



PRECISION
MEDICINE
GROUP®

Moving Science Closer to Health

2023 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT



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Message from our CEO

Dear Stakeholders,

Precision Medicine Group was founded in 2012 with the lofty goal of bringing new drugs to market through an expert-driven and integrated approach to research and development, data science, manufacturing, and commercialization. We invest organically and acquire capabilities to address the fundamental changes in healthcare necessary for global health and outcomes improvement. The company has grown to over 3,200 employees around the world, all dedicated to the mission of accelerating development and access to breakthrough treatments to improve the lives of patients in need.

When Precision was founded, corporate ESG practices were in their early phases of awareness and implementation. As we fast forward to 2024, most companies either have or are developing a formal strategy to manage ESG, and Precision is now proud to be one of them and believes it is value accretive to our business.

As we continue to reinforce our Precision Principles of Client Service, Purpose, Accountability, Mutual Respect, and Collaboration, our ESG efforts become integral to our approach. Our inaugural 2023 report reflects our ongoing efforts to do better for our people, in our practices, and with the broader community at large. Much like the purpose of our work in supporting patient access to life-changing therapies, ESG has an impact beyond any one individual.

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Our commitment to ESG is not merely a compliance exercise, but a reflection of our core values and dedication to leaving a positive legacy.

In this year's ESG report, we have outlined the progress we have made toward achieving our goals. Our report covers key achievements, performance metrics, and initiatives such as:

- Engaging internal and external stakeholders in our company's first ESG materiality assessment to identify and prioritize our material issues

- Defining Precision's approach to ESG in our company's ESG Strategy Statement
- Creating a three-year strategic ESG roadmap for advancing our performance across environmental, social, and governance issues
- Initiating energy efficiency projects and standards across our facilities
- Implementing implicit bias training for our Executive Leadership Team and Human Resources leaders
- Contributing volunteer hours by over 425 employees and over \$250,000 in donations to more than 70 charitable foundations and causes

Our commitment to ESG is not merely a compliance exercise, but a reflection of our core values and dedication to leaving a positive legacy. It aligns our business strategy with the broader goals of environmental preservation, social well-being, and ethical leadership. This report demonstrates our dedication to creating long-term value for our stakeholders, including our employees, clients, investors, and the communities we serve.

I encourage you to review the report in detail, as it provides a comprehensive view of our journey. I look forward to exploring ways in which we can continue to integrate ESG strategy into our decision-making process. Together, we can lead by example to build a more favorable future as we continue to bring science closer to health.

Sincerely,
Mark Clein



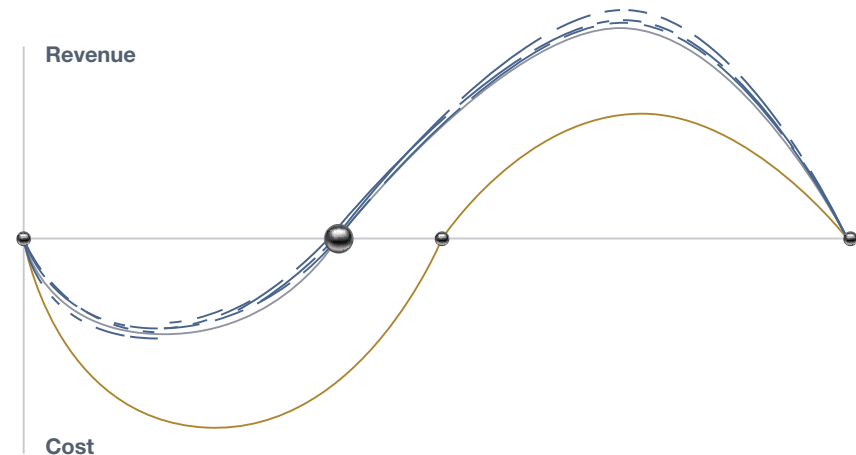
About Precision Medicine Group

Accelerating the delivery of life sciences innovations to change the lives of patients.

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 (Precision) was founded in 2012 to transform the process of bringing new drugs to market by integrating science, technology, data and human expertise. With the discipline of precision medicine as our foundation, Precision has brought together targeted expertise that can propel drug development and patient access to new therapies. We apply relevant insights and specialized capabilities to unlock the potential of data—accelerating drug development, advancing manufacturing, and customizing engagement to deliver commercial success.

▲ Precision Curve

Precision has developed and acquired capabilities to meet the dynamic needs of biotech and pharma companies at every stage of development, from early development to commercialization. Our relationship-based, expert-driven approach to business combined with the breadth of our offerings has enabled Precision to scale rapidly as the partner of choice to global life sciences innovators.



▲ Precision By the Numbers

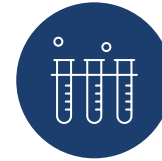
Over the past 11 years our company has grown to over 3,200 employees around the world, all dedicated to the mission of accelerating development and access to breakthrough treatments to improve the lives of patients in need.



3,200
employees



>500
Biotech and Biopharma clients



250+
drug development programs



100+
drug launches since 2020



PRECISION for medicine

Next-Gen Clinical Development

Accelerating clinical research and development through the combined power of trials, labs and data science.

Precision for Medicine (PFM) is a global precision medicine clinical research and development services organization (CRDSO). We integrate clinical trial execution with deep scientific knowledge, translational medicine expertise, advanced data sciences, and complex biomanufacturing to meet the needs of life sciences companies from discovery to approval. PFM combines the power of trials, labs and data to drive faster clinical development by maximizing insights into patient biology and accelerating the pace of scientific discovery and approval.

PFM Business Areas

- ▶ **Clinical Solutions**—Expert teams planning and executing clinical trials, from first-in-human testing throughout the clinical phases of research.
- ▶ **Translational Sciences: Specialty Laboratories**—Developing specialty tests that measure biomarkers in patient specimens to help predict drug efficacy and select patients to accelerate drug development.
- ▶ **Translational Sciences: Biospecimen**—Providing reliable, high-quality sources of biospecimens to support biopharma, diagnostic, and government research.
- ▶ **QuartzBio**—Leveraging advanced scientific data management and AI to create manageable, actionable information from terabytes of disparate data points, to inform the decision making of research organizations.
- ▶ **Project Farma**—Providing biomanufacturing strategy and execution to leading advanced therapy organizations.

Next-gen Commercialization

Demonstrating the value of life-science innovations with evidence and real-world expertise.

Where PFM accelerates the process of bringing new drugs to market, Precision Value and Health (PVH) works with biotech and pharma companies to successfully commercialize game changing therapies. Leveraging evidence and insights to tailor communications globally to payers, health systems, healthcare providers and patients—PVH helps life science innovators effectively communicate the value and science of innovations, ensuring patients have access to life saving medicines.

PVH Business Areas

- ▲ **Market Access and Commercial Consulting** — creating optimal pricing and market access strategies for our clients' products/innovations.
- ▲ **Health Economics and Outcomes Research** — identifying and generating the clinical and economic evidence needed to communicate the value of a life science product/innovation to payers and policy makers.
- ▲ **Market Access Marketing Agency** — establishing strategies and messaging to educate and inform payers and health systems; helping manufacturers develop the resources that support optimal patient access to therapies.
- ▲ **Marketing, Branding and PR Agency** — developing global strategies, messaging, creative and digital communications to educate and inform healthcare providers and patients about novel therapies.
- ▲ **Medical Communications Agency** — providing global educational content for healthcare providers (including key opinion leaders, nurse practitioners, physician assistants and other stakeholders) on behalf of pharma medical affairs, marketing, and sales training teams.
- ▲ **Data Sciences** — providing leading edge data management, predictive analytics, and innovative client engagement solutions that drive brand decisions, omni-channel engagement and script lift.
- ▲ **Investor Relations** — communicating and engaging with the investor community to enable access to capital.

▲ Our Values

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

Precision has always believed that bringing the right people together could make a positive and important contribution to improving healthcare. Our work requires a set of principles that define our culture, represent the foundation of how we work, and the expectations of all our employees. Over the last decade, Precision has expanded its capabilities to support faster clinical development and drive commercial success for our clients. Our Precision Principles help strengthen and maintain our culture as we grow and evolve as a company.



STATEMENT OF VALUES

Client Service

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



Purpose

Passion and purpose for what we do



Accountability

Hold oneself and others accountable; own the outcomes



Mutual Respect

Act with integrity; lead by example; communicate candidly



Collaboration

Colleagues as partners



Approach to ESG

Our ESG Journey



2023

Governance

- Launched companywide, materiality-based ESG program
- Created ESG materiality map, strategy and roadmap
- Published inaugural ESG report and landing page
- Submitted ESG disclosures to EcoVadis
- Conducted a risk assessment and launched a global risk-based Compliance Program
- Submitted the annual Data Protection Officer Reports to the Chief Compliance Officer

Environmental

- Calculated Year 2 Scope 1 and 2 Greenhouse Gas (GHG) emissions
- Submitted climate disclosures to CDP
- Hired a Global Head of Environmental Health and Safety

Social

- Launched Employee Resource Groups (ERGs)
- Implemented leadership implicit bias training
- Hired a Vice President of Global Total Rewards



2022

Governance

- Identified executive sponsors of ESG
- Began collecting and organizing social data
- Established a Chief Compliance Officer role
- Organized a Privacy Compliance Group for management of the Privacy Compliance Program

Environmental

- Calculated Year 1 Scope 1 and 2 GHG emissions baseline
- Conducted energy audit of energy-intensive facilities
- Integrated energy efficiency into design of Houston, Texas facility

Social

- Launched diversity, equity, and inclusion (DEI) speaker series
- Released Precision Yearbook
- Launched Bonusly employee rewards system
- Conducted a company-wide DEI survey



▲ Materiality

Understanding our material issues by engaging with stakeholders

Our approach to ESG is grounded in the concept of materiality. By identifying and addressing material risks to our business we position the company for long-term, sustainable success. Our business model is built on client service. Stakeholder engagement and communication is critical to earning the trust of our clients that rely on us to provide the research development, clinical trial facilitation and manufacturing support to advance drugs for approval, and skilled advising and consulting services to commercialize the next generation of precision medicines.

Precision conducted a materiality assessment in 2023 as a foundational step in enhancing our company's ESG program. We conducted primary research by surveying both internal and external stakeholders, including our employees, leadership, clients, investors and vendors, to understand their prioritization of ESG issues relevant to Precision. We also leveraged secondary research on critical issues facing Precision and our industry communicated by ESG rating and ranking organizations, global reporting frameworks and standards, industry organizations, financial institutions and research conducted by our peers. We leveraged our research findings to create a materiality map illustrating Precision's material ESG issues.

Governance

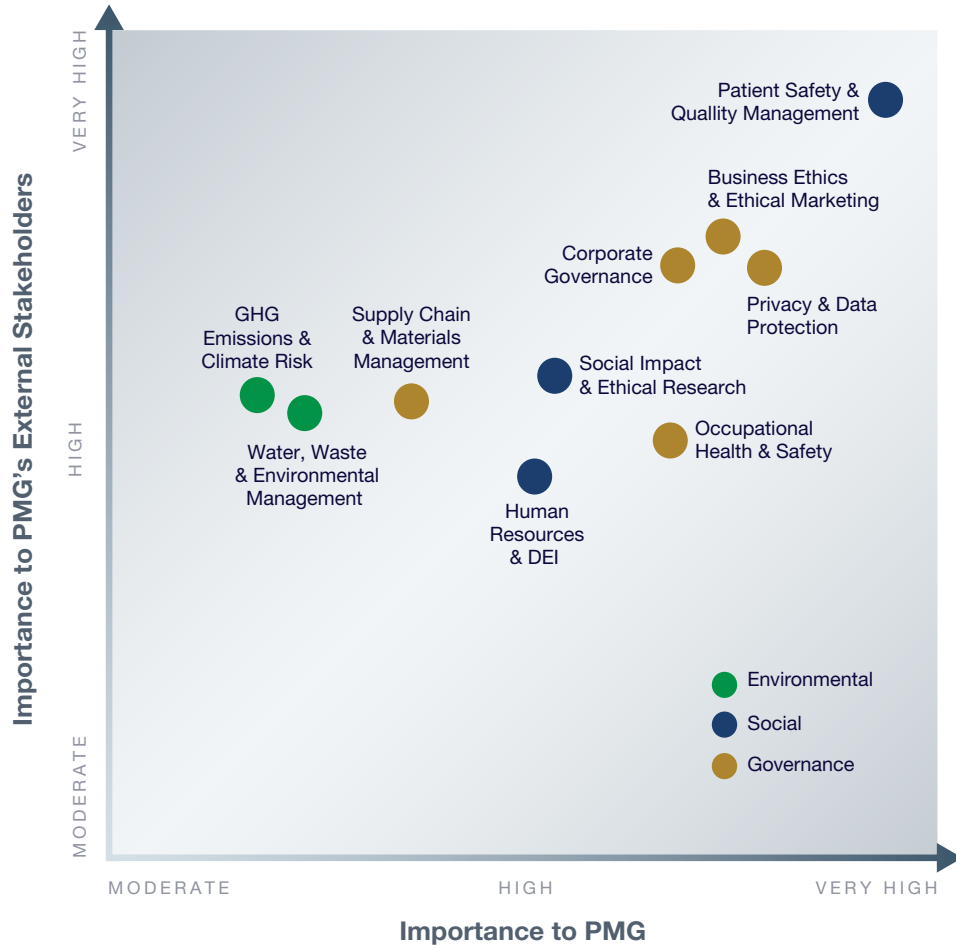
- Established an ESG Committee
- Created an ESG policy
- Developed an ESG roadmap
- Began collecting and organizing environmental data
- Engaged a professional DPO, established a structured Privacy Compliance Program

Environmental

- Replaced low efficiency equipment with newer high efficiency devices
 - HVAC systems
 - Lighting systems
 - Servers
- Communicated with employees about saving energy during peak use hours
- Participated in local recycling and ride share transit programs

Social

- Completed a DEI sentiment survey assessment across Precision
- Hire specialized DEI consultants
- Appointed a Manager of DEI and CSR
- Launched Humanity in Action DEI website and initiatives
- Published A Taste of Precision cookbook celebrating cultural diversity



Precision's Materiality Map

Our materiality assessment indicates a high level of agreement between internal and external stakeholders on the material issues facing our company. The highest priority issues show the largest degree of alignment between the two perspectives, demonstrating agreement on the most pressing issues for our company. Precision's most critical ESG issues are social, and governance related, led by patient safety and quality management, business ethics and ethical marketing, corporate governance, and privacy and data protection. While environmental issues were not prioritized as highly, both internal and external stakeholders identified them as high importance. The strong focus by external stakeholders, particularly clients, on GHG emissions and climate risk signals this is an important issue for Precision to address.

To address our material issues efficiently and effectively, we conducted a gap analysis comparing our company's performance on each material issue with industry leading practices, reporting frameworks and standards, and metrics tracked and monitored by ESG rating agencies. We identified policies, programs, initiatives, and data tracking requirements needed to address our areas for growth and mapped these along with milestones against a three-year timeline in Precision's ESG Roadmap.

▲ ESG Strategy

Moving science closer to health responsibly and sustainably

Precision integrates science, technology, data and human expertise to accelerate the process of bringing new drugs to market, making that process more cost-effective, improving accessibility and delivering breakthrough therapies to patients in need sooner. Our mission is to transform the drug development process to benefit patients and society. Practicing ESG strengthens our systems, governance and culture, and sets us up for sustained success delivering on our mission.

In 2023, we formalized our company's ESG strategy to guide program development in alignment with our mission, vision and business model, and to communicate our approach to stakeholders. Our ESG strategy is integrated with our business strategy and built on the Precision Principles that are the foundation of our company culture.

ESG Strategy Statement

Precision's mission is to improve human health through our work supporting the development and commercialization of life-changing precision medicines. Our vision is to transform and accelerate the process of bringing new products to market by integrating science, technology, data and human expertise. The sense of purpose and passion that inspires our work on behalf of patients also drives us to positively impact our employees, the communities where we live and work, our shared environment and society.

At Precision we embrace ESG as a tool for value creation and recognize its potential to improve our performance as a company while aiming to benefit external stakeholders, society and the planet. Our ESG program is aligned with our business model and our values, enabling us to create value internally and externally. Our Precision Principles—client service, purpose, accountability, mutual respect and collaboration—guide our approach to ESG.

- **Client Service**—We target opportunities to enhance the high-quality products and services we provide to our clients, empowering them to improve the health and wellness of patients and society.
- **Purpose**—We build on Precision's purpose and passion for developing life-changing treatments for patients to positively impact our people, our communities and our planet.
- **Accountability**—We hold ourselves accountable by acting ethically, communicating our progress transparently and establishing strong internal controls and governance.
- **Mutual Respect**—We promote mutual respect by advancing initiatives that facilitate respectful interactions with our colleagues, clients, investors and communities.
- **Collaboration**—We collaborate with clients, partners, patient advocates and investors to advance their goals alongside our own, while improving the lives of patients.

Our company commits to setting specific, measurable, achievable, relevant, and time-bound (SMART) goals and objectives, undertaking initiatives and reporting on our progress against key metrics, and demonstrating our sustainability progress over time. ESG in Action outlines our company's commitment to take action improving environmental, social and governance outcomes.

ENVIRONMENTAL: SUSTAINABILITY IN ACTION

Precision is committed to reducing its impacts on the environment and amplifying positive impacts by implementing initiatives to:

- Reduce our energy use and associated GHG emissions
- Reduce physical waste, contributing where possible to a circular economy
- Encourage recycling and responsible disposal of e-waste
- Dispose of biohazardous waste responsibly
- Promote responsible stewardship of water and encouraging water conservation
- Reduce our use of paper and plastics in our offices and facilities
- Measure and report on our direct and indirect GHG emissions

SOCIAL: HUMANITY IN ACTION

We are committed to enriching the lives of our employees, patients and people in the communities where we live and work by taking actions to:

- Create an inclusive culture which helps empower our employees to bring their authentic selves to work
- Continue to develop and sustain an immersive culture of diversity and inclusion
- Help demonstrate diversity and inclusion through tangible actions, internally and externally
- Align our corporate social responsibility to identify opportunities and partnerships that materially impact the industries and populations that we serve
- Improve clinical trial diversity and increase patient access to life-changing medicines
- Support employee health and wellness inside and outside the workplace

GOVERNANCE: ACCOUNTABILITY IN ACTION

Our company is committed to demonstrating integrity and accountability by undertaking initiatives to:

- Produce high-quality products and services that prioritize patient health and safety
- Maintain data privacy for our employees, clients' investors and other stakeholders
- Publicly report on our sustainability goals, objectives, achievements and progress
- Ensure compliance with applicable federal, state and local regulations
- Establish a Speak-Up culture where employees feel empowered to voice concerns
- Drive innovation and openness to new ideas and perspectives

We will continue to evolve our ESG program and practices as our company grows and changes. The challenges and opportunities we face at different stages in our development will require us to refresh our materiality assessment and ESG strategy to best serve the needs of our company and our stakeholders.

▲ ESG Governance

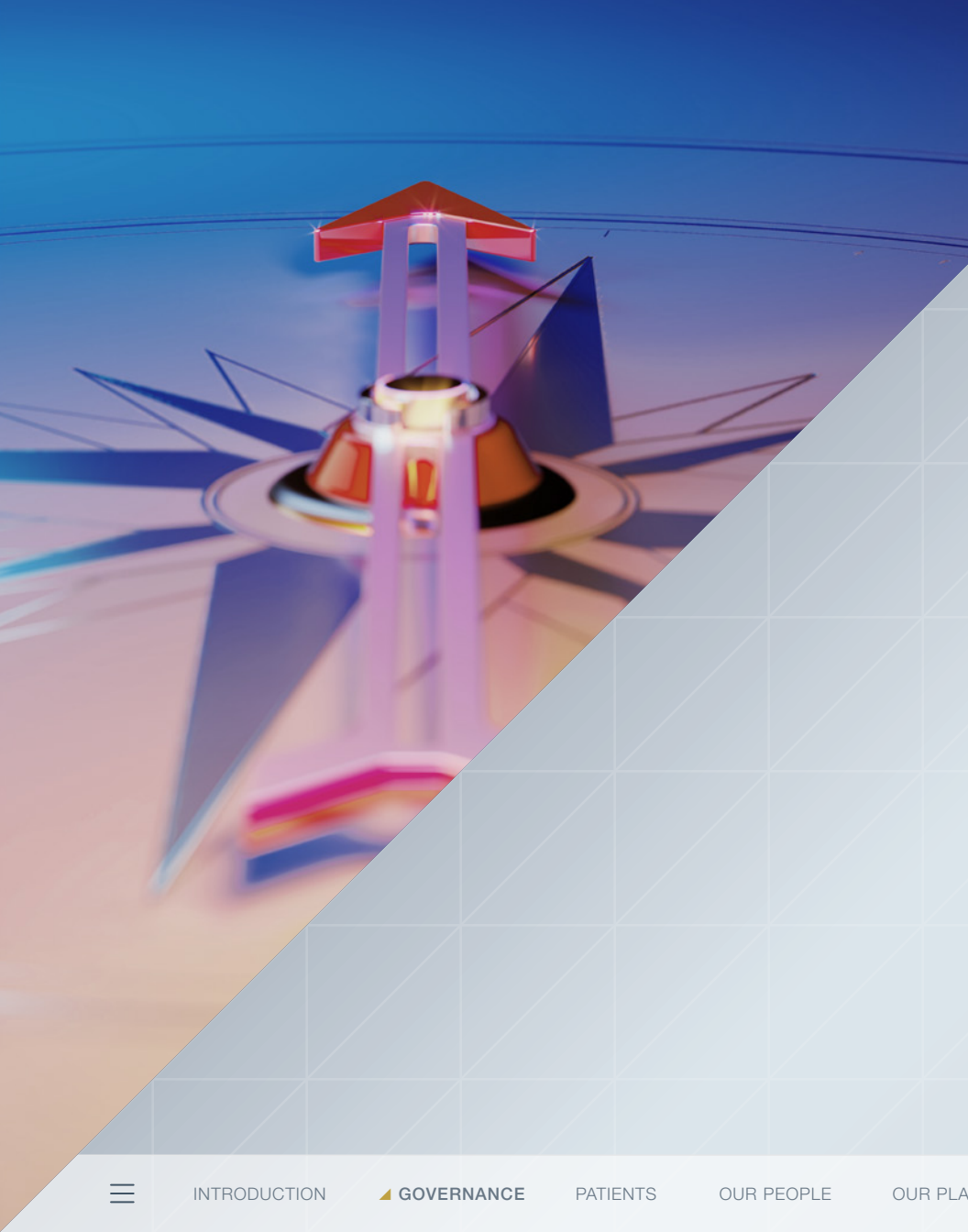
Building responsibility and accountability for ESG into our governance structure

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.

Our ESG Committee, originally established in 2021, is composed of business area leaders from across the organization, spanning various levels, roles and areas of expertise. The ESG Committee's intention is to help assist with the development and implementation of ESG strategy and coordination and communication of ESG initiatives and policies across the organization. Kevin Roach will chair the ESG Committee and coordinate with Stacey Hanna to communicate ESG updates to the Board.

Precision's Board of Directors will play a role in our ESG governance process. Beginning in 2024, the Board will receive an ESG yearly update from Precision's General Counsel as part of its annual compliance update which will include a summary of ESG initiatives, efforts, and reporting progresses. Precision values ESG oversight and involvement at the highest level within our company's leadership structure.





Governance

A culture of ethics and integrity defines our approach to business

Good governance is central to how we do business. From patient advocates and investors to our own colleagues, we approach every interaction with ethics, integrity and mutual respect top of mind.

At Precision we understand that strong corporate governance starts with building a culture grounded in our shared principles as a company and as individuals. Our Precision Principles of client service, purpose, accountability, mutual respect and collaboration define our approach to governance.

From project leads up through our Board of Directors, we hold ourselves accountable for living our values and practicing good governance.

Corporate Governance

Ethics and Compliance

Supply Chain Management

Corporate Governance

Our company is built on a foundation of strong corporate governance. Our leadership understands the importance of establishing the right “tone at the top” by exemplifying responsibility and integrity in our interactions with clients, investors, vendors, partners, and one another.

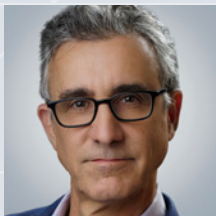
▲ Our Governance Structure

As a private company with backing by our private equity partners, we are invested in maintaining clear, open channels of communication and opportunities for feedback and guidance between our investment partners, our Board of Directors and our Executive Leadership Team. Mark Clein, our company’s CEO, works closely with both the Executive Leadership Team and our Board. The Board meets quarterly with members of our Executive Leadership Team who update the Board on areas of risk and opportunity and implementation of initiatives to strengthen performance. Our Board, in turn, provides valuable insights and advisement on critical issues to drive long-term success.



MEET OUR BOARD OF DIRECTORS

Precision's Board of Directors is composed of leaders in the biotech and pharma industry who provide rich insights into the capabilities required for our company to support clients in bring the next generation of novel therapies to market.



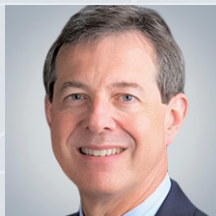
Mark Clein

Co-founder Chief Executive Officer, Precision Medicine Group



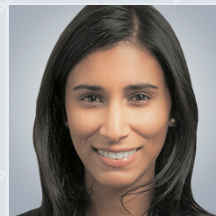
Ethan Leder

Co-founder Executive Chairman, Precision Medicine Group



John Hubbard, Ph.D.

Chairman of the Precision Board of Directors



Anushka Sunder

Senior Managing Director and Head of Healthcare Private Equity, North America, Blackstone



Chris Hadley

Managing Director, Berkshire Partners



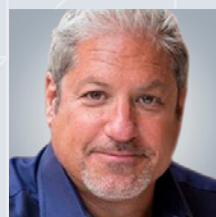
Fred Cohen, M.D.

Co-Founder and Chairman at Monograph Capital Partners, Co-Founder and Senior Managing Director at Vida Ventures



Matt Hobart

Co-Managing Partner, TPG Growth



Steve Hirschfeld

Precision Board of Directors

Our Board of Directors

Precision's Board meets quarterly to receive updates on company performance and market dynamics from its committees and members of Precision's Executive Leadership Team. The Board has both an Audit Committee and a Compensation Committee responsible for reviewing, discussing and providing updates to the Board on the company's financial performance and compensation of its executives, respectively.

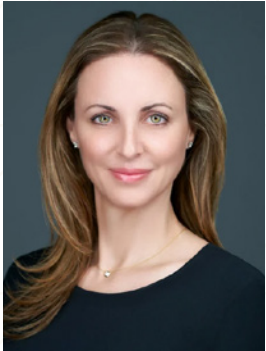
ESG Communication with the Board

Precision's General Counsel serves as Secretary of the Board, and Executive Sponsor of Precision's ESG Committee. Beginning in 2024, she will provide an ESG update to the Board, including ESG initiatives, efforts, and reporting progress.



Launching an Enterprise Risk Management System

An Interview with Stacey Hanna, General Counsel & Chief Compliance Officer



As Precision's new General Counsel and Chief Compliance Officer, Executive Sponsor of the ESG Committee and a member of the Executive Leadership Team, Stacey Hanna plays a critical role in advancing the company's approach to business risk and integrating ESG within the company's broader approach to risk management.

Under Stacey's leadership, Precision will continue to expand and formalize our enterprise risk management efforts (ERM) in the coming years. Our ERM strategy is designed to tackle risks holistically and strategically across the enterprise to help deliver a cohesive risk strategy. The expansion of our ERM initiatives will enable us to further identify the most significant risks to our organization that impact value to

our stakeholders and to implement mitigation plans to minimize the probability and impact of such risks.

To help further support our ethics and compliance initiatives, Stacey's team will launch Precision's revised Code of Conduct in early 2024. The Code will help clarify our organization's mission, values, and principles, and link them to our expected standards of professional conduct.

“

The Code provides a framework for ethical decision making within Precision and is the backbone of our ethics and compliance program.”

When asked what she is most excited about in the coming year, Stacey notes that there are many exciting initiatives taking place in 2024 in the Legal and Compliance Department, which is made up of an incredible group of professionals across the globe. The dedication, focus and commitment the department brings to the organization is best in class. While all the planned initiatives are important, she is most looking forward to continuing to develop and enhance the department's partnership with the business to help mitigate risk while continuing to drive business value.

▲ Ethics and Compliance

At Precision, our teams work hand in hand with life sciences companies, extending their capabilities and reach in bringing innovative drugs to market efficiently and effectively. To maintain our position as a leading provider of quality research, development, manufacturing, marketing and communications, we must hold ourselves to the highest standards of ethical behavior while ensuring compliance with relevant laws and regulations across our global operations.

Ethics and Compliance Policies

We have an ethics and compliance program in place which provides our employees with the information, tools and resources to act ethically, lawfully and in the best interests of our company and clients. Our ethics and compliance program is always evolving to ensure we have best practices in place. Our Code of Conduct, the revised version of which will launch early in 2024, reflects Precision's expectation of compliance with policies, laws and regulations relevant to our industry and the countries where we operate.

Our Policies

Precision provides employees with a comprehensive set of guidelines for ethical and compliant conduct, including:

- Anti-corruption and anti-bribery
- Speak-up and non-retaliation
- Human rights
- Confidentiality and business secrets
- Conflicts of interest
- Privacy and personal data protection
- Diversity and inclusion
- Anti-harassment and equal opportunity
- Health and safety
- Insider trading

SPEAK UP CULTURE

We encourage our employees to ask questions and voice concerns. We provide multiple channels for reporting ethics and compliance violations and protect those who voice concerns from reprisal through our Speak Up and Non-Retaliation policies. Employees can report violations through multiple channels including directly contacting Human Resources, speaking with their managers, contacting the Legal and Compliance Department, or by reporting by phone or email through our confidential Speak-Up portal provided by a third-party vendor. Our Speak-Up portal and phone helplines are available in regional languages to all Precision employees globally.

Precision's Legal and Compliance Department, headed by our General Counsel, reviews reports of misconduct made to the Legal and Compliance Department, and where applicable, conducts related investigations. The Legal and Compliance Department works with other Precision departments, as needed, to understand and resolve issues as well as conduct root cause analysis, and escalates serious violations to the Executive Leadership Team, the Board or outside counsel as needed.

EMPLOYEE ETHICS TRAINING

Our employees receive training on key compliance issues such as corruption, bribery and harassment, and our Legal and Compliance Department regularly reviews internal procedures to ensure they are effective in countering bribery, corruption and other ethics violations. Precision's approach to ethics and compliance training involves monitoring industry and social trends and identifying risks to the company on an ongoing basis. Based on that, the Legal and Compliance Department updates mandatory training courses as well as offers live risk-based trainings to mitigate certain risks most effectively.

POLITICAL CONTRIBUTIONS

While Precision's Code of Conduct prohibits the company from making direct political contributions, the company does belong to industry associations which may engage in advocacy.





Patients

Dedication to excellence in our service to patients in need

At Precision we find our purpose and inspiration in bringing new life changing drugs to market and making them accessible to patients in need. Patients are at the heart of everything we do—from the discovery of promising new therapies to expanding patient access to novel medicines, our teams prioritize patient safety above all else. The quality of our biospecimens and assays, data analysis, clinical trial implementation, supply chain sourcing and manufacturing processes are critically important to the safety and well-being of patients. We earn our clients' trust by providing them with assurance that our processes and procedures meet their own high standards for quality and excellence.

Patient Safety & Quality Management

Patient Safety & Quality Management

Precision's commitment to patient safety and quality management is unwavering. We promote a culture of accountability where employees hold themselves and their teams accountable for delivering the highest quality work to benefit patients. From meticulous management of biospecimens and assays to impeccable data analysis, our teams execute with precision to serve patients in need.

▲ Approach to Quality Management

Precision's Quality Manual contains a comprehensive set of quality policies, standard operating procedures, and forms required to ensure consistent quality management across locations. Our operating procedures include regulatory controls to ensure we provide services in alignment with applicable local, state and federal regulations.

Precision's comprehensive Quality Management System governs the company's approach to quality management and covers training and oversight, inspection, monitoring and audits, corrective actions and improvement plans, preventative measures, vendor qualification and other key topics.

Our Regulatory Department implements a robust, regular process to screen and assess the impacts of new and updated pharmacovigilance, clinical, and regulatory policy documents and guidance on our operating procedures and the products and services we provide.

Quality Training and Compliance

Precision provides mandatory training to applicable employees on quality management topics tailored our employees' roles and job responsibilities. In addition, all employees, contractors and vendors providing clinical trial services receive standard training on core quality management topics and procedures. A training matrix is maintained by our Quality and Compliance team and is available for review during client audits of our facilities.

Quality Monitoring

Precision closely monitors the quality performance of projects and facilities through routine internal audits by our Quality and Compliance Team. The team develops an Annual Audit Plan based on recent incident and quality issue reports, process changes and the frequency of previous audits by site.

Auditors evaluate documentation and records against current quality system procedures and policies to assess compliance. Critical findings affecting the safety of patients are immediately communicated to clients by the Project Lead and a plan is developed and implemented for monitoring and remediation. Critical findings and plans for remediation and monitoring are documented in Precision's Corrective Action and Prevention Action (CAPA) system.

External audits of our facilities and projects are conducted regularly by our clients. In the event of critical findings, the results are provided to Precision's Quality Assurance team which ensures appropriate corrective and preventative actions are implemented. The Quality Assurance team meets quarterly to review audit findings and the resulting corrective and preventative actions.

Process Improvements

Precision continually works to identify, assess and implement process improvements. The Quality and Compliance Team provides an annual report to Precision management summarizing quality performance and issues across our operations. The report includes detailed information on internal and external audits and findings,

corrective actions taken and plans for prevention. It also details the qualification of new vendors and requalification of existing suppliers. Key quality goals and process improvement initiatives are identified and established based on the findings of this annual report.

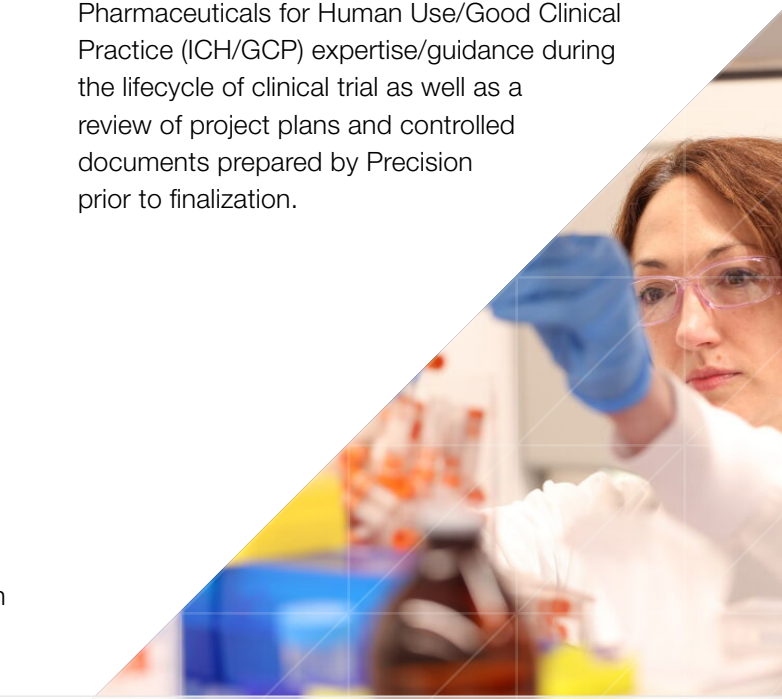
▲ Clinical Trial Patient Safety

Informed Consent

Typically, the trial sponsor, rather than Precision, is responsible for the design of clinical trial protocols. Precision can assist with protocol review and plan feasibility analysis for early phase trials, though this is not our core service offering. However, we do believe that providing transparency to patients and ensuring their full consent to clinical trial participation is a crucial element to maintaining patient safety, integrity of the trial, and our success as a trusted business partner. Before a trial begins, patients are provided with a comprehensive Subject Information Sheet, which contains detailed information about what the patient will be asked to do during the study, inform them of the possible risks and benefits of the study, and ensure they understand their rights as a research

participant. Patients are provided access to the study doctor and are encouraged to ask any clarifying questions they may have. Once a patient has decided to participate in a trial, the patient themselves and an impartial witness must sign the document. If a patient wishes to withdraw from a trial, they can do so at any time by signing and submitting the Withdrawal of Consent section of the form.

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





Our People

Our employees are the creative engine of our company—their passion and sense of purpose drives innovation, helping us revolutionize the development and marketing of life-changing medicines. We listen to our employees to understand their needs and take action to improve where we find room for growth. We cultivate an environment of mutual trust and respect, cherishing the differences that make us unique, so our employees can bring their authentic selves to work. We provide tools and resources and put systems and policies in place to ensure our employees are safe and well, inside and outside the workplace. Our goal is to be the employer of choice within our industry, building long-term, close partnerships with our people to drive sustainable change.

Employee Engagement and Well-being

Diversity, Equity, and Inclusion

Occupational Health and Safety

Employee Engagement and Well-being

At Precision, we thrive when our people thrive. Our most important investment is our people and their development. We strive to create a supportive and respectful work culture that facilitates growth, a feeling of purpose, collaboration, and innovation. We could not accomplish what we do every day without our employees, and their well-being is our top priority.



▲ Employee Experience

At Precision we encourage open communication and value input from our employees. We seek opportunities to hear from our employees so we can understand their experience with Precision and identify areas where we can grow as an organization. In order for our employees to be engaged with their work, they need to feel safe, supported and that they have the opportunity, tools and resources to learn and grow. Our annual anonymous employee engagement survey covers key aspects of the employee experience including culture, values, benefits, manager quality, leadership, job opportunities and satisfaction. Each employee receives an invitation to participate in our engagement survey on their work anniversary, allowing us to capture real-time insights into employee sentiment, as opposed to a static, point-in-time approach.



In addition to our rolling engagement survey, Precision assesses the candidate experience from any candidate whether they join Precision or not. We also have an anonymous pulse survey after an employee's first 45 days at the organization to assess their onboarding experience. This helps us identify areas of strength, and ways in which we can enhance and improve the onboarding experience to support our new employees.

Employee Surveys

ANNUAL EMPLOYEE ENGAGEMENT SURVEY

- Objective: To understand the connection our employees have with their careers at Precision and analyze the factors that influence it. This, in turn, will help shape our culture and guide our recruitment, development and retention strategies.
- Survey includes the ability to rank from Strongly Disagree to Strongly Agree for a variety of areas, including workplace treatment, day to day assignments, performance of organization, and confidence in personal success at Precision.
- Employees are also able to choose what they believe to be the most valuable aspects of their job, such as benefits/ compensation, opportunities for development, inclusion and diversity, social responsibility, work-life balance, among others.
- Employees are given the chance to provide feedback on their perceived role alignment to Precision's strategy, view of the organization's ability to take constructive

feedback, Precision's alignment to core values, integrity and communication of leadership, core cultural characteristics at Precision, satisfaction with compensation and benefits, and understanding of their own career growth opportunities.

PULSE SURVEY

- Objective: Assess the employee experience during the initial stages of all global onboarding. Allows for Human Resource teams to monitor the experience of new employees as well as gather feedback to continue improving our onboarding process.
- The survey asks new employees to provide feedback on HR, quality, and technology onboarding experiences, integration into their new team and communications with their manager, understanding of their role and how it fits into the broader purpose at Precision, understanding of Precision's offerings and Precision Principles, and feedback on morale and workload, among other areas.

Learning and Career Development

We understand the importance of learning and career development opportunities to our employees. In order to attract and retain top talent, we prioritize learning, training and career progression within our approach to Human Resources. Precision operates a global learning and development site accessible to employees within our company intranet, for all leaders, managers (both new and existing) and individual contributors to pursue individualized and elective training courses across a wide range of topics from courses. We offer training and orientation for all new hires to our company and support continuous learning throughout their employment with Precision. We offer a wide range of performance, technical and industry specific trainings. Our employees have access to a wide array of courses designed to help them advance professionally, including courses in leadership and management. Additionally, our learning and development site provides employees with downloadable tools and reference materials to help them with career progression topics.

We believe in continuous performance management where an employee meets regularly with their manager throughout the year to work through challenges, share wins, and

discuss career progression and opportunities and define and adjust goals. At the end of each performance year, managers collect feedback from individuals who have worked closely with their employees to provide constructive feedback and help inform performance assessments and year-ahead conversations.

Precision's commitment to employee career development extends beyond internal learning. We reimburse up to 50% of the cost of approved certification, continuing education and undergraduate or graduate college level courses up to a maximum of \$5,250 in a calendar year for all full-time employees with a year or more of tenure. We also partner with higher education programs to provide our employees with additional tuition discounts.

▲ Our Employee Manual

Precision provides employees an Employment Manual covering our values and principles, onboarding resources and employment-related policies in the areas of employee development, environmental health and safety (EHS), DEI, engagement, HR, compensation and benefits, time off, conduct and ethics, and exiting the company.

▲ Total Rewards

Our reward programs are a key component of building a strong relationship with our employees. Our goal is to provide compensation, benefits and recognition programs that reflect the value and contributions of our employees, and to ensure compensation is awarded fairly and equitably.

We provide market competitive pay, comprehensive benefits, and performance-based rewards to ensure our employees feel valued, supported, and celebrated for their contributions. Our benefit offerings include retirement/savings plans, medical, dental and vision insurance, health savings accounts with flexible spending account options, life and disability insurance products, commuter benefit plans, voluntary additional coverage, and worksite benefits such as fitness, legal and pet insurance.

Precision employees participate in discretionary bonus plans that are designed to reinforce our focus on performance and recognize and reward individuals for achievement of both Company and individual results. All full-time employees are eligible for discretionary bonuses. Funding of bonuses is based on the financial performance of our company as a whole, and that of specific

business units, against planned revenue and profit measures. For the last several years, we have leveraged Bonusly, a reward and recognition program that allows employees to recognize each other throughout the year by awarding points which can be redeemed for gift cards, at retail outlets, at the Precision swag store or donated to affiliated charities. As we move into 2024, we have retired Bonusly and will launch Awardco, an employee recognition and engagement platform, to help further enhance our employee rewards efforts.

Our company recognizes federal holidays and provides additional floating holidays, paid time off, and additional leave for jury duty, family and medical needs, military leave and other purposes. Employees are also provided one day of paid leave each year to contribute volunteer hours to health, environmental, social justice, education, food and shelter and community programs.





Evolving Our Approach to Benefits and Rewards

An Interview with Scott Allen, Vice President (VP) of Global Total Rewards



Scott Allen, Precision's new VP of Global Total Rewards, was welcomed to our company in 2023 to enhance our approach to employee rewards, including compensation, benefits, and other recognition programs. Scott brings 30+ years of Total Rewards experience to the Precision Medicine Group family, with expertise in compensation, benefits, HR technology and HR operations within the Contract Research Organization (CRO), Pharmaceutical, Technology, Chemical/Oil and Gas industries.

When asked about his vision for supporting our company's human capital management program to ensure we remain an employer of choice for top talent within the industry, Scott said:

“

In order to be successful in this effort, the Total Rewards, Talent Management, and HR teams, must work closely to provide a holistic package for our colleagues, inclusive of compensation, benefits, growth and development as well as provide a great culture and environment in which to work.”

Scott's objectives for the Total Rewards team include an initial foundational period where the team will focus on understanding and supporting existing program elements and building more consistency across our growing business. During this foundational

period, the team will work to develop job architectures, salary banding and market benchmarking, while developing and enhancing our short and long-term incentive plans. To support this effort, Scott's team will develop training courses to help managers understand best practices in compensation management, empowering them to lead their teams more effectively. Scott's longer-term Total Rewards objectives include a focus on strengthening Precision's "pay-for performance" strategy and increasing pay transparency.

When asked what he is most excited about in the coming year, Scott noted that he sees a wealth of opportunities to support the business from a Total Rewards perspective and is excited to dive in.

▲ Data and Metrics

Precision tracks and monitors information on employee characteristics and Human Resource metrics such as hiring, promotion, voluntary and involuntary turnover to understand key characteristics of our Human Resources model, identifying risks and areas for improvement. We are in the process of migrating our Human Resources data to a new, comprehensive human capital management software system which will provide us with deeper and more granular insights to use for internal decision-making and reporting. We expect the new platform to be operational in 2025.



Any Step Challenge

Annually, Precision holds a step challenge to encourage wellness and mobilize employees to support [Soles4Souls](#), a global organization that collects shoes and clothing to distribute to those in need around the world. For each participant Precision donates \$10 (max \$15,000) to the organization and incentivizes employee participation with prizes for top steppers and random participants.



Diversity, Equity, and Inclusion

At Precision we believe creating a diverse, equitable and inclusive workplace is essential for long term success. Diverse teams bring new perspectives to conversations, find innovative solutions to problems, and identify risks others might miss. Our Precision Principal of mutual respect reflects our understanding that there is meaningful value in our differences. We define diversity as embracing the uniqueness of each person, equity as affording every person the same opportunity to experience success, and inclusion as the creation of a work environment where differences are embraced, enabling our colleagues to bring their best selves to work each day.

We understand that being an inclusive workplace requires us to listen with intent, think deeply before we act, provide meaningful opportunities for education, and most importantly, respect the humanity of each individual.

▲ Equal Employment

Precision provides equal employment opportunities to all employees and job applicants without regard to legally protected classification and complies with all fair employment practices in accordance with applicable federal, state, and local laws and as outlined in our Equal Employment Opportunity (EEO) Policy.

▲ Humanity in Action

In 2020, Precision established the Humanity in Action (HIA) Committee with the goal to create and execute a strategy that recognizes and promotes the diversity, values, perspectives, and contributions of our entire workforce. The HIA Committee meets regularly to ideate, implement, and promote CSR and DEI initiatives across our company. HIA regularly updates the organization on current initiatives and publishes an annual “HIA Year in Review” highlighting CSR and DEI accomplishments from the past year, plans for the upcoming year, and ways to become more involved.



In 2021, Precision advanced its commitment to a culture of belonging by selecting Donnea McLinton as its first full-time, dedicated role to further the organization’s DEI and CSR objectives. The HIA team works hand in hand with the company’s Executive Leadership Team to drive meaningful change initiatives throughout the company.



Precision's First Dedicated DEI Leader

An Interview with Donnea McLinton, Senior Manager of Diversity, Equity and Inclusion & Corporate Social Responsibility



Donnea McLinton, Senior Manager of DEI and CSR at Precision, has been a trailblazer for the company, serving as its first dedicated DEI leader, and launching numerous DEI initiatives and programs across the company during her first two years in the role.

Donnea oversaw the launch of our inaugural DEI survey, allowing the company to understand its employees' experiences and perspectives on DEI at Precision. She leveraged survey findings and insights to shape DEI program initiatives, including:

- The company's first employee resource groups (ERGs) providing networking and community-building opportunities for women, multicultural and LGBTQ+ employees

- A speaker series educating our employees about health disparity challenges facing diverse patient communities
- DEI leadership training programs addressing inclusive leadership and unconscious bias, to foster a culture of inclusion at the top of our organization

When asked about her vision for the future of the DEI program, Donnea reaffirmed DEI's value as a long-term business imperative for Precision, noting:



Our business leaders recognize the importance of building an environment of belonging and are working to continue to build measurable activities to enhance our culture."

Donnea is passionate about sharing her unique life experiences with others and leveraging her own experiences and the experiences of others to create an inclusive and engaging work environment where every employee feels empowered to bring their authentic selves to work. When asked what she is most excited about for the DEI program in the coming year, Donnea noted that she looks forward to expanding our ERGs and educational offerings providing more employees the opportunity to learn, engage and collaborate.

▲ DEI Survey

To help us better understand Precision's employees' perspectives related to DEI and to thoughtfully plan ahead, we conducted a company-wide DEI survey in 2022. The purpose of the survey was to measure employee sentiment regarding Precision's current performance on various aspects of DEI. Survey results were analyzed by Precision to inform areas for improvement, and key findings around strengths and areas for growth were shared with our employees.

As an outcome of the survey, Precision committed to focus on understanding the employee experience, creating an inclusive culture, and empowering employees to feel a sense of belonging, through education and awareness, inclusivity training, DEI resource tools, and ERGs.

▲ DEI Education

Understanding that an inclusive culture starts with our executives and Human Resources leaders, we engaged a DEI consultant to provide interactive, in-person, three-hour training sessions on inclusive leadership.



Executive Leadership



Human Resources

INCLUSIVE LEADERSHIP TRAINING TOPICS

Business case for inclusive company culture

Unconscious bias

Exclusionary behavior

Executive sponsorship expectations for ERGs

Translating Precision Principles into inclusive behaviors

DEI fundamentals

Tools for building a diverse workforce

Understanding and responding to privilege

Types of bias

Microaggressions

Ways HR leaders can be DEI champions

Precision’s DEI team is currently implementing tailored and interactive DEI and unconscious bias training for expanded leadership across all business units and creating mandatory training modules for all employees on these topics.

To further internal education and dialogue on the intersection between DEI and our company’s role in the healthcare industry, Precision launched a speaker series in 2022 around the theme “Overcoming Health Disparities.” During various heritage celebration months throughout the year, Precision welcomed speakers who provided insights into health disparities faced by diverse communities and how to help overcome them.

In the coming year our DEI speaker series will address issues ranging from women’s rights to persons with disabilities, and global diversity considerations.

▲ Employee Resource Groups

In response to findings from our DEI survey in 2022, Precision launched our inaugural company-wide ERGs to support employees’ career and personal development while fostering a diverse and inclusive workplace. ERGs are open to all and serve as an internal community-building resource. During 2023, we launched three ERGs— Multicultural ERG, Precision Pride ERG, and Empowered Women’s Network. In future years, we plan to launch ERGs to serve veteran’s, early career professionals and working parents.

EXECUTIVE SPONSOR

CO-CHAIRS



Anshul Mangal

**Jane Kug
Nathalie Kelley**



Kathy Lang

**Athina Evans
Tyler Pantazis**



Tina Murphy

**Allison Bushman
Luisa Schirm**



Launching Precision’s Multicultural ERG

An Interview with Nathalie Kelley, Co-Chair of Precision’s Multicultural ERG



Nathalie Kelley, Co-Chair of Precision’s new Multicultural ERG, and a Data Analyst within Stern Investor Relations is helping to build a community of employees with multicultural backgrounds within Precision and to increase awareness and visibility for this community within the company.

Nathalie is a proud native of New York City and the daughter of Colombian immigrants. The allure of New York City has always captivated Nathalie, as it offers a sense of belonging to people from all walks of life. She credits her confidence that ethnicity should never hinder personal or professional development to growing up in a collective environment of belonging.

Nathalie passionately believes that embracing diversity is a catalyst for growth and innovation within Precision. The Multicultural ERG will:

- Serve as an affinity group where Precision employees with diverse ethnicities, races, life experiences and backgrounds can network, build community, and support each other’s success, and
- Undertake educational and cultural efforts to increase awareness, understanding and appreciation of diverse cultures within the company.

In her new role as Multicultural ERG Chair, Nathalie looks forward to serving as a resource for others, helping to advance a culture of inclusion within Precision. When asked about her vision for the Multicultural ERG, Nathalie noted

it reflects the culture of the New York City environment she grew up in:



I aspire to create a welcoming haven for everyone at Precision, much like New York City, where they can flourish and pursue their aspirations without limitations. My goal is to ensure that all individuals receive the support they need, find inspiration, and have their unique backgrounds celebrated.”

Occupational Health and Safety

At Precision, occupational health and safety means implementing policies and systems across our manufacturing facilities, laboratories, clinics and offices to ensure every employee has a safe place to work. Employee safety is a great responsibility at Precision given the global nature of our workforce and the diverse nature of our roles and responsibilities. We take that responsibility seriously because our people are our greatest assets.

▲ 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 Environmental Health and Safety, responsible for occupational 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, bioanalytical, and labs. The Committee meets quarterly to discuss incidents that have occurred, develop strategies to reduce injury, risk, illness, and exposure, and implement initiatives to ensure compliance with federal and state health and safety regulations.



Global EHS Gap Assessment

In 2023 Precision's Global Head of Environmental Health and Safety undertook a Global EHS Gap Assessment, conducting over 60 Safety Hazard Risk Assessments to identify opportunities to strengthen health and safety globally.

As a result of the Global EHS Gap Assessment, Precision is developing the following new programs and systems to implement in 2023 and 2024:

Q4 2023

- Global Harmonization project
- Near Miss/Close Call employee incentive program
- Fall Protection program
- Lockout/Tagout program (LOTO)
- Hot Work Safety Program

Q1 2024

- Global Safety Management System
- Environmental sustainability initiatives, practices, and procedures

Identifying Health and Safety Risks

Audits and inspections play an important role our approach to environmental health and safety. For all our laboratories and other sites, health and safety performance is monitored through routine inspections, hazard assessments, unannounced

audits and, where appropriate, video monitoring. Departmental representatives are tasked with conducting routine health and safety inspections and internal audits of their facilities. These representatives are considered subject matter experts within their areas and undertake regular mandatory trainings to ensure competency. Additional comprehensive inspections, audits

and risk assessments are conducted by our Global Manager of Environmental Health and Safety where appropriate. Facilities are recertified annually through audits and inspections, and recertification is undertaken out of cycle when any significant system component changes occur.

The results of audits and inspections are regularly reviewed with all site safety representatives, department heads and Safety Committee members. Identified improvements are implemented, as appropriate, to mitigate risk and ensure employee health and safety. During 2023, the Safety Committee implemented a new EHS Key Performance Indicator (KPI) tracking program to further monitor and report on progress.

Incident Reporting, Management and Mitigation

All employees, contractors, and visitors must abide by Precision's Accident/Incident Reporting and Investigation Procedure. The procedure outlines the process for reporting incidents and accidents and provides management tools to facilitate investigations. The procedure supports the timely reporting of incidents to ensure employees, contractors, and visitors receive

prompt and appropriate medical care, ensure compliance with applicable local, state, and federal reporting requirements, and establish clear roles and responsibilities in incident response and documentation. The procedure lays out health and safety terms, definitions, and tasks each department is responsible for concerning health and safety.

Workers are asked to report all observed work-related hazards to HR within 24 hours of occurrence and are protected against reprisals and retaliation by our Whistleblower and Anti-Retaliation policies. Supervisors work with the reporting employee to complete appropriate sections of the Work-Related Incident Report and submit it to Human Resources within 48 hours of the incident. Once received, the Human Resource Department reports all incidents to the workman's compensation insurer, regardless of severity.

After an incident, Human Resources works with the Quality Team to provide appropriate documentation to the Chair of the Safety Committee for review. Investigative procedures are followed by the Chair and department management to gather facts, examine tools and equipment involved, refer to training records,

preventative maintenance schedules, equipment manuals, work assignments and procedures as necessary to determine the cause of the incident. Corrective actions are then put in place and the Chair and management monitor to ensure the corrective actions are effective.

During 2023, Precision implemented an OnSolve critical event management system which centralizes responses, reporting and recovery related to workplace crises.

▲ Personal Protective Equipment and Training

Personal protective equipment (PPE) is provided at no cost to all workers to align with their job specific tasks. Annual hazard assessments are conducted for each area within the organization to ensure PPE is adequate. These policies and procedures align with the Occupational Safety and Health Administration (OSHA) regulations, American National Standards Institute (ANSI) standards, and the Center for Disease Control and Prevention/National Institutes of Health Biosafety in Microbiological and Biomedical Laboratories 6th Edition.



All employees working in manufacturing sites, laboratories and clinics are trained on health and safety protocols during onboarding, and an annual refresher course is required on all health and safety systems. Additional trainings were introduced during 2023 and are mandatory for all applicable employees: Bloodborne Pathogens, Hazard Communication, Life Safety: First Aid/CPR, Sharps Safety Guidelines, Regulated Medical Waste, Department of Transportation and International Air Transport Association (DOT/IATA) Dangerous Goods and Cryogenic Liquid Safety.

▲ EHS Trainings for 2024

The following new and revised trainings will be implemented during 2024:

- New Hire Safety Orientation
- General Safety and Occupational Hygiene
- Hazard Communication Program (HAZCOM) and Chemical Hygiene
- Biosafety and Exposure Control
- Fire Safety and Emergency Action Planning
- Hazardous Waste Management
- Intro to Ergonomics
- Evacuation Coordinator
- Hazardous Materials Handler (Resource Conservation and Recovery Act, RCRA)
- Fall Protection
- Lockout/Tagout
- Hot Work
- Dry Ice and Liquid Nitrogen (LN2) Safety

▲ Our Partnership with Stericycle

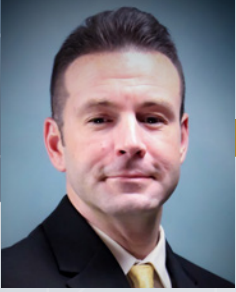
Precision partners with healthcare hazardous waste service provider, Stericycle, to collect and responsibly dispose of biohazardous waste from labs, clinics, and research facilities. As the trusted partner of thousands of labs and research organizations, Stericycle collects, transports, treats and disposes of all regulated waste generated from our lab and research sites in line with compliance requirements. Stericycle's team of regulatory experts understand the importance of safety and medical waste compliance protocols, helping make our compliance with Health Insurance Portability and Accountability Act (HIPAA) and OSHA easier.



▲ Safety in the Office

Safety is still taken seriously outside of lab facilities as well. An Introduction to Ergonomics training is provided during onboarding, and a new comprehensive occupational ergonomics program was implemented during 2023. The program allows workers to request a professional ergonomic assessment, tools to conduct a workstation self-assessment, and the ability to request ergonomic materials and tools to reduce injuries.





Precision's Global Head of Environmental Health & Safety

An Interview with Brian Connoley, Global Head of Environmental Health & Safety

Brian Connoley, Precision's new Global Head of Environmental Health and Safety, was hired to manage and optimize occupational health and safety across the company's global operations. From its inception, Precision has maintained a strong EHS program and safety record. Given the company's rapid growth and success, Brian was hired to expand our EHS program to meet Precision's evolving needs as a global company.

Brian brings 20 years of experience within the EHS, biosafety, and global laboratory operations space to Precision and is committed to creating and maintaining a strong and collaborative culture of safety. From his perspective: a culture of safety to which every employee or manager contributes is the path to excellent safety outcomes."

Brian's team is enhancing existing capabilities and processes to develop a comprehensive Global Safety Management System (SMS) which will govern environmental health and safety throughout the organization. Implementation will include:

- Enhanced, globally aligned safety policies and procedures
- Environmental excellence and sustainability measures
- 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

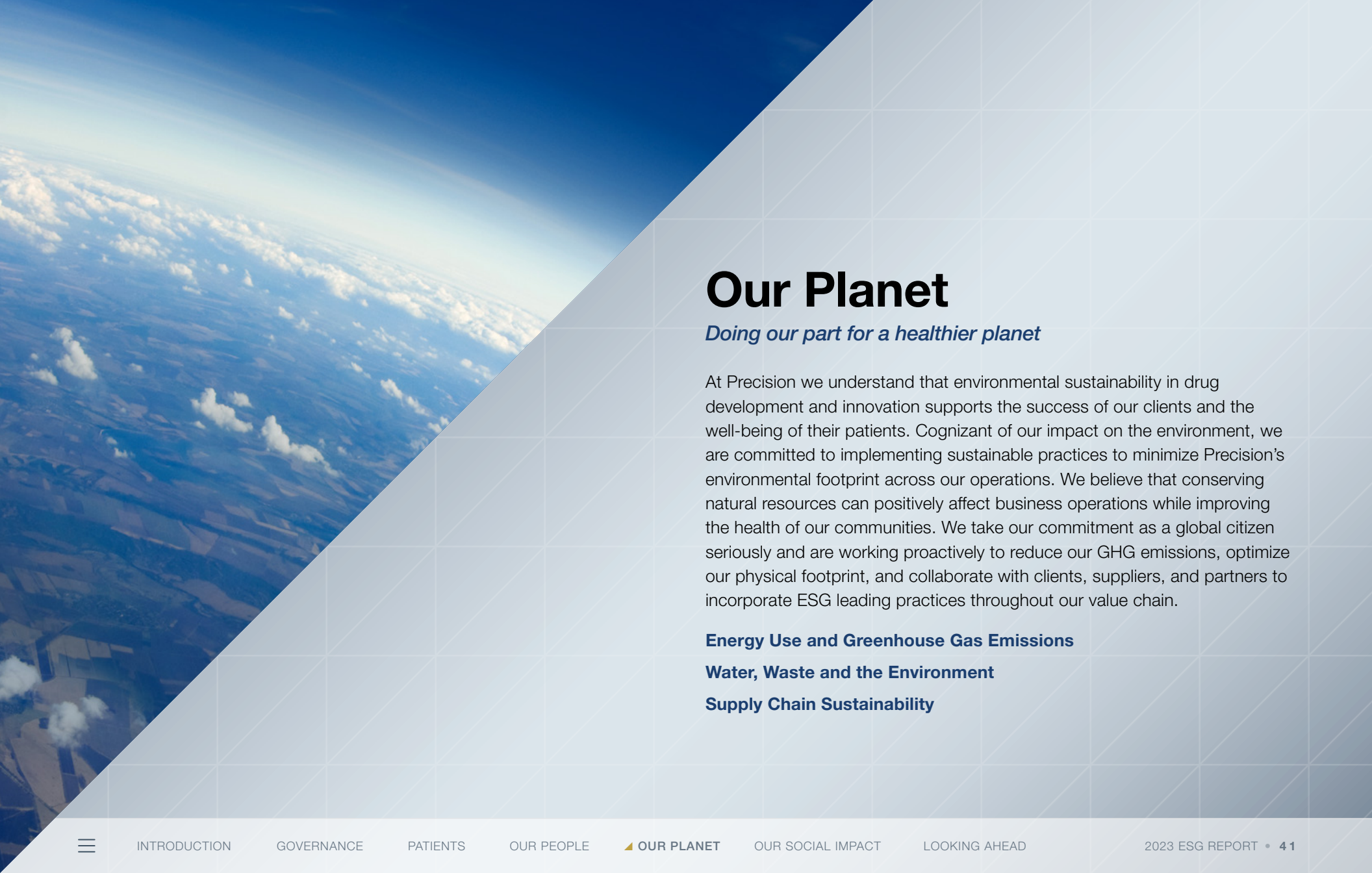
When asked about his vision for the future of the program, Brian expressed his desire to enhance the state of Precision's EHS system to a comprehensive world-class program in which employees and leadership are engaged as partners. Brian holds that maintaining a safety conscious mindset throughout the organization starts with deep EHS engagement across all organizational functions, from recruiting, onboarding, training, and supervision, to hazard awareness, production planning, and maintenance scheduling.

Brian hopes in his new role, overseeing Precision's Global SMS, to maintain Precision's historical dedication to safety excellence while evolving its systems and processes to meet the needs of a growing global company. He is most excited by the opportunity to

positively impact the experience of employees at Precision by continuing to invest in their safety and well-being:



“When employees feel that their safety and well-being are valued, there is a clear and indisputable moral boost. When it comes to our people, the most important thing is ensuring they get to go home at the end of each day to what matters most.”



Our Planet

Doing our part for a healthier planet

At Precision we understand that environmental sustainability in drug development and innovation supports the success of our clients and the well-being of their patients. Cognizant of our impact on the environment, we are committed to implementing sustainable practices to minimize Precision's environmental footprint across our operations. We believe that conserving natural resources can positively affect business operations while improving the health of our communities. We take our commitment as a global citizen seriously and are working proactively to reduce our GHG emissions, optimize our physical footprint, and collaborate with clients, suppliers, and partners to incorporate ESG leading practices throughout our value chain.

Energy Use and Greenhouse Gas Emissions

Water, Waste and the Environment

Supply Chain Sustainability

Energy Use and Greenhouse Gas Emissions

Precision operates laboratories, research facilities, clinical trial sites and offices around the world in service of our mission to accelerate drug development and access. In our offices and clinical sites, we consume energy through our use of lighting, air conditioning and heating systems. Our research facilities and laboratories consume energy to power refrigeration systems, research equipment, industrial processes and machinery, in addition to lighting and HVAC. In addition to these stationary sources of energy consumption, we operate a small number of company-owned vehicles throughout or global operations.

▲ Our Footprint

We understand that to reduce our environmental footprint efficiently and effectively we must start by understanding and documenting our current impact. We have adopted an emissions management system to track and monitor the data needed to calculate our GHG footprint. This year we performed an inventory of our 2022 Scope 1 and 2 emissions, which will serve as a baseline for measuring reductions in future years. We are taking steps to enhance our data collection processes, controls, and granularity in order to inform our approach to emissions reduction, and to meet the needs

of our clients. Our company has a GHG emissions action plan in place and we plan to set near and long-term goals for emissions reduction and develop a plan for emissions reduction in future years.

Greenhouse Gas (GHG) Emissions, 2022* Scope 1-2 (tons CO₂ equivalent)

Scope 1 Total	865
Stationary Combustion	147
Mobile Combustion	111
Fugitive Emissions	607
Industrial Processes	0

	Location-Based	Market-Based
Scope 2 Total	6,094	6,126
Electricity	6,038	6,069
Steam	30	30
District Heating	27	27
District Cooling	0	0

Scope 1+2 Total	6,959	6,991
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Total Energy Consumption (MWh), 2022*

Energy Consumption Totals	18,738
Total energy consumption	18,738
Total renewable energy consumption	0

*Our energy consumption and GHG footprint is inclusive of all our physical locations and based on a combination of actual and estimated consumption data. We calculated our footprint using an emissions management software system designed to meet GHG Protocol standards. Data was not subject to third-party assurance.

Our Facilities

Offices make up the largest portion of Precision's facilities, though they contribute the least to energy use and our GHG emissions. As a result of the hybrid work environment brought on by the COVID-19 pandemic, we have restructured and optimized our office spaces, minimizing square footage and reducing the total number of offices over the past two years. These efforts have helped right-size our physical operations, making us leaner and laying the path for targeted emissions reductions initiatives in the future.

OUR FACILITIES AT-A-GLANCE

42
facilities

Footprint made up of:

60%

labs, storage, collection, kitting, and logistics sites

40%

offices

14
countries



North America

USA
Canada



Europe

Belgium Serbia
France Slovakia
Germany Spain
Hungary Switzerland
Romania UK



Asia-Pacific (APAC)

India
Singapore
(satellite offices opened in early 2023)

▲ Energy Use

Precision does not operate any owned facilities—our offices, labs, manufacturing sites and clinics are leased. We strive to minimize our footprint in leased facilities through proactive energy monitoring, targeted energy efficiency measures and employee awareness campaigns. In many, but not all, facilities we are able to influence building design and efficiency and energy procurement. Our ESG Committee actively works with office managers and building management to explore additional ways we can reduce the impact of our physical footprint.

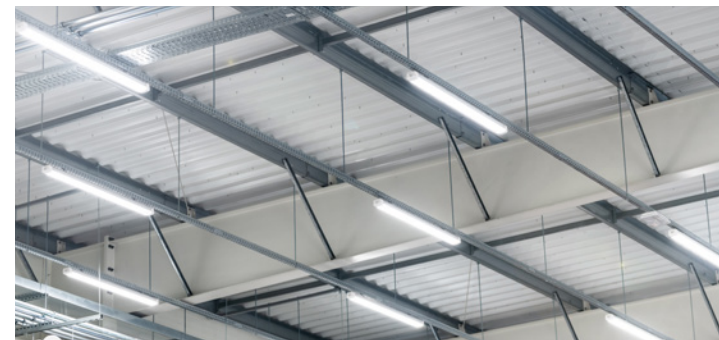
In 2022 Precision engaged a third-party engineering consultant to perform an energy audit of our Frederick, MD facilities, representing nearly 75% of our total energy usage. The audit identified energy efficiency and demand reduction improvements which could be implemented to reduce energy use and associated GHG emissions for these sites. Recommended improvements, varying by site and facility type included:

- Efficient lighting such as light-emitting diodes (LEDs), compact fluorescent lamps (CFLs) and daylight harvesting lighting, and

improved controls such as dimmers and occupancy sensors

- Programmable thermostats, zoned air conditioning, filter replacements and other HVAC improvements
- Building shell improvements such as caulking and weather stripping to prevent air leaks and minimize HVAC loads
- Behavioral changes such as incorporating turning off lights into end-of-day lab procedures
- Prioritizing selection of Energy Star™ models in purchasing new equipment and appliances
- Participation in electric power curtailment programs

Beyond auditing these facilities, we engaged our engineering vendor to consult on construction plans for a new laboratory in Houston, TX. By integrating energy efficiency and demand side management capabilities into the design of this facility from inception, we are setting a path for reducing future energy use by our highest energy-consuming sites.





Greening Our Built Environment

An Interview with Kevin Roach, Vice President (VP) of Global Operations & Infrastructure



As the VP of Global Operations and Infrastructure and Chair of Precision's ESG Committee, Kevin Roach is instrumental to helping maximize the positive impact of our operations, as a business and as a global citizen.

One of Kevin's goals as VP of Global Operations is to improve energy efficiency and manage energy demand across our global operations to minimize the company's greenhouse gas emissions. Under Kevin's leadership, Precision undertook an energy audit of facilities with the highest potential for emissions reduction. As a result of that effort, Kevin's team oversaw the implementation of significant energy savings upgrades to existing facilities, and integrated energy efficiency into the design of new facilities.

Efforts undertaken by Kevin's team to reduce our global footprint include:

- Installing new and more efficient HVAC systems to replace existing equipment and as part of the design for new facilities
- Installing building automation systems to decrease energy consumption and provide actionable information on energy use
- Renovating and upgrading our facilities in California to comply with Title 24 regulations
- Retrofitting inefficient warehouse lighting and fixtures to energy efficient LED equivalents using less than half the power
- Installing LED lighting throughout new facilities
- Purchasing and installing Energy Star™ appliances
- Servicing equipment according to best practice maintenance schedules to ensure efficient performance

Kevin's team is looking to continually improve the energy efficiency of existing facilities through upgrades, while designing and building new facilities to minimize environmental impacts. Kevin intends to help shift Precision facilities electricity supply to greener sources in the coming years.

In 2022, Kevin spearheaded Precision's first GHG emissions footprint calculation for Scopes 1 and 2. The effort required collaboration across Precision's global teams and operations, which will be expanded in future years to calculate the company's Scope 3 emissions. Kevin led Precision's first company-wide submission to the Climate Disclosure Project (CDP) and EcoVadis in 2023, disclosing the company's environmental and climate-related metrics and progress. Kevin affirmed Precision's continuing commitment to the environment:

“

We look forward to expanding our emissions and carbon calculations in the coming years, setting goals and implementing Precision-wide policies to have a positive effect on our planet.”



Installation of brighter, more energy efficient LED lighting in the biorepository of Precision's Frederick, MD laboratory will lower the facility's energy usage and associated GHG emissions.



Precision's new Houston laboratory facility featuring energy efficient rooftop HVAC system LED lighting and building automation system for air and lighting.

Water, Waste and the Environment

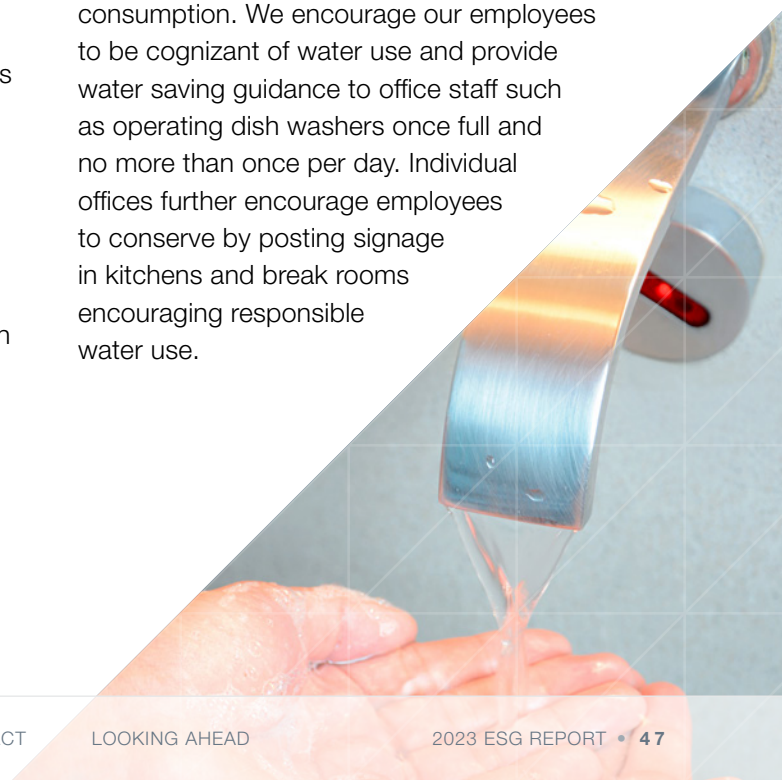
Precision understands that responsible stewardship of natural resources is critical to the health and well-being of the patients and communities we serve, and it is our responsibility as a global corporate citizen to minimize environmental impacts. The majority of our facilities are offices, which contribute moderately to company-wide water use and waste production. Our laboratories, manufacturing facilities and clinics, while smaller in number, consume greater volumes of water, equipment and material supplies. In turn, these facilities generate the most waste and present the greatest opportunities for recycling and contributions to circularity.

▲ Water Consumption

Precision's high-science laboratories and manufacturing sites consume water as an input to some of our research, development and production processes. However, none of these processes are water-intensive, and these facilities are not located in water scarce regions. Our effluent production is limited to wastewater that is disposed of properly through public sewer systems. We are in the process of developing a Water Use and Conservation Policy and will be working with sites to establish data collection processes and procedures to track and report on water use at our science facilities.

We operate 29 offices and a single clinic site in leased facilities located across North America, Europe and APAC. Though our water consumption in these spaces is limited,

we work with our employees and building managers to minimize water use. We have installed smart devices such as motion sensor faucets and toilets, and low flow fixtures to lower consumption. We encourage our employees to be cognizant of water use and provide water saving guidance to office staff such as operating dish washers once full and no more than once per day. Individual offices further encourage employees to conserve by posting signage in kitchens and break rooms encouraging responsible water use.



▲ Waste Management

Precision's facilities generate various streams of hazardous and non-hazardous biological, chemical and solid waste. While offices produce more paper, plastic and food waste, our science facilities and clinics contribute electronic, biological, chemical and hazardous waste streams requiring more specialized handling.

Our company is committed to reducing waste across all facilities and types of waste within our global operations. As part of this effort, we have instituted a company-wide Waste Policy encouraging employees to take actions such as:

- Avoiding paper use where possible and re-using wastepaper
- Re-using specialized inputs to production such as dry ice when appropriate
- Recycling chemical waste when possible
- Using durable kitchenware in place of disposable plates, cups and silverware
- Re-using shipping containers and cardboard boxes
- Recycle or donate mechanical and electronic equipment



Our laboratories, manufacturing sites and clinics produce various types of biological and material waste as byproducts of our research, production and clinical processes. Hazardous chemicals are managed according to safety procedures outlined in our company's Chemical Hygiene Plan. Disposal is overseen by the Occupational Health and Safety team, to avoid chemical leakage and exposure, and to ensure environmentally responsible disposal.

Our laboratory sites work with a waste management vendor, Stericycle, to collect biohazardous materials for responsible and sanitary disposal. We continue to seek out new opportunities to reduce waste and ensure safe and sanitary disposal practices of biohazardous waste.

▲ Environmental Giving

In partnership with [Trees for the Future](#), Precision's Sunshine Committee hosted a Green Photo Fundraiser in conjunction with St. Patrick's Day, in which employees were encouraged to submit photos wearing green in exchange for a \$3 donation to [Trees.org](#). Each photo submitted helped plant 12 trees in sub-Saharan Africa, where climatic and economic challenges are pressing. Efforts from this initiative helped plant a total of 636 trees to advance the organization's mission to champion agroforestry as an effective solution to hunger, poverty, and land restoration.

To further our commitment to reforestation as a solution to global poverty and climate change, we also contributed funds in 2022 to [The Canopy Project](#), which supports responsible reforestation programs internationally.

Supply Chain Sustainability

Precision is committed to identifying, tracking and mitigating supply chain risks. By identifying risks and vulnerabilities in our supply chain, we strengthen our business and mitigate sources of risk throughout our global operations. Managing our supply chain responsibly creates positive social and environmental impacts beyond the operational efficiency and risk mitigation benefits to our company.

Precision is in the process of establishing processes to assess, monitor, and mitigate risks that could arise within the company's global supply chain. Our processes will assess various categories of supply chain-related risk including:

- Single-sourced or hard to substitute inputs for which changes in availability could lead to bottlenecks in our processes

- Heavily regulated inputs and materials which could be affected by new regulations or restrictions
- Inputs and materials with significant negative environmental impacts such as biodiversity loss or excessive water consumption
- Inputs and materials with significant negative social impacts such as the potential for child or forced labor
- Materials and inputs from regions subject to geopolitical or climate-related risks which could disrupt production or distribution

We look forward to sharing our progress as we enhance our approach to supply chain sustainability in future reports.





Our Social Impact

Living our values, inside and outside the workplace

At Precision we are united by our purpose and passion to change lives. We do that every day in our work bringing the next generation of precision medicines to market to help patients in need. In that work, we strive to uphold the highest standards for ethical research, from our management of clinical trials to our research on the Social Determinants of Health. We handle data and patient data with extreme care, recognizing our responsibility for ensuring client and patient privacy and data protection.

We also recognize our responsibility to positively impact humanity extends beyond the walls of our offices and labs. As a company, as teams, and as individuals, we devote time and resources each year to non-profit organizations, charities and fund-raising events to benefit the communities where we live and work.

Benefiting Our Communities and Society

Human Rights and Ethical Research

Privacy and Data Protection

Benefiting Our Communities and Society

Precision aims to positively impact the lives of patients and society by providing the support that innovators need to bring the next generation of life-changing medicines to the market. We are purpose-built to accelerate complicated drug development by reducing costs, minimizing risks, and accelerating access to life-changing treatments. Across the commercialization continuum, our results are designed to overcome critical barriers to patient access and help optimize patient care.

▲ Supplier Diversity

Precision recognizes the potential for our company to positively impact diverse communities through our choice of supply chain partners. Our company tracks diverse supply chain spend year-over-year for woman owned, small, disadvantaged, labor surplus, disabled owned, minority owned and veteran owned businesses. Tracking and monitoring our engagement with diverse suppliers helps us understand areas where spend and initiatives should be prioritized in the future to further diversity our supply chain and increase our support for diverse businesses and communities.





Social Determinants of Health

An Interview with Maureen Hennessey, SVP & Director of Value Transformation, PVH



As PVH's Director of Value Transformation and an expert on the social determinants of health (SDOH), Maureen Hennessey works to improve the industry's approach to patient access by integrating regional, socioeconomic, and cultural considerations for a well-balanced approach to drug commercialization.

Maureen's mother's battle with lung cancer inspired her journey to understand and mitigate adverse impacts of the social determinants of health, which began before SDOH were recognized or well understood as an area of health research. Witnessing her mother struggle to access appropriate cancer care treatment drove Maureen to research how social determinants contribute to poor healthcare access and outcomes.

As a managed care executive, Maureen began working to reduce avoidable hospitalizations among populations in rural, suburban, and urban areas by addressing the social determinants of health. Through this work Maureen had the opportunity to deploy analytics, grow social and

clinical networks, develop innovative models of subsidized patient transportation and in-home care, and break new ground with the invention of telehealth outreach programs leveraging social messaging strategies and psychological methodologies to build trust and engage patients and families. These novel approaches improved access, affordability, and patient outcomes, while improving patient adherence to prescribed medications and treatments. Nonadherence causes an estimated 125,000 avoidable deaths, \$100 billion in preventable healthcare costs, and \$250 billion in lost pharmaceutical industry revenue each year. Maureen's work has garnered recognition from organizations including the National Committee for Quality Assurance (NCQA) and eValue8™, and adoption of many of the methods she pioneered has become widespread.

Maureen is optimistic about the future of SDOH collaborations between health plans and systems and life sciences companies. Surveys conducted by Maureen's team in 2020 found 20% of health plans and systems had or planned SDOH collaborations with pharma companies, but 63% were open to them. Similar surveys in 2023 found the number of existing and planned collaborations had more than doubled to 43%, with another 43% open to them in the future.

“

Our knowledge of digital technology and A.I. is growing exponentially. We have expanded understanding and wisdom about the sea of biochemical and neural activity within our brains and bodies influencing our abilities to connect and grow. SDOH and health equity policies and quality metrics have finally emerged to drive further alignment. We are poised to synthesize these strengths to create comprehensive solutions for overcoming barriers to nonadherence, further transforming the healthcare ecosystem.”

PHARMAVOICE 100:

In 2022, PharmaVoice selected Maureen as a 100 Top Industry Leader and DEI Champion. This prestigious recognition acknowledged Maureen's managed care contributions and PRECISIONvalue leadership for 500+ quality, population health, and SDOH engagements with 35+ clients spanning 17+ therapeutic areas, supporting our life science clients and their customers transitioning their models to value-based care. These engagements included facilitating the assembly of stakeholders across the healthcare ecosystem to forge significant collaborations and more accessible, equitable healthcare models. The PharmaVoice distinction also cited some of Maureen's volunteer service on healthcare committees including the National Quality Forum and Centers for Medicare and Medicaid Services (NQF/CMS) Medicaid Innovation Accelerator Project, and the Addressing Social Determinants of Health workshop series sponsored by the Patient-Centered Outcomes Research Institute (PCORI), to help establish industry standards around SDOH, health equity and patient safety.

“

I am grateful to Precision for support of these activities as well as for promoting a body of thought leadership articles and presentations in collaboration with colleagues internal and external to Precision, in order to accelerate adoption of SDOH and health equity initiatives.”

▲ Volunteer Work and Giving

At Precision we see that growing a socially conscious workforce and giving aligns well to our Precision Principle of having a “Passion and Purpose for what we do.” Our teams support a variety of causes from our home base of healthcare to an expanded impact of improving our environment through everyday actions.

We provide opportunities for our employees to participate in charitable giving and volunteer work through various company-wide cause campaigns and efforts throughout the year. And our grassroots are strong given that many of our business units organize donations and volunteer efforts globally. In support of our community activation efforts, Precision’s volunteer time-off policy encourages employees to spend up to 8 paid working hours per year conducting charity or volunteer work.

Giving and Volunteering—2022 Highlights

- Over \$250,000 donated to charitable foundations and causes, including \$100,000 in direct relief to victims of the war in Ukraine
- Donations to over 70 non-profit and charitable organizations
- Over 425 employee volunteer participants
- Dozens of volunteer events hosted and attended

Step Ahead Scholars— Giving Back with Time and Talent

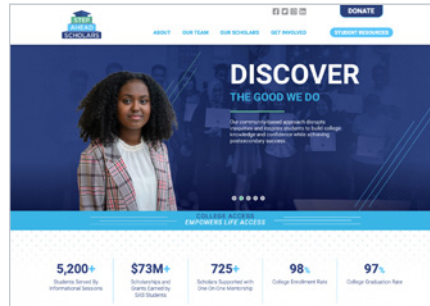
As part of Precision’s ongoing partnership with Step Ahead Scholars (SAS), a team of Precision volunteers gave their time and talents to design and develop a new website to support SAS and its mission to eradicate college access inequity by empowering underserved students to get them

to and through college. In addition, Precision sponsored students to participate in the Tufts Mini-Med program and hired summer interns to help them prepare for jobs in the life sciences industry.

“

The work we do is hard...The support and guidance that you have so graciously extended to us mirrors the type of support and mentorship we pride ourselves with giving to our students. Thank you for that!”

*– Debra Nealy, Co-Founder and CEO,
Step Ahead Scholars*





Project Farma CARES Committee in Action

The PFM biopharmaceutical manufacturing team, Project Farma (PF) formed a committee, PFCARES (Culture Focused, Agile Integration, Results Driven, Execution Excellence, Strategic Partnerships) with the intent to ensure consistent social responsibility across networks. CARES supports the execution of teambuilding, philanthropy, and professional development events at the local level to help strengthen our culture and promote learning and social consciousness.

KEY ACTIVITIES IN 2022

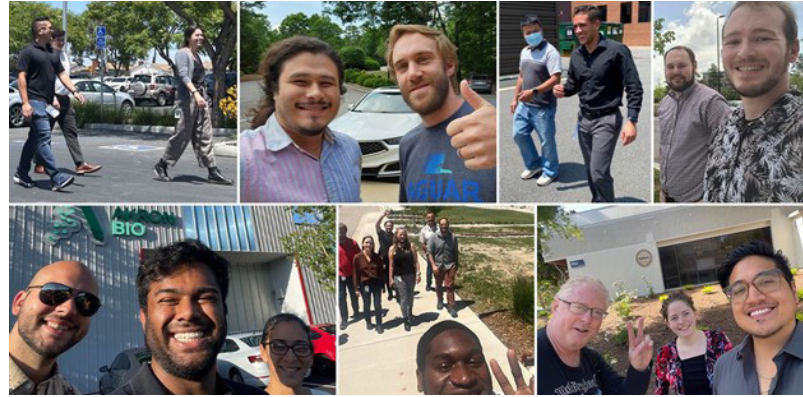
December 2022: Annual Holiday Heroes Campaign where we partner with the Salvation Army Angel Tree to sponsor children (angels) who may not otherwise receive a gift for the holidays. Additionally, in 2022, we forged a relationship with One Warm Coat to host a virtual coat drive. Over the last three years, our team has collected over 350 coats and sponsored over 650 children's wish lists.



Throughout 2022: During 2022, our teams volunteered and participated in 12 fundraiser walks and runs for patient advocacy groups, such as the National MS Society, Muscular Dystrophy Association, CureSMA, the ALS Association, and the Melanoma Research Foundation.



June - August 2022: CARES held “Watch Your Step”. This step challenge engaged our team, clients, and community to come together in weekly challenges that translated into dollars raised for a variety of patient causes. In 2022, our teams stepped for The ALS Association, Chrons and Colitis Foundation, Food for Thought, Sight Savers, NICU Parents Network, KC Cure, Ronald McDonald House, National Patient Advocacy Foundation, Muscular Dystrophy Association (MDA), and Wounded Warriors Foundation raising a total of over \$10,000 to be distributed across these organizations. With these funds, we sent 3 children to MDA summer camp, supported a scholarship program for the National Patient Advocacy Foundation, and helped fund research grants for ultra rare types of kidney cancer.



February 2022: Annually, Project Farma shows our support for Rare Disease Day by painting their hands and taking photos for social media to raise awareness for Rare Disease Day. In addition to serving as an impactful teambuilding event, this initiative acts as an opportunity for the Precision team to share with our partners how we support the rare disease community (supporting over 100+ life-saving therapies for rare/ultrarare disease).



PROJECT FARMA

Human Rights & Ethical Research

In our role conducting research, administering clinical trials, manufacturing drugs, and advising companies on commercializing their products, we must hold ourselves to the highest standards for ethics and integrity. Our decisions impact patients, their families, communities, and society. Our responsibility extends beyond the walls of our organization to ensure human rights are respected and protected by the companies in our supply chain.

▲ Human Rights

Precision is committed to doing our part to uphold and advance human rights around the globe. We are opposed to child and forced labor within our own company and within the company's we partner with around the globe. The company's Code of Conduct addresses human rights, child and forced labor, modern slavery and human trafficking, both for our own operations and those within our supply chain. We have begun working with a third-party platform to identify supply chain vulnerabilities to human rights abuses, which we can use to embed human rights concerns within a broader sustainable procurement policy in the future. We are also working to develop language on human rights, child and forced labor for inclusion in supplier contracts, and will share our progress on these initiatives in future years.

▲ Ethical Research

As a company dedicated to providing the research, clinical and manufacturing support to bring novel drugs to market, Precision has a responsibility to its clients and other stakeholders to uphold high standards for ethical research. Our Code of Conduct includes a Research Integrity Policy outlining expectations for the ethical conduct of research, including fabrication or plagiarism, interactions with government procurement, financial conflicts of interest and requirements for meeting applicable regulatory requirements. Precision's Speak-Up and Non-Retaliation policies extend specifically to issues concerning research ethics. Concerns can be communicated through a variety of channels including our anonymous and confidential Speak-Up portal.

Clinical Trial Diversity

An issue of increasing importance for companies in the life sciences industry is clinical trial diversity. Our company values clinical trial diversity and understands the importance of diverse and representative clinical trials in expanding accessibility of treatments, matching treatments to the right patient populations, and improving efficacy. We are in the process of developing a policy on clinical trial diversity and look forward to sharing progress in future reports.



The Role of Diversity in Novel Therapeutics and Clinical Trials Design Webcast

Precision's inSCOPE and HIA came together to facilitate a Precision-wide webcast to help further our firm's understanding of diversity considerations impacting drug development. We heard from Al Blunt, MD, Senior Vice President, Global Medical about how diversity impacts clinical trial studies and the introduction of novel therapeutics.

Emerging Technologies

Generative Artificial Intelligence (GAI) can create new, such as text, images, audio, or video, based on some input or prompt. At the intersection of innovation and creativity, GAI has proven to be a catalyst for transformation and growth across industries and has many potential applications for our company, such as enhancing creativity, productivity, and innovation. However, GAI can also pose potential ethical and legal challenges, such as ensuring the quality, accuracy, and originality of the generated content, respecting the intellectual property rights of others, and avoiding harm or offense to any person or group. At Precision, we have proactively built governance processes and structures to ensure use of GAI meets our high ethical standards.

In 2023 we established a GAI Steering Committee to provide direction on use cases, tools, adoption, governance and technology use and recommendations for where we might leverage these tools to create efficiency and deliver more impactful client solutions while reducing associated risks. Additionally, we have created processes, policies and pilots that allow us to move forward while establishing the appropriate guardrails necessary to protect us and our clients as we explore these emerging technologies. In addition, we established a GAI Policy to provide guidance to our employees regarding the use of GAI tools and models. Topics covered by the GAI Policy include the purpose and scope of GAI, acceptable use, responsibilities and obligations of GAI users, and processes and procedures for obtaining permission to utilize GAI at Precision.

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.

Privacy and Data Protection

Our company manages personal data and information in a variety of contexts as a provider of research, clinical, manufacturing and commercialization services to life sciences companies. Precision has appointed a Data Protection Officer (DPO) and established a Privacy Compliance Group to ensure the privacy program is adequately resourced. This Privacy Compliance Group was established in the beginning of 2022 and meets together with the DPO on a biweekly basis. The DPO reports annually to the Chief Compliance Officer with independent risk assessment of the Privacy Compliance Program. We also implemented a strong set of policies, processes and systems to protect the integrity of our systems and ensure our data and that of clients is handled responsibly and ethically.

▲ Data Protection and Privacy Policies

In recognition of the importance of cybersecurity and privacy and data protection the topic is recognized in Precision Code of Conduct. The company has also established a set of robust policies and procedures providing our employees detailed expectations and requirements relating to security of personal data, privacy and admissible use of information technology:

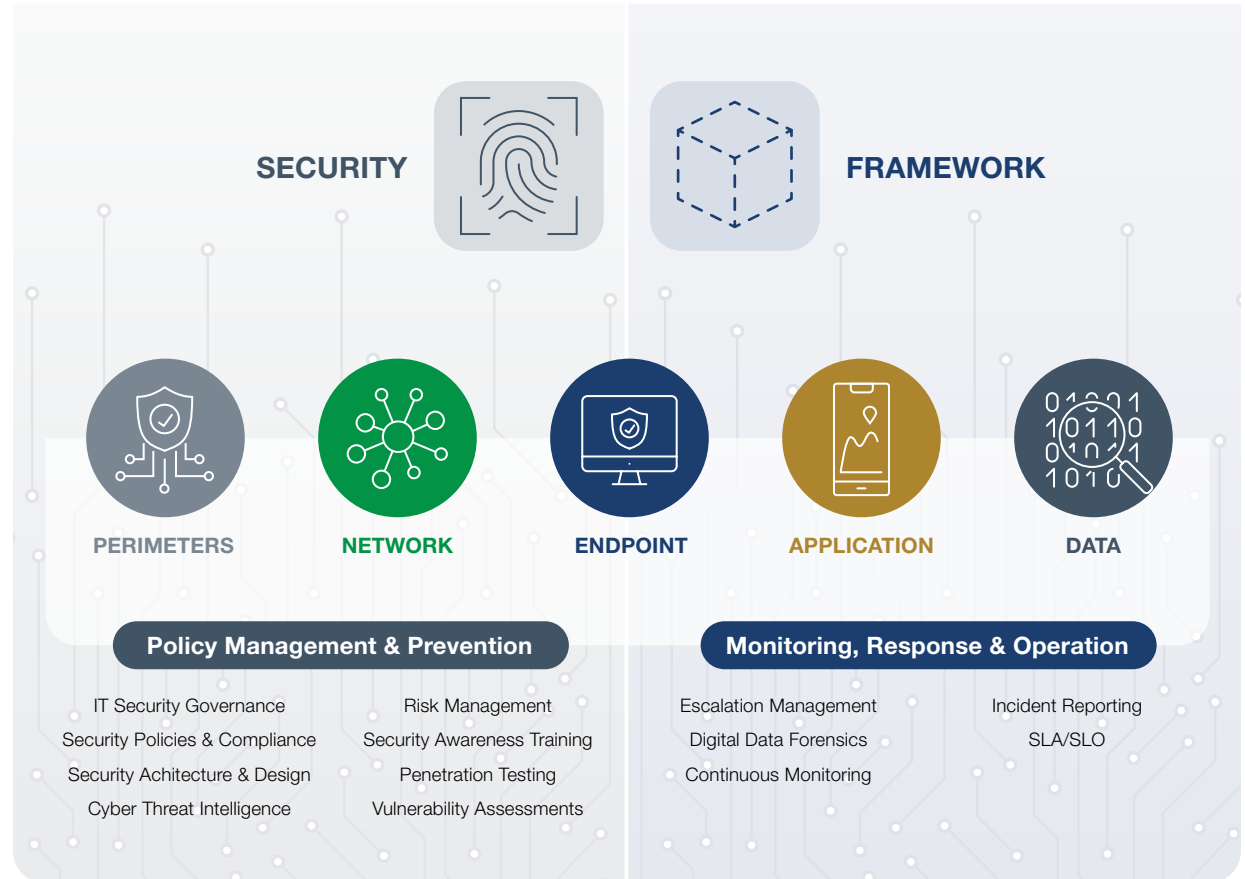
- Information Security Policy
- Logical Security Policy
- Data Integrity Policy
- Removable Media Policy
- Data Protection and Privacy Policy
- Backup, Archive and Restore Policy
- Disaster Recovery Policy
- Business Continuity Plan
- Asset Disposal Policy
- Electronic Funds Transfer Policy
- Information Technology (IT) Vendor Qualification Policy
- Electronic Communications and Equipment Policy
- Electronic Signature Standard Operating Procedure (SOP)
- Incident Response Plan



IT and Security Infrastructure

Beyond the responsibilities of our employees to manage equipment and data responsibly, Precision has invested in a strong internal infrastructure and controls to ensure a high level of data and systems security. Our company employs data protection and security tools informed by industry best practices (e.g., International Organization for Standardization (ISO), National Institute of Standards and Technology (NIST) and The Health Information Trust Alliance (HITRUST)) including application of key principles including the Segregation of Duties and Principles of Least Privilege to employee data and systems access, as well as a five-layer model for Precision's security framework including policies and tools to monitor our IT perimeter, network, endpoint, application and data layers.

All information is protected through encryption both at rest and in transit, implementation of internal access control lists for networks, demilitarized zone networks (DMZs) separating our local area network from public networks, file sharing and SharePoint permission application and data loss prevention tools.



▲ Detecting and Managing Risks

The company employs a Security Information and Event Management (SIEM) system. Daily scans of IT systems are performed, along with real time patching to address critical concerns, and staging continual patching to address longer-term vulnerabilities. We monitor, assess and remediate phishing or suspicious email activity reported by employees through our IT Helpdesk team to detect and assess potential threats.

We expect our suppliers to adopt high standards for data privacy and IT security in line with our own. Precision conducts Vendor Risk Assessments for all new suppliers, inspecting privacy, security, AI, transfer risk and overall vendor health as a standard component of

contracting. Vendors are expected to participate in a requalification process biennially to ensure ongoing, proactive risk mitigation.

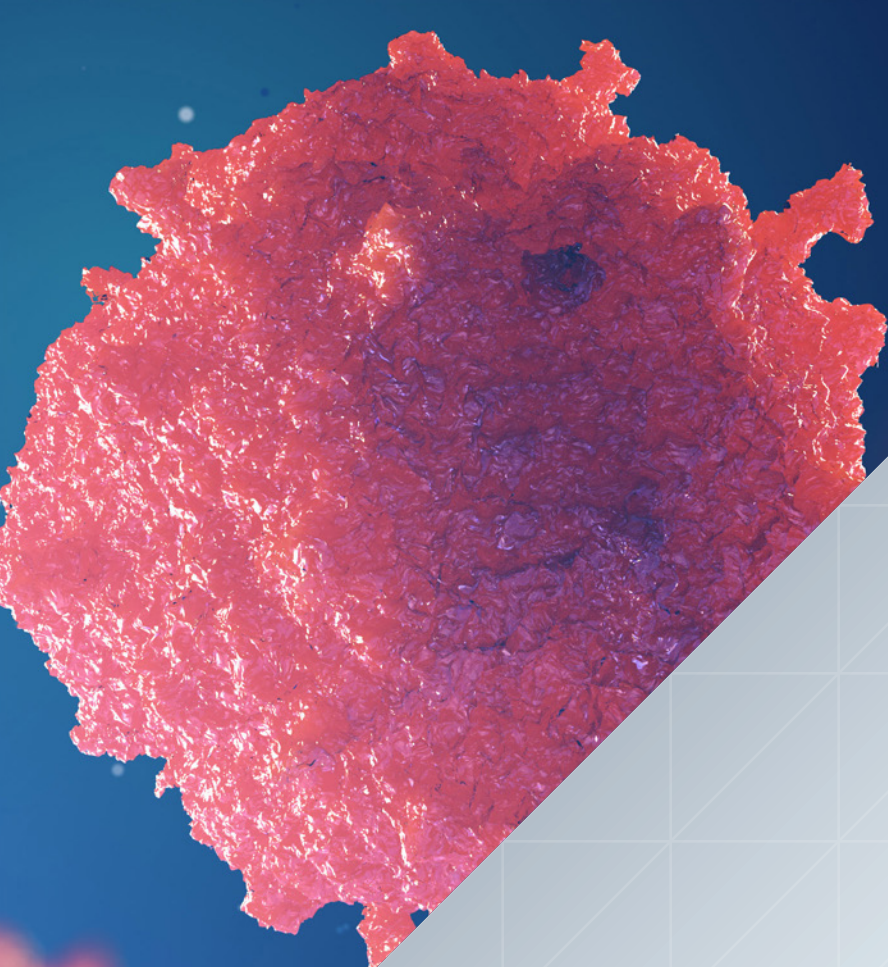
▲ Data Protection and Privacy Training

Precision employees complete training on privacy and data security through our company's learning and development platform, as well as an annual enterprise-wide cybersecurity training. The Legal and Compliance Department also provides employees with live risk-based privacy training, as needed. Employees are regularly subjected to simulated phishing attempts via email, followed by supplemental training for users that fail to detect simulated attacks.

▲ Reporting Privacy and Security Violations

Employees are trained in how to report violations of the company's policies regarding data security and privacy and are able to report through multiple channels including directly contacting the Legal and Compliance Department, through anonymous and confidential Precision Speak Up channels as well as by reaching out directly to Precision's Data Protection Officer. Precision's Chief Information Security Officer, Privacy Compliance Group, Legal, security and infrastructure teams work closely together to address and resolve privacy and security issues as they arise. The Privacy Compliance Group, including Precision's Data Protection Officer and our US and EU Legal and Compliance experts, to allow timely and effective management of the company's security, privacy and data-related risk.





Looking Ahead

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

Precision is committed to doing good by doing good business. Our mission and purpose is to accelerate the process of bringing life changing medicines to market, and helping life sciences innovators ensure their products reach the patients who need them. By advancing sustainability initiatives within our company, we maximize our potential to positively impact our people, our patients, the communities where we live and work, and our shared environment.

At Precision we understand sustainability is a journey, not a destination. We are excited to share our progress in the coming years as we continue to evolve approach to ESG.

2024 and Beyond

2024 and Beyond

Since our founding in 2012, Precision has been dedicated to the mission of bringing new life-changing medicines to market through the integration of science, technology, data and human expertise. From cybersecurity threats to climate related risks, it has never been more important for companies like Precision to view their operations through the lens of sustainability. Our clients, investors and employees increasingly expect us to demonstrate leadership not just in industry, but in our commitment to sustainability.

This year marks an important milestone in Precision's sustainability journey. In launching a materiality based ESG program, implementing a sustainability roadmap and publishing our first ESG report, we have laid a path for future growth and improvement. We are proud to share our achievements and accomplishments, but we are more excited to share our vision for what lays ahead.

In 2024 and beyond we will be working to implement strategic initiatives, programs and policies based on our ESG roadmap to advance our company's environmental, social and governance goals. During the coming year we will implement improvements to our data tracking and monitoring systems enabling us to advance our ESG performance and enhance quantitative reporting, with the goal of including global sustainability reporting framework indexes in our 2025 ESG report.

We look forward to sharing this journey with our stakeholder community as we work together towards a more sustainable future.





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