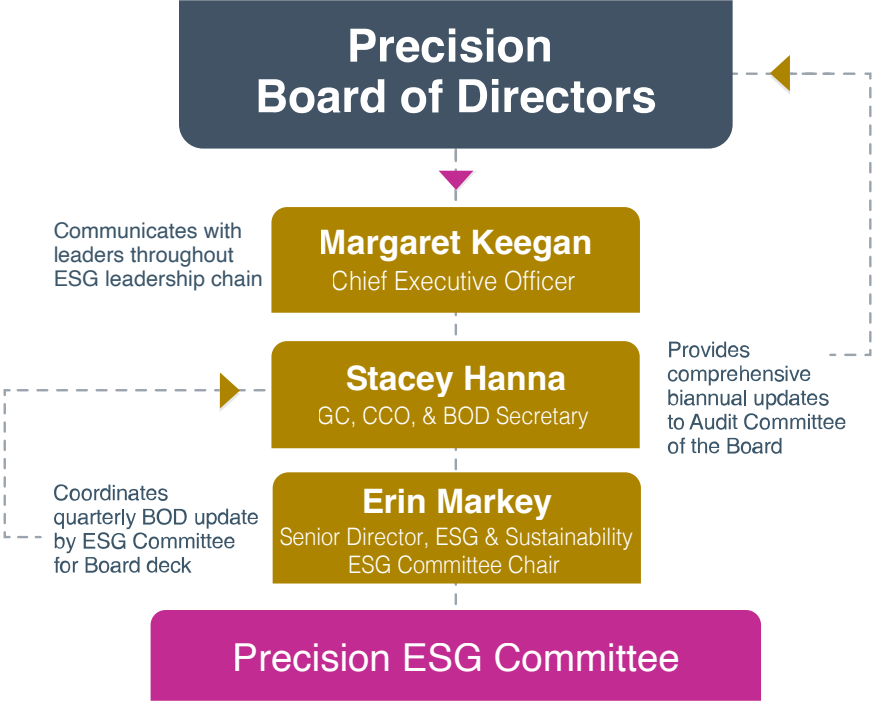
# ESG Governance

## Building responsibility and accountability for ESG into our governance structure

At Precision, we understand that building a culture of integrity and accountability starts with setting the right tone at the top. Our approach to ESG governance embeds responsibility and accountability throughout the corporate leadership chain, from business area leaders up through our Board of Directors.

At Precision, we prioritize ESG oversight and involvement at the highest levels of our leadership. Our General Counsel and Chief Compliance Officer (GC) holds ultimate responsibility for ESG matters, including monitoring the ESG performance of our supply chain partners. The GC stays informed about ESG progress, performance metrics, and emerging issues through regular interactions with ESG leaders, ensuring timely updates and resource allocation. ESG updates are included in the quarterly reports to the Board, while the GC provides comprehensive briefings at least annually to the Audit Committee

of the Board, covering in-depth analyses of our ESG performance, risks, and compliance status. This robust governance structure underscores Precision’s dedication to maintaining high standards of ESG performance and transparency, fostering a culture of accountability and continuous improvement.



**Precision’s ESG Committee**

**Our ESG Committee comprises representatives from each functional business group and is chaired by our Senior Director of ESG and Sustainability. This committee meets quarterly to collaborate on ESG priorities and provides employees the opportunity to communicate feedback and initiatives through their respective functional group leads to the ESG team.**



# Governance



# Governance

Governance rooted in ethics and integrity

**Good governance  
is at the heart of  
our business.**

We engage with patient advocates, investors, and colleagues with strong ethics, integrity, and mutual respect. At Precision, we believe strong corporate governance begins with a culture rooted in our shared Precision Principles—client service, purpose, accountability, mutual respect, and collaboration. From project leads to our Board of Directors, we hold ourselves accountable to these values.

Corporate Governance | Ethics and Compliance | Risk Management

# Corporate Governance

Governance rooted in ethics and integrity



Our company is founded on strong corporate governance. Our Leadership Team sets the right tone at the top by demonstrating responsibility and integrity in all interactions with clients, investors, vendors, partners, and each other.

## Our Governance Structure

As a private company backed by private equity partners, we prioritize clear communication and feedback between our investment partners, Board of Directors, and Executive Leadership Team. Our Board, with its deep knowledge of the biotech and pharma industry, provides rich insights on the capabilities required to bring the next generation of novel therapies to market. The Board meets quarterly with the Executive Leadership Team to discuss risks, opportunities, performance, ESG initiatives, and to review our annual ESG Report before publishing. The Board provides valuable insights and guidance to drive

long-term success. The Board includes an Audit Committee and a Compensation Committee, which review financial performance and executive compensation and update the Board on these matters.





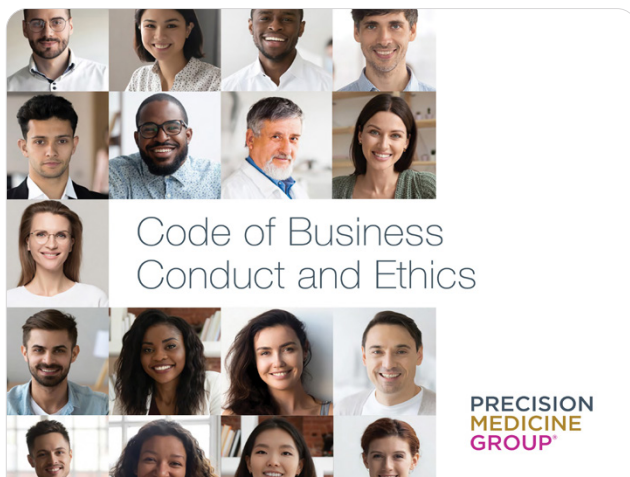
# EthicsAndCompliance

At Precision, we collaborate with life sciences companies to efficiently and effectively bring innovative drugs to market. To remain a leader in research, development, manufacturing, marketing, and communications, we uphold the highest ethical standards and ensure compliance with relevant laws and regulations across our global operations.

We have an evolving Legal and Compliance program that equips our employees with the information, tools, and resources to act ethically, lawfully, and in the best interests of our company and clients. This program continually adapts to ensure we implement best practices.

## Our Updated Code of Business Conduct and Ethics

Our updated Code of Business Conduct and Ethics (the Code), launched in 2024, is designed to uphold our commitment to accelerating life-changing treatments and improving health outcomes. The Code reflects our core Precision Principles, ensuring we achieve our business goals with the highest standards of



professionalism, ethical behavior, and compliance with policies, laws and regulations relevant to our industry and the countries where we operate.

The Code offers explicit guidelines for ethical and compliant behavior, assisting employees in

navigating common risk areas and making decisions with integrity. All employees are required to understand and follow the Code, as well as complete the annual Code training.

The Code outlines our commitments and policies in areas such as:

- **Purpose:** Ethical Decision-Making Guidelines, Anti-retaliation, Speak Up Culture
- **Mutual Respect:** Diversity and Inclusion, Anti-harassment, Anti-discrimination, Human Rights
- **Client Service:** Anti-bribery, Anti-corruption, Gifts and Entertainment, Fair Dealings
- **Accountability:** Accurate Business Records, Trade Compliance, Information Security, Data Privacy and Digital Assets
- **Collaboration:** Government Partnerships, Third-Party Expectations, Workplace Health and Safety

## Ethics and Corporate Compliance Training

All employees must complete mandatory ethics and compliance training, as well as specific Code training and attestation, on an annual basis. Precision's Learning and Development program offers a variety of training on Corporate Compliance that covers the following topic areas:

- Anti-bribery and Corruption
- Avoiding Insider Trading
- Preventing Workplace Harassment
- Responsible Communications and Proper Handling of Confidential Information
- Cybersecurity Basics
- AI Chatbots Risks and Uses
- Data Protection and Privacy
- Mobile Device Security
- Speak Up! Doing Right by Raising Concerns

Precision's Legal and Compliance Team complements web-based trainings with risk-based, in-person compliance trainings targeting colleagues, business groups, business lines, and geographical regions who need a specific in-depth training on a particular ethics and compliance topic. In 2024 these trainings covered topic areas such as data privacy, compliant project handling from privacy and confidentiality perspective, handling of Speak Up reports, HIPPA compliance, and compliance investigations.

## Speak Up Culture

Precision thrives on an entrepreneurial spirit, fostering innovation and collaboration. We believe every voice matters and encourage colleagues to speak up without fear of judgment or retaliation. This culture of openness fosters creativity, idea expression, and prompt response to concerns. Speaking up helps identify improvements, foster innovation, address challenges, and build an inclusive workplace.

We are dedicated to fairness, integrity, and legal compliance in all our activities. Employees and partners are expected to evaluate conduct through our Precision Principles, the Code, and relevant laws, feeling empowered to drive positive change and maintain our culture of transparency and continuous improvement. All employees receive annual Speak Up training to be prepared to report when needed.

Employees can report ethics and compliance violations through various channels, including Human Resources, managers, the Legal and Compliance Department, or our confidential

**Speak-Up portal**, available 24/7 globally.

Precision's Speak Up channels are also open to all external parties, including vendors, former employees and stakeholders.

To ensure proper channels for external parties to Speak Up, our corporate website provides a method for anyone to report a concern. The Legal and Compliance Department, led by our General Counsel, reviews reports, conducts investigations and closely oversees investigations conducted by Human Resources, and escalates serious issues as needed.



**Online**  
**Precision Speak-Up Portal**

**Management and HR**

Reach out via your preferred method of contact (in person, Teams, phone, or email)



**Hotline**  
**800-461-9330**

If you are dialing internationally, you can choose your location from the list available on the Speak-Up Portal to speak to a representative in the local language

**Legal & Compliance Team**

Reach out via your preferred method of contact or through the dedicated Compliance email: [compliance@precisionmedicinegrp.com](mailto:compliance@precisionmedicinegrp.com)

## Political Contributions

While Precision's policies prohibit the company from making direct political contributions, the company does belong to industry associations that may engage in advocacy.

## Generative Artificial Intelligence

Generative artificial intelligence is a transformative technology that can enhance creativity, productivity, and innovation by generating new content such as text, images, audio, or video. At Precision, we recognize both the business potential and the ethical and legal challenges of GAI, such as ensuring content quality, respecting intellectual property rights, and avoiding harm. To provide a solid framework and establish strong governance around this emerging topic, we established a GAI Steering Committee in 2023 to help guide the use of GAI tools and technologies at Precision and created a comprehensive GAI policy. This policy outlines the purpose, acceptable uses, responsibilities, and approval processes for GAI activities, ensuring our high ethical standards are met.



# RiskManagement

## Precision's Enterprise Risk Management System



In 2024, under the guidance of Precision's GC, Precision initiated a formal and centrally coordinated enterprise risk management (ERM) program. Our ERM strategy focuses on addressing risks holistically and strategically across the organization, aiming to implement cohesive risk management tactics. This initiative will enable us to identify significant risks that impact stakeholder value and develop mitigation plans to reduce their likelihood and impact.

All corporate functions and business lines are involved in the ERM mapping process, where they review risks, assess their probability and impact, and document mitigation efforts. The Legal and Compliance Team consolidates the risk overview to identify enterprise-level risks—those with the highest impact or those affecting multiple functions and businesses. Precision's initial risk identification process is completed, with mitigation steps and executive support to come in 2025.



# OurPatients



# Our Patients

Prioritizing Patients: Ensuring Safety, Quality, and Engagement for Better Health Outcomes

**Our mission is to bring life-changing drugs to market and ensure they reach patients in need**

Patient engagement is central to our work, from discovering new therapies to expanding access to novel medicines. We prioritize patient safety and maintain high standards in biospecimens, assays, data analysis, clinical trials, supply chain, and manufacturing. By actively involving patients in the development process, we ensure that our solutions are inclusive and address diverse needs. We earn our clients' trust by meeting their high standards for quality and excellence.

Patient Safety and Quality Management | Patient Engagement and Impact

# Patient Safety And Quality Management

Precision is unwavering in its commitment to patient safety and quality management. We foster a culture of accountability, ensuring our teams deliver the highest quality work. From managing biospecimens and assays to conducting precise data analysis, we serve patients in need with excellence.



## Approach to Quality Management

Precision's Quality Manual includes comprehensive policies, standard operating procedures, and forms to ensure consistent quality management across locations. Our procedures align with local, state, and federal regulations. The Quality Management System covers training, oversight, inspections, audits, corrective actions, improvements, preventative measures, and vendor qualification. Our Regulatory Department regularly assesses the impact of new and updated policies on our operations and services.

## Quality Training and Compliance

Precision mandates quality management training tailored to each employee's role and responsibilities. All employees, contractors, and vendors involved in clinical trial services receive standardized training on core quality management topics and procedures.

Our Quality and Compliance team maintains a training matrix, which is available for review during client audits.

We have established a comprehensive process to ensure that all employees performing regulated tasks are fully qualified through education, training, and experience. This process includes:

- **Identifying Training Needs:** Precision uses a Good Practices (GxP) Operational Definition approach to outline which departments, roles, and tasks fall under regulated Good Practices regulations. Roles are evaluated based on job tasks described in job descriptions, assigning a GxP Status code such as Good Laboratory Practices (GLP), GCP, CLIA, CAP-BAP, GxP, or non-GxP.
- **New Hire Classification:** Upon hiring, an individual's job description is used to assign a GxP status classification or Non-GxP status, depending on the scope of their role. Those with GxP status are enrolled in the appropriate Introduction to Good Practices Training Curricula and Good Documentation Practices course in Precision's Learning Platform, meeting regulatory training requirements.
- **Training Matrix:** A Precision Training Matrix by department and role defines the standard operating procedure (SOP) training requirements for employees with GxP statuses.

## Quality Monitoring and Improvements

Precision closely monitors project and facility quality through routine internal audits by our Quality and Compliance Team and external audits by clients and sponsors. The team develops an Annual Audit Plan based on recent incidents, quality issues, process changes, and previous audit frequency. Auditors assess documentation and records against current quality procedures and policies to ensure compliance. Critical findings affecting patient safety are immediately communicated to clients by the Project Lead, and a monitoring and remediation plan is implemented. These findings and plans are documented in Precision's Corrective Action and Prevention Action (CAPA) system.

Precision continually identifies, assesses, and implements process improvements. On a quarterly basis, the Quality and Compliance Team conducts a Quality Management Review (QMR) meeting with Senior Leadership. Topics that are discussed include:

- Results of internal and external audits
- Quality metrics and trends related to Sponsor audits
- Observation severity and category of observations
- Root cause trends and actions
- Vendor/supplier qualification status
- Quality training compliance
- CAPA issue summary and trends
- Summary/status of process improvement initiatives.

Based on the quarterly QMR meeting, additional key quality goals and process improvement initiatives may be identified.

## Equipment Quality Management

Precision ensures excellence in patient quality by effectively maintaining and managing specialized equipment. Scheduled maintenance and annual service tests are conducted for all laboratory equipment, with detailed inspections including safety and operational effectiveness checks. Each piece of equipment must pass all safety checks before being cleared for use, ensuring the highest standards of safety and performance.







## Clinical Trial Patient Safety

### Informed Consent

Typically, the trial sponsor, not Precision, designs clinical trial protocols. Precision can assist with protocol review and feasibility analysis for early phase trials, though this is not our core service. We believe transparency and full patient consent are crucial for patient safety, trial integrity, and our success as a trusted partner.

Before a trial begins, patients receive a comprehensive Subject Information Sheet detailing study procedures, risks, benefits, and their rights. They can consult the study doctor and ask questions. Both the patient and an impartial witness must sign the consent form. Patients can withdraw at any time by signing the Withdrawal of Consent section.

Precision strives to provide International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use Good Clinical Practice (GCP) expertise/guidance during the lifecycle of clinical trials as well as a review of project plans and controlled documents prepared by Precision prior to finalization.

# PatientEngagementAndImpact

## Prioritizing Patient Voice and Support



In 2024, we created a dedicated Patient Engagement Team, led by our Vice President of Patient Engagement and Innovation, marking a pivotal step towards ensuring that patients are at the forefront of our clinical trial design and execution. This team is equipped to optimize access to clinical research and enhance the experiences of participants, striving for health equity globally.

The team addresses patient needs in a number of ways:

### **1) Bringing the patient voice into trial design and planning:**

Our team conducts comprehensive patient interviews and surveys to delve into patients' perspectives and unique challenges. These insights help us tailor our clinical trials to better meet patient needs, addressing potential obstacles whether medical, logistical, or financial. By understanding patient stories, we can design trials that are more patient-centric and effective.

**2) Prioritizing patient education:** We ensure that clear and straightforward information on clinical trials is provided to patients in readily accessible places. Trust enables patients and their families to be well informed. We also provide

financial support through partnerships with reimbursement specialists and travel concierge programs to support all patients and their care partners in accessing clinical trials, irrespective of their financial situation. This commitment ensures that families are taken care of, allowing patients to focus fully on their health.

### **3) Providing patients with information on trial results at the end of the study and thanking them for their participation:**

These steps recognize the importance of the time and commitment patients have given to trial participation and ensure that their information needs are met, aiding their understanding of the impact of their time in the trial.

Our practices are rooted in the principle of doing the right thing by our patients and their families, especially during challenging times. By prioritizing the patient experience and meeting their needs, we deploy trials that address population needs. This approach not only enhances the efficacy of our trials but also accelerates the development of effective drugs, bringing them to market more quickly.

## Patient Advisor Team

We are proud to be actively building our Patient Advisor Team to support effective development of our corporate patient strategy. By receiving ongoing feedback from patients with cancer and rare diseases, we will continue to evolve our services to maintain an industry-leading role. The team is dedicated to sharing the unique challenges, and questions of patients and their families. By maintaining close relationships, we gather valuable insights that help us design more effective and patient-centric trials.

The other key element of our patient advisor team is via our patient advocacy group partnerships. While we are at the beginning of this journey, our goal is to create long-term, mutually beneficial relationships that raise awareness of trial opportunities within the patient community while also supporting their aims of advocacy groups, such as patient education. Patients will also be partners in informing trial design, sharing their insights to enable us to improve access to trials, enhance trial outcomes, and expedite the delivery of effective drugs to market.

By creating this team, we are committed to making our trials more accessible and ensuring that patients' practical needs are proactively addressed, ultimately leading to better health outcomes for our patients. This initiative is a vital part of our mission to advocate for patients, improve clinical trial design, and bring effective treatments to market more quickly.



## Enhancing Health Equity and Clinical Trial Diversity

In June 2024, the US FDA released updated draft guidance on diversity in clinical trials, building upon previous efforts to ensure clinical research reflects the populations it aims to serve. This guidance represents a crucial milestone in the pursuit of more equitable and scientifically robust research. In response, Precision has developed a comprehensive service to assist our clients in crafting and implementing their diversity action plans, aimed at improving health equity.

We assist clients in understanding disease populations and mirroring them in trial participants. Our strategic guidance on recruitment, education, and trial design helps ensure inclusivity and equal opportunities for all participants, without bias or unnecessary barriers.

This approach not only makes trials more equitable but also leads to the development of more effective new treatments.

## FDA Diversity Guidance: Our Experts' Perspectives

Precision's Chief Medical Officer and Vice President of Patient Engagement and Innovation led a webinar to examine the FDA's Diversity Action Plan guidance and its potential impacts. They shared their insights on how these plans could influence the future of clinical trials, advance health equity, and highlight Precision's significant role in this process.



**Rosamund Round**  
Vice President  
of Patient Engagement



**Harpreet Singh**  
Chief Medical Officer



## Opening Doors: Enhancing Transgender and LGBTQIA+ Patient Care From Frontline to Management

Precision's Patient Engagement team partnered with the Precision Pride ERG to host an enlightening lunch and learn session featuring an award-winning transgender advocate and a leading corporate voice on LGBTQIA+ issues. The session focused on helping colleagues learn key LGBTQIA+ terminology, ways to be an effective ally to colleagues from that community and practical support strategies. Additionally, it explored the implications for clinical research, emphasizing how we can collaborate with our sites and sponsors to enhance inclusivity in trial design and outreach. This event underscored our commitment to fostering a more inclusive and supportive workplace and advancing health equity in our research initiatives for a range of underrepresented communities. Read more about Precision Pride ERG on [page 42](#) of this report.



# OurPeople



# Our People

Empowering Our People: Fostering Engagement, Inclusion, and Safety for a Sustainable Future

**Our employees are the heart of our company**

Their dedication and sense of purpose fuel our innovation, enabling us to transform the development and marketing of life-changing medicines. We are a diverse group of individuals from many nationalities and talents—scientists and researchers, clinical trial specialists and laboratory technicians, writers and designers—each bringing unique expertise and perspectives to develop life-improving treatments. We actively listen to our employees to understand their needs and continuously seek opportunities for improvement. By fostering an environment of mutual trust and respect, we celebrate the unique differences that each individual brings, allowing everyone to bring their authentic selves to work. Whether collaborating from home offices or high-tech facilities, we are committed to providing the necessary tools, resources, and policies to ensure the safety and well-being of our employees, both inside and outside the workplace. Our aspiration is to be the employer of choice within our industry, nurturing long-term, close partnerships with our people to drive sustainable change.

Employee Engagement and Well-Being | Diversity, Equity, Inclusion, and Belonging | Environmental Health and Safety

# Employee Engagement And **Well-Being**

At Precision, our success is deeply intertwined with the well-being of our people. Our most valuable investment is in our employees and their continuous development. We are dedicated to fostering a supportive and respectful work culture that promotes growth, a sense of purpose, collaboration, and innovation.

We prioritize two-way communication to ensure that every voice is heard and valued. Through comprehensive career development programs and total rewards that recognize and appropriately value our employees, we strive to retain top talent and support their long-term success. Our achievements are made possible by our employees, and their well-being remains our highest priority.

## Employee Experience

We are deeply committed to fostering an exceptional employee experience and a vibrant workplace culture. Our flexible work arrangements, including hybrid and remote schedules, empower employees to balance their professional and personal lives effectively. We prioritize high-impact, in-person connections and efficient teleconferencing to maintain strong communication and collaboration. Our culture is built on trust, flexibility, and accountability, encouraging open communication and cross-

functional teamwork to achieve common goals. As Precision leadership emphasizes often, “work” is not confined to a specific location but can be performed anywhere with an internet connection. We encourage guilt-free flexibility for personal needs without the need for paid time off, while maintaining accountability for meeting work expectations. This approach allows us to attract and retain top talent, ensuring that our employees can be their best both personally and professionally.

## Listening to Our Employees

At Precision, we prioritize open communication and value employee input. We actively listen to understand experiences and identify growth areas. Our annual anonymous engagement survey covers key aspects of the employee experience and is conducted on work anniversaries for real-time insights. Feedback shapes our culture, recruitment, development, and retention strategies. Survey results are shared annually.

We also assess the candidate experience for all applicants and conduct a pulse survey after an employee’s first 45 days to improve onboarding. This helps identify strengths and areas for improvement, ensuring better support for new employees. We also conduct exit interviews to assess the overall employee experience around workplace culture, policies, day-to-day processes, management support and employee morale.

Quarterly, employees have the opportunity to participate in our global **Coffee Chat Series: The Employee Brew**, where employees can take a break, expand their network across functions, countries, and entities, and connect with colleagues who share their interests and hobbies.



# Employee Surveys

## Annual Employee Engagement Survey

**Objective:** To explore the connection employees, have with their careers at Precision and identify influencing factors to shape culture and inform recruitment, development, and retention strategies.

### Survey Details

Employees rate various aspects from Strongly Disagree to Strongly Agree, including workplace treatment, daily tasks, processes, communication, organizational performance, and personal success confidence.

Employees select the most valuable job aspects, such as benefits/compensation, development opportunities, inclusion and diversity, social responsibility, and work-life balance.

Employees provide feedback on:

- Role alignment with Precision's strategy
- Organization's receptiveness to constructive feedback
- Alignment with core values
- Leadership integrity and communication
- Core cultural characteristics at Precision
- Satisfaction with compensation and benefits
- Understanding of career growth opportunities

### FY23 Survey Statistics

82%

of employees believe that their manager operates with integrity and honesty

71%

of employees believe that their manager inspires them to do their best work

74%

of employees believe in the organization's overall values

73%

of employees understand the connection between the work they do and the organization's strategy

71%

of employees believe that the organization has consistently treated them well

33%

of our employees across the globe participated in this optional annual engagement survey



## Pulse Survey

**Objective:** Evaluate the initial employee experience during global onboarding. This helps HR teams monitor new employees' experiences and gather feedback to enhance the onboarding process. During the current year, we have standardized this onboarding survey across our operating units and will gather year-over-year insights moving forward.

### Survey Details

Employees provide feedback on:

#### Recruitment Process:

- Satisfaction with recruiter communications and updates.
- Accuracy of job responsibilities and expectations.
- Timeliness and clarity of the interview process.

#### Department and HR Onboarding:

- Informativeness of HR onboarding and training on systems and technology.
- Appropriateness of job description and receipt of necessary tools.
- Balance and manageability of onboarding information, compliance, SOP trainings, and workload.

#### Coaching/Development/Management:

- Clarity and review of the 30/60/90-day onboarding plan.
- Receipt of managerial feedback and support.
- Satisfaction with manager communication and trust in their focus on development.
- Comfort in discussing goals and challenges with the manager.

#### Culture/Organization:

- Supportiveness of team members and ambassador during the transition.
- Understanding of Precision's mission and principles.

#### Additional Feedback:

Space for additional comments or questions and option to request a confidential discussion with HR.



## Learning and Development

We understand the importance of learning and career development for our employees' growth and satisfaction. Our global learning and development platforms, accessible via our company intranet, offer a wide range of individualized and elective training courses for leaders, managers, individual contributors, and new hire onboarding. Our offerings include performance professional development, technical, and industry-specific training, as well as leadership and management courses, with downloadable tools and reference materials to fortify learnings and aid in career progression. .



**FranklinCovey**

We are committed to fostering talent development through our training platforms, including FranklinCovey and our global Learning Management System Precision Learning Platform. Employees can embark on individualized learning journeys, with detailed information on course enrollment and management to ensure a

seamless learning experience. Additionally, we offer robust support for career training and development, helping employees navigate their growth paths and achieve their professional goals.

Precision has made significant progress on our learning and development initiatives in the last year. We launched tailored learning journeys for different roles, developed an internal Learning and Development SharePoint site as a central

repository for resources, and introduced a Teams Channel and dedicated training support email to improve engagement and real-time feedback. We transitioned all team members to our Global Precision Learning Platform and held live training sessions and open office hours for feedback on new initiatives.

## Talent Development Strategy

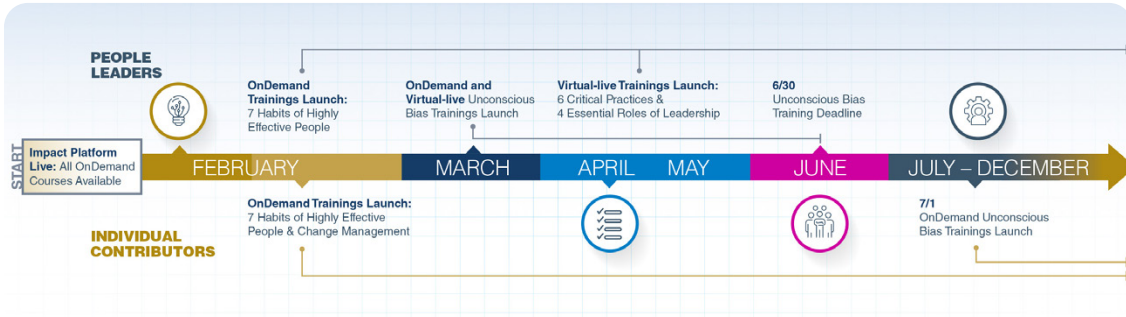
Our goal is to drive global organizational performance by developing highly effective, productive, and engaged employees and teams through relevant and targeted professional development opportunities. Our strategic imperatives include:

**1** Develop exceptional leaders at every level

**2** Instill habits of effectiveness in every individual

**3** Build an inclusive, high-trust culture

**4** Use a common execution framework to pursue the most important goals



## 2024 Learning Milestones

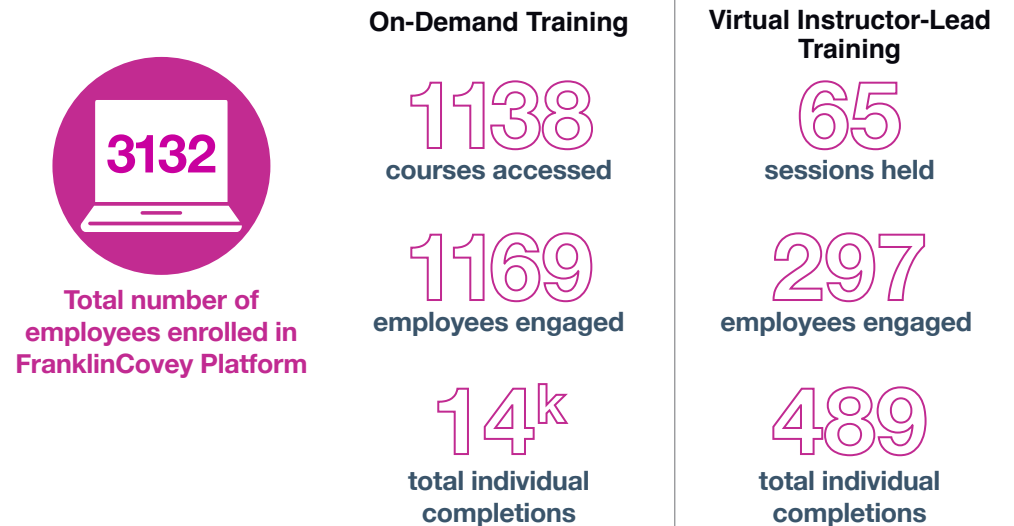
In 2024, Precision achieved several key learning milestones. In February, we launched the FranklinCovey Impact Platform, providing employees with leadership and personal development resources. In March, we introduced Diversity, Equity, Inclusion and Belonging courses to foster a more inclusive workplace culture. In April, we rolled out virtual instructor-led Leadership Development courses, further enhancing our commitment to continuous learning and leadership growth. These initiatives underscore our dedication to providing comprehensive and accessible learning opportunities for all employees.

## 2024 Global Learning and Development Metrics

In addition to mandatory ethics, compliance, and skill-specific training, discussed in the Ethics and Compliance section of this report, we invest significantly in general learning and professional development. People leaders are encouraged to dedicate 16 to 20 hours annually to develop effective and inclusive leadership skills. Individual contributors are encouraged to engage in 8 to 12 hours of professional development and diversity, equity, inclusion, and belonging training each year.

During 2024, we created a comprehensive internal Learning and Development Dashboard to track individual course completion, employee engagement, and compliance, which will continue to be updated moving forward.

### Learning and Development FY24 year-to-date statistics include:





## Learner Recognition

We celebrate our top learners by recognizing their dedication and achievements. The top 5 learners were honored with awards and reward incentives through the AwardCo platform. Additionally, we recognize the top 3 service lines for accumulating the most learning hours. These initiatives not only acknowledge commitment to continuous learning but also motivate all employees to engage actively in their professional development.

## Leadership Development

We are dedicated to nurturing the growth of our leaders by providing comprehensive resources and support. Our Manager Guide includes valuable resources and guides specifically designed for employees who manage others. These resources assist managers in facilitating meaningful conversations about the training their team members are undertaking. We encourage participation in a variety of training programs, such as:

- 7 Habits of Highly Effective People
- 6 Critical Practices for Leading a Team
- Change: How to Turn Uncertainty Into Opportunity
- 4 Essential Roles of Leadership
- Unconscious Bias
- Inclusive Leadership

## Performance Management and Career Development

Precision believes in continuous performance management to ensure our employees' growth and success at Precision and in their broader career. Employees regularly meet with their managers throughout the year to address challenges, celebrate successes, address pain points, and discuss career opportunities and goals. This ongoing dialogue includes:

- **Weekly/biweekly one-on-ones** where real-time feedback is provided
- Setting of **SMART** (Specific, Measurable, Achievable, Realistic, Timely) goals to achieve personal, departmental, and organizational success.
- **Quarterly/ bi-annual check-ins** to help track progress and recalibrate goals as needed.
- When necessary, development or performance **improvement plans** to address any performance gaps.
- **Annual performance feedback** at the end of each performance year, when managers gather feedback from colleagues to provide constructive insights for performance assessments and future planning.

We believe that this approach fosters open and honest communication, ensuring that accomplishments are celebrated and areas for improvement are addressed with clear action plans. People Leaders undergo Performance Management 101 training and are provided ample performance evaluation resources to help ensure that feedback provided is constructive, employees are assessed fairly, and those struggling obtain necessary resources to be successful.

The annual performance review process at Precision evaluates employee performance and documents feedback from the past year using a 360-Degree Review. This comprehensive approach gathers feedback from all directions—up, down, and sideways—to provide well-rounded, constructive insights. The process includes Self-Evaluation, Multi-rater Evaluations from colleagues, including peers, leaders, and direct reports, and Manager Evaluation.

Beyond internal learning, Precision supports employee career development by reimbursing up to 50% of the cost for approved certifications, continuing education, and college courses, up to \$5,250 annually for full-time employees with at least 1 year of tenure. We also partner with higher education programs to offer additional tuition discounts.

## Total Rewards

Our reward programs are key to building strong employee relationships and a pay-for-performance culture. We offer competitive pay and comprehensive benefits, including retirement and health and welfare plans, including medical, dental, and vision insurance; health savings accounts; life and disability insurance; commuter benefits; and additional coverage options like fitness costs, legal counsel, and pet insurance.

Additionally, employees are eligible for discretionary annual bonuses based on both company and personal performance. We recognize federal holidays and provide floating holidays, generous paid time off, and additional leave for various personal needs. Employees also receive 1 day of paid leave annually for volunteer work.

To support and enhance our reward programs, we have a dedicated Total Rewards team led by our Senior Vice President of Total Rewards. The team focuses on supporting the business and our employees through our existing reward programs, building consistency, developing job architectures, salary banding, and market benchmarking. They also support the organization's various incentive plans and develop training courses for managers on compensation management. Longer-term goals include the continued strengthening of our "pay-for-performance" strategy and increasing pay transparency.

## Employee Recognition

To recognize and reward our employees' hard work and achievements, we utilize the **AwardCo** platform. AwardCo allows us to celebrate milestones, accomplishments, and exceptional performance through a variety of incentives and awards. This platform helps foster a culture of appreciation



and motivation, ensuring that our employees feel valued and recognized for their contributions.

## Our Employee Manual

Precision offers employees an Employment Manual that outlines our values Precision offers employees an Employment Manual that outlines our values and principles, onboarding resources, and employment-related policies. This comprehensive guide covers various areas including employee development; environmental health and safety (EHS); diversity, equity, inclusion, and belonging (DEIB); employee engagement; HR; and compensation and benefits.

## Talent Acquisition

To attract the highly educated and specialized workers essential for Precision's success, we implement a comprehensive talent acquisition strategy. Recognizing the competitive nature of our industry, we prioritize creating a best-in-class experience for our candidates, especially for scientists and research and development (R&D) specialists.

Our strategy includes defining talent needs, understanding the labor market, and ensuring a seamless onboarding process. We hire experienced Recruiters who undergo extensive training and collaborate closely with Hiring Managers. Our recruiters are based across the United States, Germany, United Kingdom, Hungary, and India.

We engage passive candidates through LinkedIn and internal referrals, leverage professional memberships, and build relationships with universities and research institutions. We also benchmark against competitors to ensure competitive offerings. This multifaceted approach helps us attract and retain the specialized talent necessary for Precision's success and innovation.

## Combatting Bias in Recruiting

On top of Unconscious Bias trainings, strongly encouraged for all employees, including our Talent Acquisition team, our initiatives to remove bias in our recruiting process include:

- **Eliminating biased language:** Precision recruiters ensure job descriptions use unbiased, gender-neutral language, favoring terms like “collaborative” and “cooperative”
- **Utilizing work sample tests:** Some service lines use job task simulations to evaluate candidates based on work quality, reducing unconscious bias
- **Conducting standardized interviews:** Structured interviews with defined questions minimize bias by focusing on performance-related factors

## Wellness Challenge

In 2024, Precision held its Third Annual Wellness Challenge step contest to inspire employees to be the healthiest versions of themselves and to raise money



for a worthy cause. Our 2024 challenge raised funds for Achilles International, a global organization that helps transform the lives of people with disabilities through athletic programs and social connection. Employees also participate in a bi-weekly photo challenge through the Just Move Challenge, encouraging employees to get outside and be active with family, friends and pets. Prizes for elite steppers and photo submissions included a wide range of items, gift cards, event tickets, and rewards through the AwardCo platform.



## Human Capital Data and Metrics

Precision tracks and monitors employee characteristics and HR metrics, including hiring, promotions, and turnover, to understand our HR model and identify risks and improvement areas. We are currently migrating our HR data to a new, comprehensive human capital management system, which will offer deeper and more detailed insights for internal decision-making and reporting.



### Our Workforce FY23

3287

employees worldwide

415

contractors



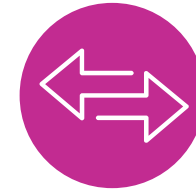
### Business Organization Utilization

4,458,874

employee hours worked

69%

percentage employee hours billable



### Turnover for All Employees FY23

16.03%

voluntary

10.53%

involuntary

# DiversityEquity**InclusionAndBelonging**

At Precision, we believe that fostering a diverse, equitable, inclusive workplace where employees feel they belong is crucial for long-term success. Diverse teams bring fresh perspectives and innovative solutions and identify overlooked risks.

Our principle of mutual respect values our differences, defining diversity as embracing uniqueness, equity as providing equal opportunities, inclusion as creating an environment where differences are embraced, and belonging as ensuring everyone feels valued, celebrated, and included.

We understand that being an inclusive workplace requires intentional listening, thoughtful actions, meaningful educational opportunities, and respect for each individual's humanity.

## Humanity in Action

In 2020, Precision established the Humanity in Action (HIA) Committee to promote diversity, values, perspectives, and contributions across our workforce. Led by our Head of Diversity, Equity, Inclusion, and Belonging (DEIB), the HIA Committee is the driving force behind Precision's DEIB strategy, goals, and initiatives. The committee meets regularly to develop

and implement social impact and DEIB initiatives, providing updates on current efforts and publishing an annual internal "HIA Year in Review." This report highlights past accomplishments, upcoming plans, and ways for employees to get involved.

Throughout the year, Precision's HIA Committee hosts and often collaborates with Precision's ERGs to host events that aim to share women's stories and improve representation, celebrate diversity, promote inclusion, and engage the entire company in social dialogue. Event highlights from 2024 include:

- **International Women's Day:** Organized a HerStory Panel featuring women leaders from across our business who shared their career stories. These sessions provided valuable insights into their professional journeys and offered inspiration on fostering inclusion in leadership roles.
- **International Allyship Day:** Held interactive virtual workshops and small group exercises on how to be an effective ally in the workplace.

- **Transgender Day of Visibility:** Hosted a guest speaker and transgender community advocate.
- **Pride Month Trivia Sessions:** Conducted company-wide trivia games to raise funds for LGBTQIA+ teen crisis prevention and advocated for safety, equality, and freedom.
- **Breast Cancer Awareness Month:** Provided fact sheets, made donations, and encouraged employees to wear pink. We also invited team members to share their personal stories related to breast cancer to increase awareness and inspire our workforce.
- **Heritage Months:** Highlighted various Heritage Months (Hispanic, Black History, Asian American and Pacific Islander, and Global Diversity Awareness) by spotlighting prominent healthcare innovators from these communities and recognizing these months through internal newsletter communications.





## DEIB Education

In 2023, Precision held in-person training sessions on inclusive leadership and unconscious bias for company leaders and HR leaders. These sessions laid the groundwork for fostering an inclusive culture and addressing biases within the organization. Building on this foundation, we launched virtual and on-demand courses in 2024, making unconscious bias training part of the learning journey for all employees annually and inclusive leadership training strongly encouraged for all People Leaders annually.

Unconscious bias training helps employees recognize and address their biases, fostering a more inclusive and equitable workplace. Inclusive leadership training helps to equip leaders with the skills to promote inclusivity.

Addressing bias is crucial for creating a workplace culture where everyone thrives. We believe that there is nothing more fundamental to performance than how we see and treat each other as human beings. By helping our leaders and team members identify and address bias, we enable them to thrive, increasing performance and collaboration across our organization. By engaging with care and boldness, we can address biases that limit people and constrain performance. This comprehensive approach ensures all team members are educated and empowered to contribute to a positive work environment.

## Employee Resource Groups

In response to our 2022 DEI survey findings, Precision launched company-wide Employee Resource Groups (ERGs) in 2023 to support career and personal development while fostering a diverse and inclusive workplace. Open to all employees, ERGs serve as community-building resources that align employee engagement with business objectives. They aim to understand diverse needs, attract and retain talent, build inclusive membership, and add value through strategic linkage and mentorship.

ERGs help encourage collaboration, build leadership capabilities, and increase dialogue and understanding to advance our cultural transformation. Each ERG has an executive sponsor to ensure top-level support and public endorsement, co-chairs to lead the group, and relevant committee leads. Organized ERG charters outline each ERG's vision, mission, objectives, operating plan, outreach strategy, planned activities, and budget for the fiscal year.

In addition to fostering community within diverse groups, the ERGs hold events and initiatives throughout the year to engage the entire company in social dialogue and inclusion. These activities include workshops, panel discussions, cultural celebrations, and awareness campaigns that promote understanding and collaboration among all employees. By participating in these events, employees can broaden their perspectives, build stronger connections, and contribute to a more inclusive and cohesive workplace culture.

During 2023, we launched 3 ERGs—Multicultural ERG, Pride ERG, and Empowered Women's Network. Now that our ERGs are building momentum, we are excited to expand and engage additional teams of varying interest, including Veterans, Early Career Professionals, Working Parents, and Differently Abled Persons.





The **Empowered Women's Network** at Precision is dedicated to fostering a diverse, equitable, and inclusive workplace where

every woman feels valued and empowered. Its mission is to support, uplift, and empower women across our organization by hosting a variety of events throughout the year that promote inclusion, engagement, and a strong sense of community. Through these initiatives, we aim to ensure that all women at Precision can reach their full potential and contribute their unique perspectives and talents to our collective success.



The mission of the **Multicultural ERG (MERG)** is to create and sustain an inclusive workspace within Precision. The group

champions the value of diversity by leveraging the unique insights of multicultural employees to support the company's mission, values, innovation, communication, and growth. MERG achieves this through cultural awareness education, collaboration and networking, and professional and career development, while tracking key performance indicators to measure the success of their initiatives.



The **Pride ERG** at Precision is dedicated to creating a safe and supportive space for LGBTQIA+ employees and allies. Through education, advocacy, and community-building, the group promotes

understanding, celebrates individuality, and drives positive change for a more inclusive workplace. The Pride ERG focuses on several key areas: ensuring safety for all employees and allies, empowering all employees to take ownership of their careers with the necessary support for success, promoting relationships and community outreach to celebrate the workforce and increase inclusivity, and enhancing the employer brand to attract diverse talent.

## Equal Employment

Precision ensures equal employment opportunities for all employees and job applicants, regardless of legally protected classifications. We adhere to all fair employment practices in accordance with applicable federal, state, and local laws, as outlined in our Equal Employment Opportunity Policy.

## Inclusive Supply Chain

Precision recognizes the potential for our company to positively impact diverse communities through our choice of supply chain partners. We conduct quarterly data enrichment and analytics on vendor spend to assess the percentage of diverse spend across various categories, including minority-owned, women-owned, veteran-owned, service disabled veteran-owned, LGBT owned, disabled-owned, and small disadvantaged businesses. By tracking this data, we aim to establish a baseline that will help us strategize and enhance diversity and equality of opportunity in our supply chain in the future.



## DEIB Data and Metrics



### Global Gender Representation FY23

- **3,287** employees worldwide
- **63%** of workforce identify as female
- **22%** of C-Suite Executive Management Members identify as female
- **46%** of Senior Level Officials and Managers identify as female
- **13%** of Board Members identify as female
- **70%** of employees identify as from a minority and/or vulnerable group (includes women)
- **54%** of Senior Level Officials and Managers identify as a minority and/or vulnerable group (includes women)



### 2023 DEIB by the Numbers – United States FY23

- **33%** of US employees identify as a racial or ethnic minority
- **14%** Asian
- **9%** Black or African American
- **7%** Hispanic or Latino
- **3%** two or more races
- **<1%** Native Hawaiian / Pacific Islander
- **<1%** American Indian / Alaskan Native

\*Please note that percentages of women are global, while percentages of those identifying as a minority group are U.S.-only, since we do not track race or ethnicity in countries outside of the United States.

# Environmental Health And Safety

At Precision, the health and safety of our environment and our people are a top priority. We have implemented comprehensive policies and systems across our laboratories, collection sites, and offices to ensure a safe working environment for all employees while minimizing disruptions to our product and service delivery.

With a global workforce, diverse roles, and a variety of materials and equipment in use, we recognize the significant responsibility of maintaining these safety standards for the health of our employees and the environment. Maintaining a safety-conscious mindset throughout the organization starts with deep EHS engagement across all functions, from recruiting, onboarding, training, and supervision to hazard awareness, production planning, and maintenance scheduling.

## Health and Safety Leadership

Precision has a robust set of procedures and processes in place to proactively monitor safety issues and identify risks and hazards. In 2023 we created the role of Global Head of EHS, responsible for environmental health and safety management across our global operations. The Global Head of EHS chairs Precision's Safety Committee, which includes subject matter experts from each department, including

facilities, Human Resources, project management, quality, commercial repository, bioanalytics, and labs.

The Safety Committee meets quarterly to address key safety issues, review the status of safety items, and identify challenges and resource needs. These meetings focus on developing strategies to reduce risks and ensure compliance with health and safety regulations and best practices. Additionally, the committee facilitates communication to promote a safe and compliant EHS culture. Training discussions cover recent and upcoming sessions, as well as new trainings in development.

## Global EHS Gap Assessment

In 2023, Precision's Global Head of EHS conducted a comprehensive Global EHS Gap Assessment, performing over 60 Safety Hazard Risk Assessments to identify opportunities for enhancing health and safety worldwide. As a result, we launched a Global Harmonization project, a Near Miss/Close Call employee incentive program, a Fall Protection program, a Lockout/Tagout program, and a Hot Work Safety Program, and have launched a comprehensive Global Safety Management System. These efforts underscore our commitment to maintaining a safe and sustainable working environment for all employees.



## Global Safety Management System



Precision's EHS team has developed a comprehensive Global Safety Management System (SMS) which ultimately governs environmental health and safety throughout the organization. This systematic approach to managing risk is an essential, yet formal framework that includes policies, procedures, and practices to identify, assess, and mitigate

safety risks. This new SMS is integrated into the organization's culture and is supported by strong leadership and training. Implementation of the Global SMS includes:

- Enhanced, globally aligned safety policies and procedures
- Enhanced, risk management, safety assurance and safety promotion
- Environmental excellence and sustainability measures
- Safety campaigns held throughout the year to build awareness and inclusion
- Expanded employee health and safety training and empowerment
- Universal employee health and wellness guidelines
- A company-wide health and safety intranet portal
- New processes for continuous improvement across EHS
- Targeted initiatives to drive leadership and organizational buy-in

## Identification of Health and Safety Risks

Audits and inspections are essential to our environmental health and safety strategy. We monitor performance at all laboratories and sites through routine inspections, hazard assessments, unannounced audits, and video monitoring when necessary. Departmental representatives, who are subject matter experts, conduct regular inspections and internal audits, supported by mandatory training to maintain their expertise. Our Global Head of EHS also performs comprehensive inspections, audits, and risk assessments as needed.

Additionally, we conduct hazard risk assessments to identify potential risks associated with specific job tasks and determine the necessary measures to address these risks. These measures include but are not limited to the elimination or substitution of hazards, engineering and administrative controls, and personal protective equipment (PPE). These assessments are broken down by business unit, ensuring that each relevant unit has an equivalent assessment tailored to its specific needs.

Facilities are recertified annually through audits and inspections, with additional recertification if significant system changes occur. Audit and inspection results are reviewed with site safety representatives, department heads, and Safety Committee members to implement necessary improvements. In 2023, the Safety Committee introduced a new EHS Key Performance Indicator tracking program to enhance monitoring and reporting. We look forward to analyzing and reporting on health and safety trends in the near future.

## Incident Reporting, Management and Mitigation

All employees, contractors, and visitors must adhere to Precision's Accident/Incident Reporting and Investigation Procedures. These procedures ensure timely incident reporting, regulatory compliance, and clear roles in incident response. Employees are instructed to report work-related hazards to HR within 24 hours and are protected against retaliation by our whistleblower and anti-retaliation policies. Supervisors assist in completing and submitting incident reports to HR within 48 hours, and HR reports all incidents to the worker's compensation insurer. After an incident, HR and the Quality Team provide documentation for the Safety Committee's review. The chair and department management follow investigative procedures to gather facts, examine tools and equipment, and refer to training records, preventive maintenance schedules, equipment manuals, and work assignments to determine the cause of the incident. Corrective actions are then implemented and monitored for effectiveness. Precision utilizes the OnSolve system for centralized crisis management tracking, mitigation, and reporting.

## Our Health and Safety Certifications

In our laboratories, we are dedicated to not only compliance but also the well-being of our team and the safety of the patients who ultimately benefit from our work.

- We hold Laboratory accreditations from: The Clinical Laboratory Improvement Amendments (CLIA), and the College of American Pathologists (CAP)
- Further, our Global Head of EHS holds a Safety Professional Certification, Environmental Professional Certification, EHS Trainer Certification and Hazardous Materials Manager Certification



## Personal Protective Equipment and Training

PPE is provided at no cost to all workers, tailored to their specific job tasks. We conduct annual hazard assessments for each area within the organization to ensure PPE adequacy. Our policies and procedures comply with Occupational Health and Safety Administration (OSHA) regulations, ANSI standards, and the Centers for Disease Control and Prevention/ National Institutes of Health Biosafety in Microbiological and Biomedical Laboratories 6th edition guidelines.

All employees in kitting sites, laboratories, and clinics receive health and safety protocol training during onboarding, with an annual refresher course required for all health and safety systems, along with role-specific health and safety trainings. Additionally, the following trainings were introduced or refreshed in 2024:

### Environmental Health and Safety Training

General Workplace EHS Training (new hire orientation and annual refresher)	Fire Safety and Emergency Action Planning
Biosafety and Exposure Control	Bloodborne Pathogens Training
Chemical Hygiene and Hazard Communication (HAZCOM)	Sharps Safety Guidelines
Waste Management	Lock Out/Tag Out
Compressed Gas/Dewar Safety	Intro to Ergonomics
Emergency Response and Evacuation Coordinator Training	Dry Ice Safety
Spill Prevention Control and Countermeasures	Emergency Shower and Eyewash Safety Awareness
Laboratory Recycling 101	Near Miss Reporting 101 – for Managers
Situational Awareness in the Workplace	

Additionally, all laboratory employees are required annually to read the following global manuals, take associated training testing knowledge, and attest to their understanding and compliance.

- Global General Environmental Health and Safety Manual
- Global Fire Prevention and Emergency Action Plan Manual
- Global Chemical Hygiene Plan and Hazard Communication Program Manual
- Global Biosafety Manual and Exposure Control Plan
- Global Waste Management Manual



## Office Health and Safety

We also prioritize the safety and well-being of our office employees through comprehensive ergonomics guidance for workplace safety. We provide detailed information on ergonomic self-assessment and offer resources such as ergonomics training, a workstation self-assessment checklist, an ergonomic equipment request form, and guidance on assessing repetitive lifting techniques.

## Supporting Employee Mental Health

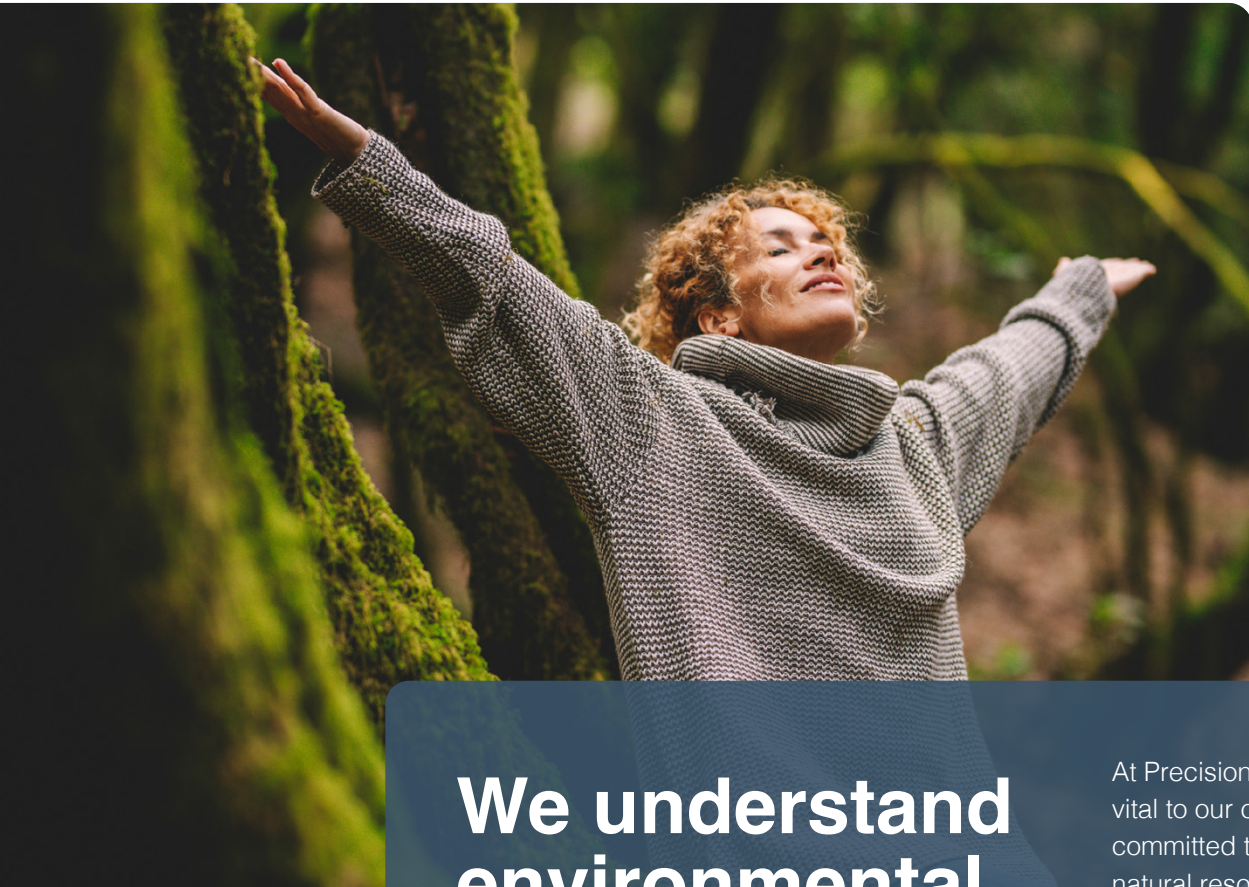
At Precision, employee health and safety extends beyond physical well-being to include support for mental health. As the state of workplace mental health has shifted substantially in recent years, expedited by an array of macro challenges, we have made noteworthy gains by providing expanded benefits and programs to our employees. We are devoted to removing the stigma surrounding mental health and providing a wide array of resources to our employees through our Employee Assistance Program, including access to mental health professionals, wellness programs, and educational initiatives aimed at fostering a supportive and open environment. Every May, during Mental Health Awareness Month and every October on Mental Health Awareness Day, we provide additional resources and events to support mental health and support dialogue about the subject to improve awareness.







# OurPlanet



# Our Planet

Doing our part for a healthier planet

## We understand environmental sustainability

At Precision, we understand that environmental sustainability in drug development and innovation is vital to our clients' success and patients' well-being. Conscious of our environmental impact, we are committed to implementing sustainable practices to minimize our footprint. We believe that conserving natural resources enhances both business operations and community health. As a responsible global citizen, we are actively working to optimize our physical footprint by eliminating inefficiencies and waste, reducing our overall energy use, and collaborating with clients, suppliers, and partners to integrate ESG best practices throughout our value chain.

Energy Use and Greenhouse Gas Emissions | Water, Waste, and Environmental Management | Supply Chain Sustainability

# Energy Use And Greenhouse Gas Emissions

Our offices and clinical site utilize energy for lighting and heating, ventilation, and air conditioning (HVAC) systems and heating systems. Additionally, our laboratories require extra energy to power refrigeration and freezers for our extensive biorepository, research equipment, backup generators, as well as HVAC systems and lighting. Beyond these stationary energy sources, we also operate a limited number of company-owned vehicles across our global operations.

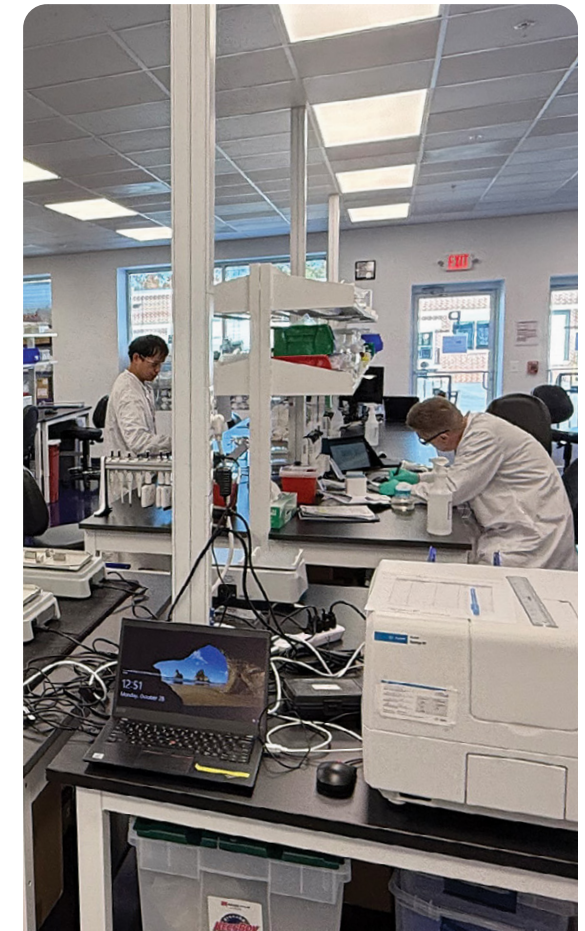
During 2023, our laboratory operations represented 87% of our total energy use, while office sites accounted for 13% and clinical site <1%. The vast majority, 91%, of total energy consumption in 2023 came from purchased electricity.

## TOTAL ENERGY USE



## Our Footprint

To efficiently and effectively reduce our environmental footprint, we must first understand and document our current impact. We have implemented an emissions management system to track and monitor the data necessary to calculate our GHG footprint. This year, we conducted an inventory of our fiscal year FY23 scope 1, 2, and 3 GHG emissions, which will serve as a baseline for measuring future reductions. Additionally, we report our full emissions footprint to CDP and EcoVadis as part of our annual questionnaire responses. We are enhancing our data collection processes, controls, and granularity to better inform our emissions reduction strategy, meet client needs, and achieve future targets.



## GHG Emissions

In FY23, our combined **scope 1** and **2** emissions totaled 7,887 tons of carbon dioxide equivalent (tCO<sub>2</sub>e) (location-based). Our scope 1 and 2 emissions constituted roughly 23% of our total annual emissions, while our **scope 3** footprint constituted 77% of our total annual emissions of 33,888 tCO<sub>2</sub>e.

### Greenhouse Gas (GHG) Emissions: Scope 1, 2, and 3 (Tons CO<sub>2</sub> equivalent) – 2023

<b>Metric Tons CO<sub>2</sub> equivalent (tCO<sub>2</sub>e)</b>	Scope 1	404
	Scope 2 (market based)	7,644
	Scope 2 (location based)	7,483
	Scope 3	26,001
<b>(MWh)</b>	Total Energy Consumption	18,738

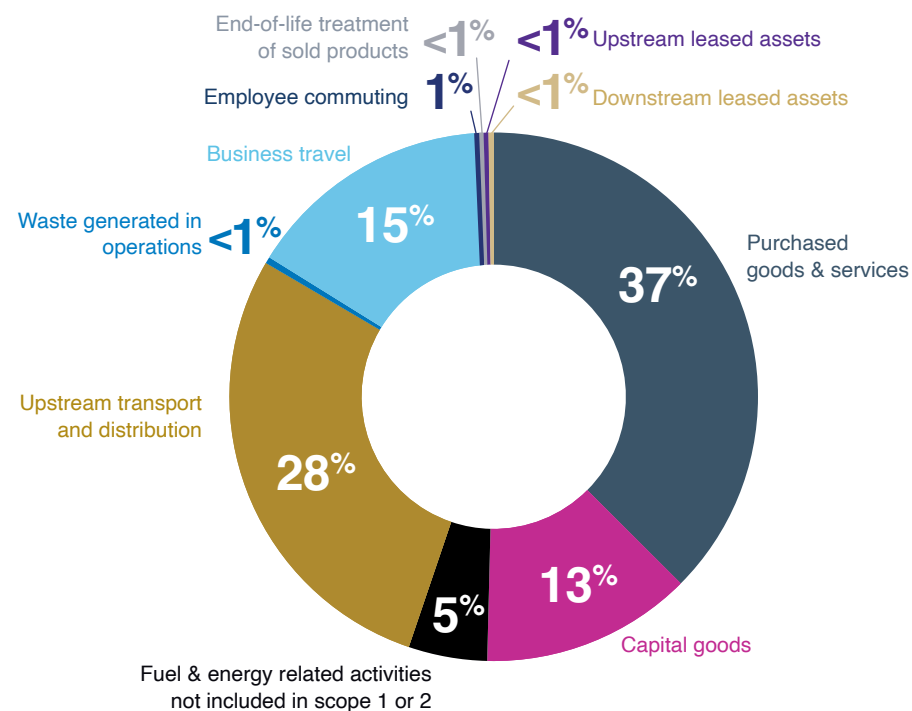
Scope 1 Total (tCO <sub>2</sub> e)		Scope 2 Total (tCO <sub>2</sub> e)		
			Location-based	Market-based
Stationary Combustion	191	Electricity	7,354	7,515
Mobile Combustion	3	Steam	129	129
Fugitive Emissions	210	District Cooling	<.01	<.01

#### Footnotes:

1. All emissions are stated as tCO<sub>2</sub>e
2. Scope 1 and 2 data reflects emissions under Precision's operational control
3. Our energy consumption and GHG footprint encompass all our physical locations and are based on a mix of actual and estimated consumption data. We calculated our footprint using an emissions management software system

- that adheres to GHG Protocol standards. The data have not been subject to third-party assurance.
4. Spend-based methodology is used to calculate 87% of scope 3 footprint. We aspire to integrate more supplier-specific data into our scope 3 footprint calculation in the coming years.

### Scope 3 Emissions



5. Scope 3 categories 9-11 and 14-15 are not relevant to Precision's operations.
6. Scope 3, category 7- Employee Commuting, excludes optional emissions from home-working.

## Leading With Science: Committed to Ambitious Emissions Reduction Targets

We are dedicated to leading with science in everything that we do, including our approach to sustainability. We are formally committed to setting an emissions reduction target by the end of 2025 in line with Science Based Targets initiative (SBTi), the global gold standard for corporate emissions reduction targets. This commitment underscores our dedication to mitigating climate change and aligns our efforts with the latest climate science to ensure a sustainable future. By adopting science-based targets, we aim to demonstrate our responsibility as a global citizen and our commitment to environmental stewardship. We look forward to sharing our target ambitions and progress with our stakeholders in the near future.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## Community Solar

During 2023, we began a community solar partnership at our Frederick, Maryland site. By sourcing a portion of our energy from a local solar farm, we can share the benefits of solar energy without installing panels on our property. This partnership helps reduce our carbon footprint and supports renewable energy growth in our community.

## Rightsizing Our Offices

Despite office spaces being the largest portion of Precision's facilities, they contribute the least to energy use and GHG emissions. Thanks to our hybrid, remote, and flexible work environment, we have restructured and optimized our office spaces, reducing square footage and the total number of offices over the past 3 years. By the end of 2023, these efforts resulted in a more than 20% reduction in office square footage, helping us streamline operations and pave the way for targeted emissions reduction initiatives. Whenever possible, office furniture and other items were donated to local charities.



## Sustainability in Our Laboratories

Laboratories are resource-intensive spaces, consuming more energy and water than our office facilities and generating higher volumes of waste. To minimize their impact, Precision has conducted energy audits and implemented various energy-saving measures, such as efficient lighting, HVAC improvements, building shell enhancements, and behavioral changes. At our largest laboratory facilities, we have engaged a third-party engineering firm to identify further opportunities for energy reductions, including a comprehensive building management system and HVAC variable frequency drives. We are currently working to implement these projects and look forward to reporting progress and resulting impact reduction in coming years.



In 2024 we partnered with Impact Laboratories to pursue **My Green Lab (MGL) Certification** at one of our lab sites. Recognized by the United Nations' Race to Zero campaign, MGL certification is the industry gold standard for

sustainability best practices in laboratories. This collaboration aims to use the certified lab as a pilot, paving the way for future certifications at additional sites.

## Frederick Laboratory Expansion

During 2024, we completed a major expansion of our laboratory campus in Frederick, Maryland, now spanning over 115,000 square feet of state-of-the-art facilities. This expansion significantly enhances our capacity and scale, particularly in cell and gene therapy, oncology, and viral research.

A key highlight of this expansion is our commitment to sustainability. We have implemented the latest energy efficiency standards, including LED lighting, advanced HVAC systems, windows in all labs, and low-flow fixtures. These innovations ensure we minimize our environmental impact while continuing to grow our operations. This expansion not only boosts our operational efficiency and breadth of services but also reinforces our dedication to sustainable practices as we advance scientific research and healthcare.

## Freezer Challenge

Each year, MGL and the International Institute for Sustainable Laboratories host the **Global Freezer Challenge** to promote best practices in cold storage management. We are proud to announce that Precision received an "Honorable Mention" in the 2024 Freezer Challenge, recognized for saving an impressive 496 kWh of energy per day during the competition.

We look forward to continuing our efforts to reduce the impact of our cold storage.



## Biodiversity

The decline in biodiversity is a significant global issue, prompting increased initiatives to safeguard various species and address climate change through nature-based strategies. For Precision, biodiversity loss is not a critical concern, as our operations do not rely on natural processes such as pollination or resources such as fertile soil. Nevertheless, we recognize the vital role biodiversity plays in maintaining planetary health, ensuring the availability of medicines, and enhancing human health and well-being.

# Water, Waste, And **Environmental Management**

## Water Consumption

Precision's laboratories and manufacturing sites use water in some research, development, and production processes, but these are not water intensive and are not located in water-scarce regions. Wastewater is properly disposed of through public sewer systems, and hazardous waste is managed according to strict regulatory requirements and managed by our Global Head of EHS. To reduce water consumption in our office spaces, we collaborate with building managers to install smart devices like motion-sensor faucets and low-flow fixtures, where possible. We also encourage employees to be mindful of water use, providing guidance and posting reminders in common areas.

## Waste Management

Precision's facilities generate various hazardous and nonhazardous wastes, including biological, chemical, and solid waste. Our offices mainly produce paper, plastic, and food waste, while our laboratories and clinics generate biological, chemical, and hazardous waste requiring specialized handling.

Precision partners with regulated waste management providers to collect and responsibly dispose of 100% of the biohazardous waste from lab and clinic sites. These partners, trusted by numerous labs and research organizations, handle the collection, transportation, treatment, and disposal of all regulated waste generated at our sites in compliance with relevant regulations and safety of our employees and environment. Their teams of regulatory experts ensure adherence to safety and medical waste compliance protocols, facilitating our compliance with the Health Insurance Portability and Accountability Act (HIPAA) and OSHA standards. Precision's procedures for the safe disposal of pollutants are governed by our Global Waste Management Manual, Global Chemical Hygiene Plan, and Global Biosafety Manual and Exposure Control Plan, detailed in our Environmental Health and Safety section, on [page 44](#).

In our medical research, maintaining safety, efficacy, and quality is paramount. Plastic use in our labs and sample kits is essential for sterility and prevention of cross-contamination. While we recognize environmental concerns, our priority is scientific rigor and patient safety. We continuously monitor sustainable material

developments and assess viable alternatives to single-use items whenever possible.

We are committed to minimizing general waste across all operations, wherever possible, through our company-wide waste policy, which encourages:

- **Minimizing** and reusing paper
- **Reusing** specialized production inputs like dry ice
- **Using** durable kitchenware
- **Reusing** shipping containers and cardboard boxes
- **Recycling** or donating mechanical and electronic equipment



# SupplyChain**Sustainability**

We are dedicated to fostering sustainable actions and behaviors within our global supply chain by partnering with suppliers who align with our goals and those of our customers. Our ESG team diligently monitors risks related to environmental, social, and other pertinent regulations that may arise from potential supply chain partnerships.

As part of the vendor onboarding process, suppliers complete an ESG questionnaire that evaluates their progress and actions in the following areas:

- Environmental policies
- Energy and GHG emissions
- ESG reporting
- CDP and EcoVadis ratings
- Emissions reduction targets
- Supply chain engagement and diversity
- Internal diversity, equity, and inclusion initiatives

Questionnaires are graded, and Precision engages directly with suppliers for additional information if needed. We use this assessment, along with IT Security and Entity-Wide Risk assessments, to understand potential risks new partners may bring.

As we refine our approach and gain insights into our supply chain's environmental impact, we plan to engage more strategically with suppliers to help reduce our scope 3 emissions footprint.







# OurImpact



**At Precision, our purpose and passion to change lives drive us every day.**

# Our Social Impact

Creating Positive Impact: Advancing Communities, Upholding Human Rights, and Protecting Privacy

We strive to bring the next generation of precision medicine to market, helping patients in need. We maintain the highest standards for ethical research and human rights protection, from managing clinical trials to ensuring human rights are respected in our supply chain. We are committed to handling data with the utmost care, safeguarding client and patient privacy and data protection.

Our dedication to positively impacting humanity extends beyond our offices and labs. As a company, in teams, and as individuals, we devote time and resources each year to non-profit organizations, charities, and fundraising events, benefiting the communities where we live and work.

Benefitting Our Communities and Society | Human Rights and Ethical Research | Privacy and Data Protection

# Benefitting Our **Communities And Society**

## Volunteer Work and Giving

At Precision, fostering a socially conscious workforce and promoting service align perfectly with our core principle of having a “passion and purpose for what we do.” Our social impact purpose is to identify opportunities and partnerships that materially impact the industries and populations we serve through a well-defined corporate social responsibility strategy. Our teams support a wide range of causes, from healthcare to community impact to environmental sustainability through numerous company-wide campaigns and



initiatives throughout the year. Many of our business units also organize donations and volunteer efforts in their local communities. To further support community engagement, Precision’s volunteer time-off policy allows employees to dedicate up to 8 paid working hours per year to charity or volunteer work.

## Giving and Volunteering—2023 and 2024 Highlights

- **Direct Contributions:** Our team has dedicated time and/or money to nearly 100 non-profit and charitable organizations.
- **Employee Engagement:** Over 2,000 employees have participated in volunteer activities.
- **Volunteer Events:** We have hosted and attended countless volunteer events.
- **Financial Support:** Precision has donated over \$250,000 in direct financial support to organizations focused on advancing healthcare research, promoting diversity, equity, and inclusion, and uplifting our local communities.



# Impact Highlight: Health Care

## Rare Disease Day

The fight against rare diseases is central to our mission. We have supported more than 300 rare and orphan products. Our “Rarefied Thinking” approach combines agility with deep expertise to recruit patients, develop protocols, and manage trials. On Rare Disease Day, more than 400 Precision employees participated in the Rare Disease Photo Challenge, raising funds for the National Organization for Rare Disorders.



## American Association for Cancer Research (AACR)

The AACR conference is a focal point for the cancer research community each year. Precision attended the AACR conference with representation both on the speaker lineup, highlighting our work on advancing cancer treatment, and through an interactive booth, raising funds for cancer research.



## Leukemia and Lymphoma Society

Precision proudly sponsored a candidate for the Leukemia and Lymphoma Society (LLS) Visionary of the Year, a philanthropic competition supporting local blood cancer survivors. Our team attended the Grand Finale event, celebrating the efforts of candidates and their teams in raising vital funds for LLS. Precision also participated in LLS's Light the Night event, an amazing celebration of light aiming to drive out the darkness of cancer by raising awareness and funds.



## St. Jude Walk/Run

Each year, Precision partners with St. Jude Children's Research Hospital for their annual St. Jude Walk/Run. Friends and family of all fitness levels joined in, forming teams in 6 cities with dedicated Precision captains. For employees not near these locations, virtual participation options were available.



## Breast Cancer Awareness Month

Each year, in recognition of Breast Cancer Awareness Month, we proudly hold our Precision in Pink Campaign. We encouraged employees to submit photos of themselves, their family members, or pets wearing pink. For each photo submission, Precision made a monetary contribution to four cancer charities: Pink Fund, American Breast Cancer Foundation, Breast Care for Washington DC, and Macmillan Cancer Support. These vital organizations support new research and help breast cancer patients around the world.



# Impact Highlight: **Community**



## Step Ahead Scholars

Precision continued its partnership with Step Ahead Scholars (SAS) into 2024, maintaining its commitment to eradicating college access inequity. Over the years, this collaboration has led to the design, development, and ongoing management of SAS's website and consistent student sponsorship for the Tufts Mini-Med program, helping prepare them for careers in the life sciences industry.

## Maryland Manufacturing Extension Partnership (MEP) Biotech Bootcamp

Precision welcomed students to our Frederick, Maryland facility for the 5th Annual MEP Biotech Boot Camp, an initiative we proudly sponsor to inspire future biotech innovators. This free, 4-week program equips jobseekers with essential skills for Maryland's biotech industry. Our site leadership and Talent Acquisition team led engaging presentations and a tour of our state-of-the-art facility, showcasing the exciting career opportunities in biotech.



# Impact Highlight: Environment

During their quarterly philanthropy outing, Precision volunteers joined forces with **Life's a Beach** for a beach cleanup at Chalkwell Beach in Essex, England. Braving wind and rain, our team spent 2 hours collecting nearly 200 pounds of litter, filling 14 bags with determination and a shared goal of eradicating single-use plastics.

In celebration of Earth Day, a dedicated team of Precision volunteers partnered with **HandsOn San Diego** for a beach cleanup event. Armed with gloves, bags, and a passion for preserving our environment, volunteers spent the day collecting trash and debris along the shoreline. This effort not only helped to beautify the beach but also underscored our commitment to environmental stewardship and community service.



# Human Rights And Ethical Research

In our work, we must uphold the highest standards of ethics and integrity, as our decisions affect patients, families, communities, and society. Our responsibility includes ensuring human rights are respected and protected throughout our operations and supply chain.

## Approach to Human Rights

Precision is committed to doing our part to uphold and advance human rights around the globe. We strictly prohibit child and forced labor within our own company and within the companies we partner with around the globe. Precision's Code of Conduct prohibits child and forced labor, modern slavery and human trafficking, both for our own operations and those within our supply chain. We have a comprehensive Human Rights, Anti-slavery and Anti-Human Trafficking Policy that ensures compliance and includes regular risk assessments to integrate human rights principles into our operations.

## Human Rights Risk Assessment and Due Diligence

To help ensure human rights are respected and protected throughout our global supply chain, Precision conducts periodic human rights risk assessments using a "risk-to-people" approach to identify, assess, and address potential risks. This due diligence supports our long-term business resilience, mitigates reputational risks, and ensures regulatory compliance.

Our risk assessment process benchmarks vendors and countries using external indices, evaluates risks based on indicators, and engages with stakeholders. We map risk indicators to our supply chain, assessing risks by severity, likelihood, and impact; and prioritizing those needing investigation, remediation, and monitoring.

We offer various Speak Up channels, including an anonymous online tool, for reporting concerns related to Human Rights, Human

Trafficking and Modern Slavery. Our commitment to human rights is resolute, and we will keep striving to make a positive impact on global health and the communities we serve.

## Ethical Research

Precision is committed to upholding high ethical standards in research, clinical, and manufacturing support for novel drugs. Our Research Integrity Policy addresses ethical research practices, such as avoiding fabrication, plagiarism, and managing financial conflicts of interest. It also ensures compliance with regulatory requirements. Our Speak Up and Non-retaliation policies specifically cover research ethics, allowing concerns to be reported through various channels, including an anonymous and confidential Speak Up portal.

## Animal Testing

Our company is committed to the ethical treatment of animals, and we do not participate in animal testing at any of our facilities.



# PrivacyAnd**DataProtection**

## **Approach to Privacy and Data Protection**

As a provider of research, clinical, and commercialization services to life sciences companies, we are accountable for the information and data our clients entrust to us, and we protect personal data following best in practice industry standards.

Our dedication to privacy is demonstrated through:

- Dedicated sections in Precision Code of Business Conduct and Ethics on privacy and data protection, confidential information handling, and IT and Cybersecurity
- Allocation of resources to a dedicated Precision Privacy Team, embedded in the Legal and Compliance Department and comprised of US and EU professionals
- Appointment of a Data Protection Officer (DPO)
- Establishment of a special Privacy Compliance Group, made up of the Privacy Team and representatives from each functional group. This group collaborates biweekly with the DPO to ensure our privacy program is well-resourced and effective.

The DPO provides an annual report, containing a Privacy Compliance Program status and independent risk assessment to the GC, ensuring transparency and accountability. The GC then provides a comprehensive annual privacy and compliance update to the Audit Committee of the Board. We have also implemented comprehensive policies, processes, and systems designed to protect the integrity of our data and that of our clients, ensuring all information is managed responsibly and ethically.

## **Confidential and Personal Information Protection**

Without quality information and data, we couldn't research, advise, consult, plan, or perform services for our clients. Protecting this information is critical to our success, and we handle all confidential client and patient information with the utmost care and security. Our clients rely on us to keep their information secure, whether we are onsite, offsite, or working remotely. Our policies instruct employees to protect the information entrusted to them by limiting access, disclosing information only to those who need to know, ensuring data are sent only to intended and relevant email addresses, and staying vigilant about security when working remotely. Employees are instructed to

not discuss confidential information in public areas, refrain from printing documents containing confidential information, and to never use confidential information for personal gain. By adhering to these policies, we ensure that confidential information remains secure and protected at all times, proving that our coworkers and clients can rely on us.

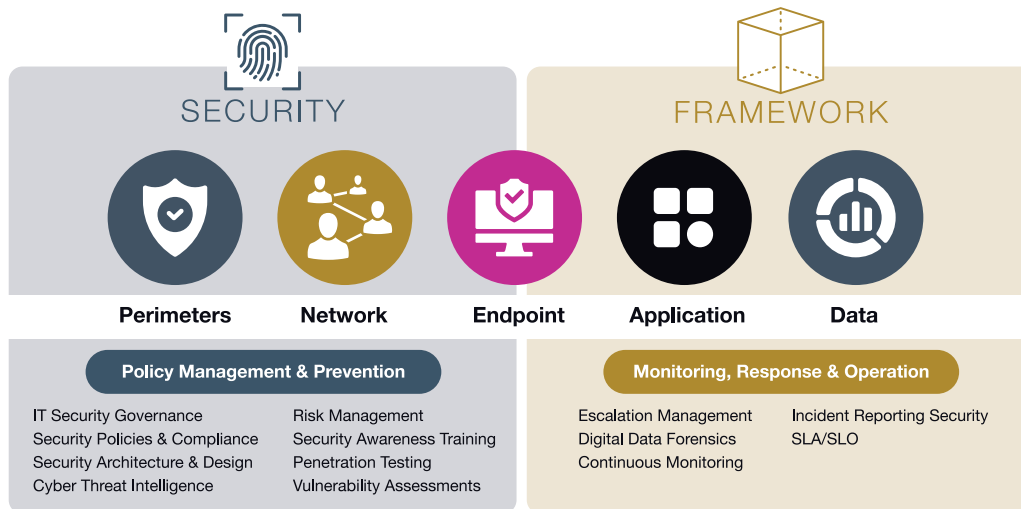
## **IT and Cybersecurity Policies**

All Precision employees must maintain high information technology (IT) and cybersecurity awareness and comply with related policies. External threats like malware, spyware, and information theft can significantly impact Precision and our clients. Therefore, it is crucial that employees handle Precision's IT infrastructure with care and adhere to our IT and cybersecurity policies.

Cybersecurity, privacy, and data protection are emphasized in Precision's Code of Conduct. The company has established robust policies and procedures detailing expectations and requirements for employees. These policies cover the security of personal data, privacy, and the permissible use of information technology, ensuring all employees understand their responsibilities and the measures needed to protect our digital assets.

## IT and Security Infrastructure

Precision ensures robust data and systems security through a strong internal infrastructure and controls. We use industry best practices, such as International Organization for Standardization (ISO), National Institute of Standards and Technology (NIST), and Health Information Trust Alliance (HITRUST) standards, and apply key principles like Segregation of Duties and Least Privilege. Our 5-layer security framework includes policies and tools to monitor our IT perimeter, network, endpoint, application, and data layers. We protect all information with encryption both at rest and in transit. Our security measures include internal access control lists for networks, demilitarized zone networks to separate our local area network from public networks, file sharing and SharePoint permissions, and data loss prevention tools.



## Detection and Management of Cybersecurity Risks

Precision enhances security with a Security Information and Event Management (SIEM) system, performing daily IT scans, real-time patching for critical issues, and continuous patching for long-term vulnerabilities. Our IT Helpdesk team monitors and addresses phishing and suspicious email activity reported by employees.

We use proactive and defensive tactics, techniques, and procedures (TTP) to understand real-world adversaries. The Information Security team conducts routine “red team” and “blue team” drills to test our cybersecurity defenses. Additionally, we employ a “purple team” methodology for milestone-driven, iterative projects with a common business focus. Each quarter, the Information Security team reviews the current threat landscape and prepares a threat summary for collaboration and remediation.





## IT Governance Risk and Compliance

Our IT Governance Risk and Compliance (GRC) department safeguards our organization from IT threats posed by vendors and partners. We mandate high standards for data privacy and IT security from our suppliers. Precision conducts Vendor Risk Assessments and thorough qualification processes for new suppliers, evaluating privacy, security, AI, transfer risk, and overall IT vendor health. Vendors must requalify every 2 years to ensure proactive risk management. The GRC team oversees vendor single sign-on, reviews IT processes and requirements for third-party agreements, and supports our IT audit processes.

## Privacy, Confidentiality, and IT Security Training

Qualifying Precision employees undergo regular privacy and data security training via our learning and development platform, along with annual enterprise-wide cybersecurity training. The Precision Privacy Team also provides live, risk-based privacy training as needed.

Precision IT sends out quarterly newsletters with data security reminders, cybersecurity tips, information on new micro-learning available, and reminders to report potential threats through proper channels. Employees face regular simulated phishing attempts, with additional training for those who fail to detect them.

## Reporting Privacy and Security Violations

Employees are trained to report data security and privacy policy violations through various Speak Up channels, including directly contacting the Legal and Compliance Department, using anonymous Precision Speak Up channels, or reaching out to the Data Protection Officer. Precision's Chief Information Security Officer, Privacy Compliance Group, Legal, Security, and Infrastructure teams collaborate to address and resolve issues. The Privacy Compliance Group, ensures effective management of security, privacy, and data-related risks.



# Looking Ahead



**Precision is dedicated to doing good through responsible business practices.**

# Looking Ahead

Advancing Precision's commitments to our people, patients, communities and the planet

Our mission is to accelerate the development of life-changing medicines and help life sciences innovators ensure their products reach the patients who need them. By advancing sustainability initiatives, we aim to positively impact our people, patients, communities, and the environment.

We recognize that sustainability is a journey, not a destination. We are excited by our progress and maturity over the past year and look forward to continuing this journey. We are eager to share our advancements in the coming years as we evolve our approach to ESG.

| 2025 and Beyond |

# 2025And**Beyond**

Reflecting on our progress in the last year, we are proud to have achieved our goal of releasing a SASB-aligned report and focusing on more quantitative disclosures in the past year. We are excited by our progress and maturity over the last year and look forward to continuing this journey.

In 2025 and beyond, Precision will continue to advance our sustainability efforts with several key initiatives. We will submit and validate an emissions reduction targets aligned with the SBTi and perform a climate-related financial risk assessment to better understand and mitigate potential climate impacts. We will focus on refining our supplier engagement strategy and capturing cost and energy savings from energy efficiency projects at our laboratory sites. We will also launch strategies for a sustainable and inclusive procurement model. Additionally, we will continue to assess our material issues, monitor relevant regulations, and respond to evolving customer and investor demand.

We are eager to share our advancements in the coming years as we evolve our approach to ESG. We look forward to sharing this journey with our stakeholder community as we work together towards a more sustainable future.





# Appendices



# Appendices

About This Report |  
Sustainability Accounting Standards Board (SASB) Indices





# About **This Report**

This document, Precision Medicine Group's (Precision's) 2024 Environmental, Social, and Governance (ESG) Report, provides quantitative data and statistics for fiscal year 2023 (unless otherwise noted), along with updates on initiatives and progress through November 2024. Our approach to topics and disclosures is guided by the (SASB). All forward-looking statements are based on the best information available to us as of November 2024.

Our goal is to deliver a comprehensive and transparent report covering all entities of Precision Medicine Group. We are dedicated to improving our data collection processes and tracking key performance indicators over time. We also strive to continually enhance the completeness and accuracy of our reporting each year.

## **Forward-Looking Statements**

This report features forward-looking statements that are neither historical facts nor guarantees of future performance. Instead, they represent current beliefs, expectations, and assumptions about the business's future based on best available knowledge at time of reporting. These statements are often identified by terms such as "anticipate," "believe," "expect," "intend," and similar words.

## **Greenhouse Gas Emissions Reporting Scope and Methodology**

Precision reports its GHG emissions according to the GHG Protocol Corporate Accounting and Reporting Standard. The company defines its GHG emissions inventory using the operational control approach and reports both location-based and market-based scope 2 emissions. Scope 3 emissions are calculated in accordance with the GHG Protocol Corporate Value Chain Accounting and Reporting Standard. For more information or questions on our emissions methodology, please see our CDP response or reach out to [ESG@precisionmedicinegrp.com](mailto:ESG@precisionmedicinegrp.com).

For questions or comments about this report, please contact [ESG@precisionmedicinegrp.com](mailto:ESG@precisionmedicinegrp.com).

# Sustainability Accounting Standards Board (SASB) Indices

Our business operates across multiple sectors. Consequently, we report in alignment with the two SASB industry groups most relevant to us: Professional and Commercial Services and Biotechnology and Pharmaceuticals. If a topic area from one of these industries does not pertain to our business, we have indicated here.

## Professional and Commercial Services

SASB					
Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
Activity Metrics	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	SV-PS-000.A	Human Capital Data and Metrics, <a href="#">page 39</a>
	Employee hours worked; percentage billable	Quantitative	Hours, percentage (%)	SV-PS-000.B	Human Capital Data and Metrics, <a href="#">page 39</a>
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	Detection and Management of Cybersecurity Risks, <a href="#">page 66</a>
	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	SV-PS-230a.2	Confidential and Personal Information Protection, <a href="#">page 65</a>
	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	Number, percentage (%)	SV-PS-230a.3	Not reported

## Professional and Commercial Services, (Continued)

SASB					
Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
<b>Workforce Diversity and Engagement</b>	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Percentage (%)	SV-PS-330a.1	DEIB Data and Metrics, <b>page 43</b>
	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Percentage (%)	SV-PS-330a.2	Human Capital Data and Metrics, <b>page 39</b>
	Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	Employee Surveys, <b>page 32-33</b>
<b>Professional Integrity</b>	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	Ethics and Compliance, <b>page 17-19</b>
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Presentation currency	SV-PS-510a.2	Not reported

## Biotechnology and Pharmaceuticals

SASB					
Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
<b>Activity Metrics</b>	Number of patients treated	Quantitative	Number	HC-BP-000.A	PFM FY23 Impact, <b>page 7</b> Precision AQ FY23 Impact, <b>page 8</b>
	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Quantitative	Number	HC-BP-000.B	Not applicable
<b>Safety of Clinical Trial Participants</b>	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	n/a	HC-BP-210a.1	Patient Safety and Quality Management, <b>page 23-25</b>
	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Quantitative	Number	HC-BP-210a.2	Not applicable
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	Presentation currency	HC-BP-210a.3	Not applicable

Biotechnology and Pharmaceuticals, (Continued)

SASB

Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
<b>Access to Medicines</b>	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Discussion and Analysis	n/a	HC-BP-240a.1	Not applicable
	List of products on the World Health Organization (WHO) List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion and Analysis	n/a	HC-BP-240a.2	Not applicable
<b>Affordability and Pricing</b>	Products listed in public medical product safety or adverse event alert databases	Discussion and Analysis	n/a	HC-BP-250a.1	Not applicable
	Number of fatalities associated with products	Quantitative	Number	HC-BP-250a.2	Not applicable
	(1) Number of recalls issued, (2) total units recalled	Quantitative	Number	HC-BP-250a.3	Not applicable
	Total amount of product accepted for takeback, reuse, or disposal	Quantitative	Metric tonnes (t)	HC-BP-250a.4	Not applicable
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Quantitative	Number	HC-BP-250a.5	Not applicable
<b>Counterfeit Drugs</b>	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion and Analysis	n/a	HC-BP-260a.1	Not applicable
	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Discussion and Analysis	n/a	HC-BP-260a.2	Not applicable
	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Quantitative	Number	HC-BP-260a.3	Not applicable

Biotechnology and Pharmaceuticals, (Continued)

SASB					
Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
<b>Ethical Marketing</b>	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Presentation currency	HC-BP-270a.1	Not applicable
	Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	n/a	HC-BP-270a.2	Not applicable
<b>Employee Recruitment, Development and Retention</b>	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Discussion and Analysis	n/a	HC-BP-330a.1	Talent Acquisition, <b>page 38</b>
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Quantitative	Percentage (%)	HC-BP-330a.2	Human Capital Data and Metrics, <b>page 39</b>
<b>Supply Chain Management</b>	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit program for integrity of supply chain and ingredients	Quantitative	Percentage (%)	HC-BP-430a.1	Not applicable
<b>Business Ethics</b>	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	Presentation currency	HC-BP-510a.1	Not reported
	Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	n/a	HC-BP-510a.2	Not applicable