PRECISION MEDICINE GROUP®

Moving Science Closer to Health

2025 IMPACT REPORT

A Message From Our CEO

As we reflect on the progress we've made, I'm filled with pride and excitement for what lies ahead. Guided by our Precision Principles and our mission to accelerate breakthrough treatments, we continue to grow with purpose and impact.

Throughout the past year, I've witnessed the passion and dedication of our teams across research, data science, and commercialization. Our commitment to caring for people, communities, and the planet remains central to our long-term success.

We've sharpened our focus on aligning business value with meaningful, measurable change. Some of our key achievements this year include:

- Securing 100% renewable electricity at three of our largest laboratory and biorepository sites
- Committing to emissions reduction targets aligned with the Science Based Targets initiative (SBTi)
- Earning an EcoVadis Bronze Medal, placing us in the 84th percentile globally
- Developing a comprehensive carbon footprint reduction plan across Scopes 1, 2, and 3
- Conducting our first climate-related risk assessment
- Launching employee-led Green Teams to drive lab sustainability
- Achieving Platinum level certification with My Green Lab
- Strengthening our Employee Resource Groups (ERGs)
- Contributing more than $100,000 and hundreds of volunteer hours to community causes
- Conducting a human rights risk assessment and updating our policy framework

These milestones reflect our shared values of Client Service, Purpose, Accountability, Mutual Respect, and Collaboration and our belief that science, guided by humanity, can change lives.

Thank you for being part of this journey. I look forward to what we'll accomplish together in the year ahead.

Sincerely,

Margaret Keegan
Chief Executive Officer,
Precision Medicine Group

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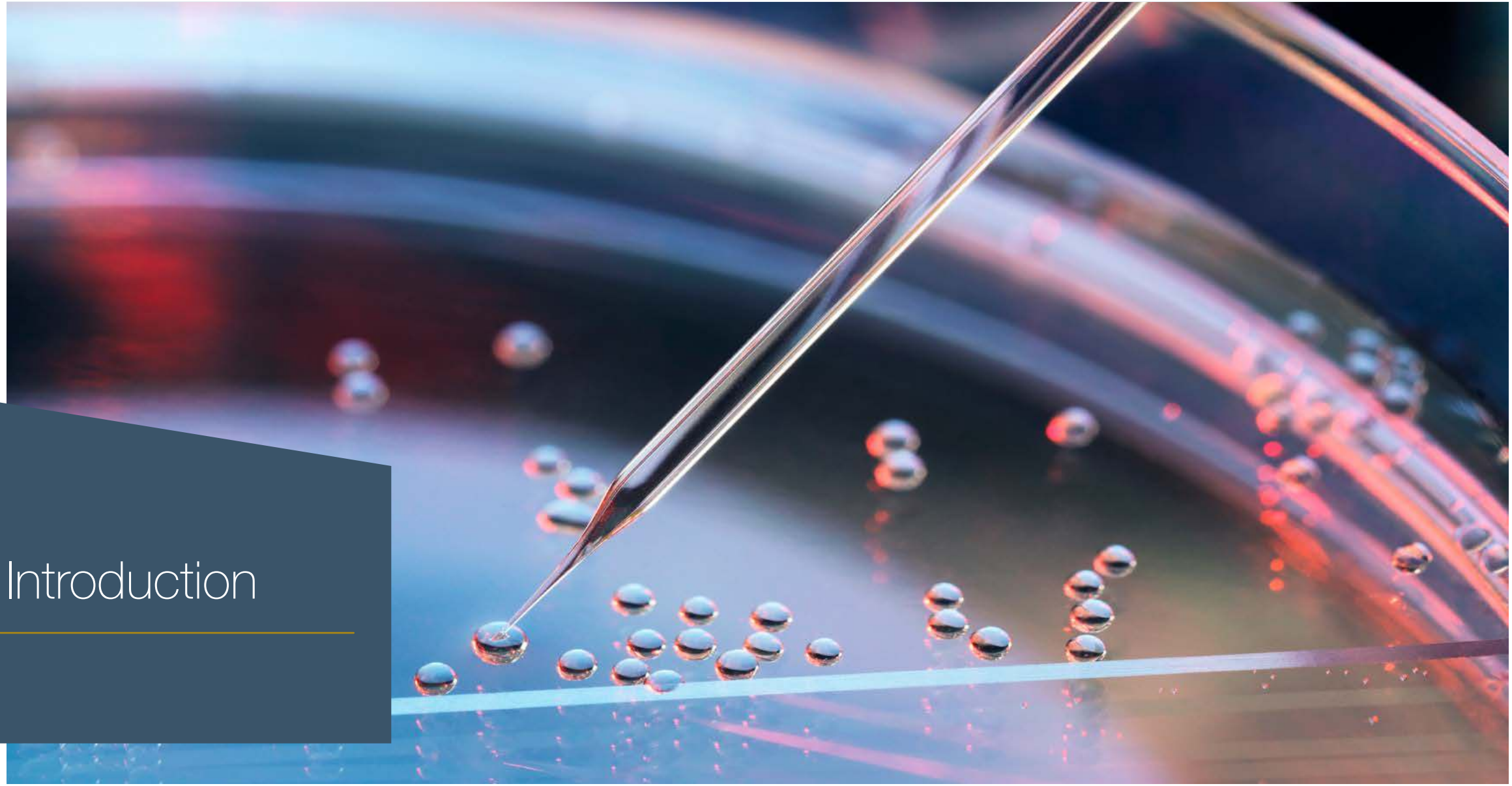


Introduction

About Precision Medicine Group

Bringing Bold Science to Life

Precision medicine is an innovative approach to tailoring disease prevention and treatment that considers 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 patient needs.

Since 2012, Precision Medicine Group has combined science, technology, and data to accelerate drug development and expand patient access. Throughout 13 years, we've grown to more than 3,200 employees worldwide. Our expert-driven, relationship-based approach has made us a trusted partner for life sciences innovators around the world.

Precision by the Numbers

33 Physical office locations

6 Specialty labs

1 Sample collection site

15 Countries

3293 Employees located across 20 countries and 5 continents*

1876 Precision for Medicine

1214 Precision AQ

203 Precision Medicine Group Corporate

*Average Headcount FY 2024

Organization Awards

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

FY24-25 awards include:

Ranked #11

Gold in Launch Excellence: Takeda LIVTENCITY

Gold in Podcast—Swell Conversations: A Promotional HAE Series—Pharming

GOLD in Proud to Promote: Delivering an Omnichannel Experience for LIVTENCITY for Takeda by Precision AQ

Winner of the 2025 Fierce Biotech CRO Award for Innovative Solutions in Drug Development

CRO LEADERSHIP AWARDS2024 CAPABILITIES

CRO LEADERSHIP AWARDS2024 COMPATIBILITY

CRO LEADERSHIP AWARDS2024 EXPERTISE

CRO LEADERSHIP AWARDS2024 QUALITY

CRO LEADERSHIP AWARDS2024 RELIABILITY

Precision Medicine Group Structure

PRECISION MEDICINE GROUP®

PRECISION for medicine®

Precision for Medicine (PFM) is a global clinical research and development services organization focused on advancing precision medicine. By integrating clinical trial execution with scientific, translational, data, and manufacturing expertise, PFM streamlines complex drug development, accelerates speed to market, and ensures scalability. PFM's specialized capabilities include clinical research solutions, laboratory services, biospecimens, and data intelligence.

PRECISION AQ™

Precision Access Quotient (Precision AQ) partners with biotech and pharma companies to bring groundbreaking therapies to market. Precision AQ leverages evidence, insights, and industry expertise to tailor global communications to payers, health systems, providers, and patients, ensuring access to life-saving medicines. Precision AQ's services and capabilities include market access and commercial consulting, health economics and outcomes research, market access marketing, marketing, branding, and public relations, investor relations, and external communications.

PFM FY24 Impact

2000+
lab projects

6
specialty labs in the United States and Europe

600+
clinical trials

35M
biospecimens managed

Precision AQ FY24 Impact

56%
of all US Food and Drug Administration (FDA)-approved drugs during 2024 were launched with Precision AQ

450+
drug launches and label expansions

45+
years of agency experience

300+
market access launches and commercial expansions

Clinical Development Strategy | Regulatory Strategy | Global Clinical Trials | Biomarker Labs | Data Intelligence

Value Demonstration | Market Access | Data Sciences | Evidence Solutions | Investor Relations | Marketing and Communications

Precision Principles and Impact Areas

At Precision, our core principles of Client Service, Purpose, Accountability, Mutual Respect, and Collaboration shape our culture, guide our work, and define what we expect from one another as we grow globally. These shared values drive our actions and are reflected in our report sections: Our Patients, Our People, Our Planet, Our Social Impact.

Precision's Principles	**Client Service:** Enhance our products and services to empower clients in improving patient and societal health	**Purpose:** Leverage our passion for developing life-changing treatments to positively impact people, communities, and the planet	**Accountability:** Understand our impact and work together for a healthier planet	**Mutual Respect:** Foster respectful and inclusive interactions with colleagues and clients	**Collaboration:** Work with colleagues and partners to achieve shared goals and improve patient lives
Report Sections	**Our Patients**	**Our Social Impact**	**Our Planet**	**Our People**	
Foundation	**Governance**—Governance is the cornerstone of our impact strategy, ensuring robust oversight and accountability. With strong policies and senior leadership guiding our efforts, we build a solid foundation that supports and enhances our initiatives, driving our impact and sustainable success.				

Materiality

Our sustainability and impact strategy is grounded in materiality, focusing on the areas that drive business value and could pose potential risks to long-term success. The materiality assessment we conducted in 2023 remains central to our approach in 2025, informed by engagement with employees, leadership, clients, investors, and vendors, along with insights from industry standards and ratings organizations. The resulting materiality map guides our priorities and reporting.

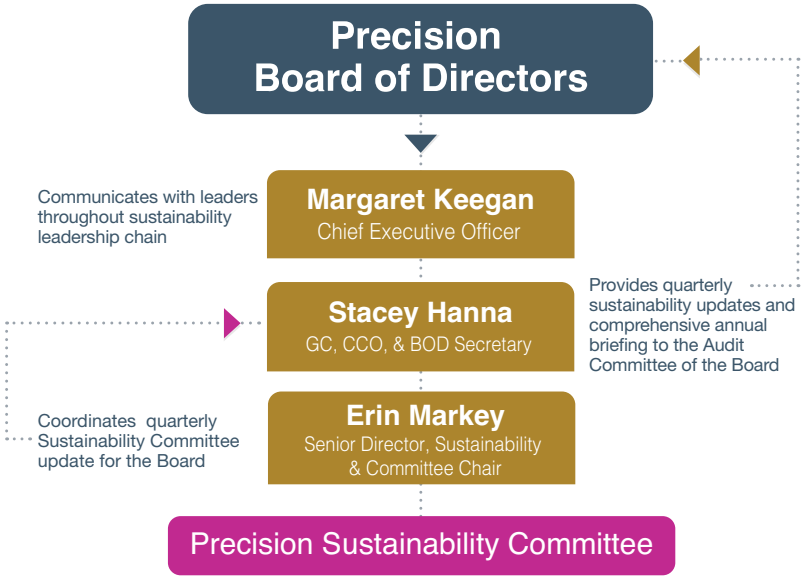
As our business grows, we recognize that materiality must adapt. We plan to conduct a refreshed assessment to ensure our strategy remains relevant, responsive, and aligned with the changing landscape. For more on our materiality process and map, please see our **2024 ESG Report**.

Governance

Sustainability Governance

At Precision, senior leadership plays an active role in our impact focus areas, especially in sustainability efforts that drive customer value, operational efficiency, and human capital development. Our General Counsel and Chief Compliance Officer (GC, CCO) holds overall responsibility for sustainability performance, including oversight of supply chain partner performance. The GC, CCO stays informed through regular updates from sustainability and business leaders and monitors key metrics and emerging issues. Progress is reported quarterly to the Board, with the GC, CCO delivering detailed briefings to the Audit Committee at least once a year.

The Sustainability Committee is led by our Senior Director of Sustainability and includes representatives from all functional business groups and meets regularly to drive alignment on sustainability priorities.



Corporate Governance

Strong governance is the foundation of Precision's commitment to inclusive and sustainable growth. Our Leadership Team fosters a culture of integrity and transparency, ensuring that decisions are made responsibly and in alignment with our values. As a private equity–backed company, we maintain open, ongoing dialogue among our investors, Board of Directors, and Executive Leadership to support sound strategic direction. Our Board meets quarterly with leadership to evaluate performance, manage risk, and guide our sustainability efforts, including our annual Impact Report.

Ethics and Compliance

Precision is committed to upholding the highest standards of integrity while enabling the achievement of our business objectives. Our Ethics and Compliance program supports this commitment by providing strategic legal guidance, promoting ethical decision-making, and ensuring adherence to applicable laws, regulations, and internal policies. Through clear communication, ongoing training, and proactive risk management, we foster a culture of accountability and transparency across all levels of our organization.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics (the Code), updated in 2024, continues to guide how we operate with integrity, accountability, and mutual respect. Grounded in our Precision Principles, the Code provides clear expectations for professional conduct and helps employees navigate ethical challenges with confidence.

Speak Up Culture

Employees and partners are expected to act in line with our Precision Principles, the Code, and applicable laws, helping to drive positive change and uphold a culture of transparency.

We encourage reporting of any ethics or compliance concerns through multiple channels, including human resources (HR), managers, Legal and Compliance, or our 24/7 confidential Speak-Up Portal, accessible globally to employees, vendors, and former staff.

– Confidentiality and anonymity are respected

– All reports are taken seriously and reviewed thoroughly, with investigations initiated when appropriate

– Retaliation is strictly prohibited

Global Corporate Compliance Training

All employees must complete annual training and attestation to the Code, reinforcing alignment with our core values and regulatory responsibilities.

Our global compliance program extends beyond the Code and includes mandatory quarterly training on ethics, compliance, and IT security, along with jurisdiction-specific courses to meet local legal requirements. We also deploy risk-based training tailored to specific roles, business units, and geographies to address evolving legal requirements, industry trends, and emerging risks.

In FY24, employees completed more than 21,000 corporate compliance-related courses, dedicating an average of 2.5 hours each, demonstrating our deep commitment to ethical conduct and continuous learning.

To maintain ongoing awareness and accountability, employees are required to review and certify their understanding of company policies during onboarding, every two years, or whenever policies are updated or newly introduced.

More than **21,000** compliance-related courses

2.5

Average of **2.5 hours** dedicated ethics and compliance training per employee annually

Human Rights Due Diligence

We strictly prohibit child labor, forced labor, modern slavery, and human trafficking, both within our organization and among our partners. These principles are embedded in the Code and reinforced through our Human Rights, Anti-Slavery, and Anti-Human Trafficking Policy.

To ensure accountability, we conduct periodic human rights risk assessments using a “risk-to-people” approach. This process evaluates suppliers and regions using external indices, prioritizes risks based on severity and likelihood, and guides remediation and monitoring efforts.

expectations around
the avoidance of fabrication,
ment of financial conflicts of

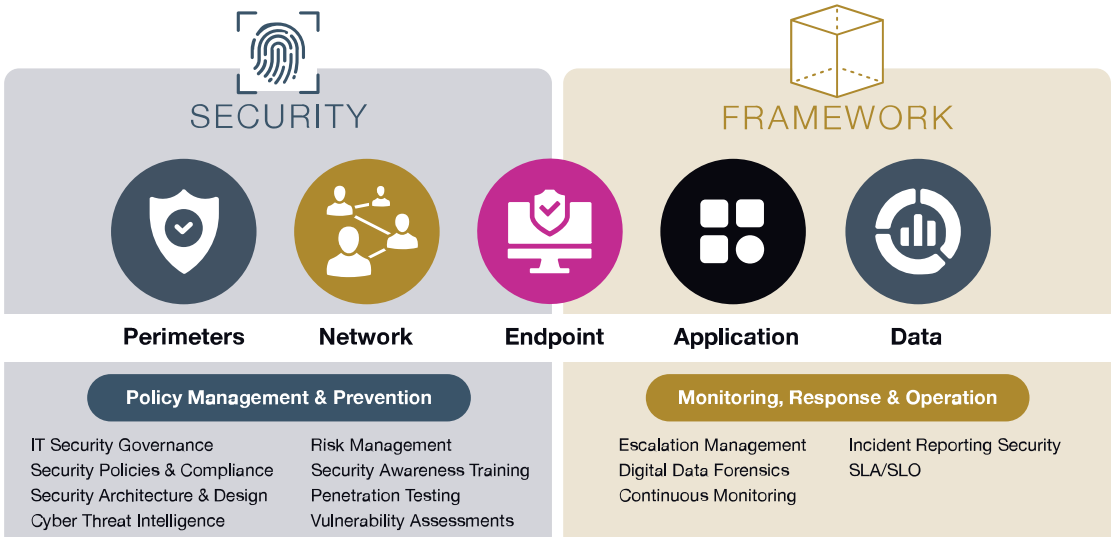
cable regulatory requirements and
through our Speak Up and Non-

Privacy and Data Protection

Precision remains committed to protecting the personal and confidential data entrusted to us by clients, patients, and partners. Our privacy and data protection practices are grounded in industry-leading standards and supported by a dedicated Privacy Team, a Data Protection Officer (DPO), and a cross-functional Privacy Compliance Group that meets regularly to ensure program effectiveness.

We maintain clear policies governing the collection, use, and retention of personal and client data, aligned with global privacy regulations. These policies are emphasized in our Code and enforced through employee training and oversight.

Our cybersecurity infrastructure is built on a five-layer security framework and follows International Organization for Standardization (ISO), National Institute of Standards and Technology (NIST), and Health Information Trust Alliance (HITRUST) standards. We employ encryption, access controls, and data loss prevention tools to safeguard information at rest and in transit. To proactively manage cybersecurity risks, we use a Security Information and Event Management (SIEM) system, conduct daily scans, apply real-time and continuous patching, and run consistent exercises test and strengthen our defenses. Through these measures, we ensure that data are handled responsibly, securely, and in alignment with our values of trust, integrity, and accountability.



Our Patients

Patient Engagement and Impact

At Precision, our mission is to accelerate the development of life-changing treatments and ensure they reach the patients who need them most. From early discovery through clinical trials, we uphold the highest standards of quality while actively engaging with patients to ensure our work reflects real-world needs and promotes equitable access.

Patient Engagement Team

Precision's Patient Engagement team continues to strengthen our commitment to patient-centered research by actively incorporating patient perspectives into clinical development. The team conducts interviews and surveys to inform trial design and better understand unmet needs. To reinforce transparency and appreciation, the team distributes trial summaries and thank-you communications to participants. For select trials, they also provide logistical support such as travel coordination and financial assistance to help patients participate more easily.

Precision Patient Advisors

Our Patient Advisor Team plays a vital role in shaping Precision's corporate patient strategy. By maintaining direct relationships with individuals affected by cancer and rare diseases, the team gathers insights that inform trial design, improve access, and enhance patient education. Through these collaborations, we transform patients into partners who help us design more effective, inclusive, and equitable trials that accelerate the delivery of impactful therapies.

The Patient Advisor Team partners with patient advocacy organizations to co-develop educational materials and raise awareness of clinical trial opportunities. They engage patient advisors in protocol reviews and planning discussions and expand outreach efforts through advocacy-driven education initiatives to reach a broader patient community.

Advancing Patient-Centricity: The Good Patient Partnership Guide

In 2024, Precision published the second edition of *The Good Patient Partnership Guide*, reinforcing our commitment to embedding the patient voice throughout the lifecycle of medicines and health innovations.

This guide is designed not only to support industry professionals in building meaningful, equitable partnerships with patient organizations and independent advocates, but also to engage, empower, and resonate with the patient community. By fostering mutual understanding and collaboration, we aim to strengthen relationships that are truly two-way.

This edition explores how patient–industry collaborations work in practice, highlights areas for improvement, and offers practical insights to help organizations enhance their patient engagement strategies. It also reflects on persistent challenges, such as under-recognition of patient perspectives, funding limitations, and the need to simplify engagement processes.

Ultimately, the *Guide* seeks to spark dialogue, inspire progress, and help advance a more patient-centered and equitable healthcare ecosystem built on trust, transparency, and shared purpose.

Patient Safety and Quality Management

Precision remains steadfast in its commitment to patient safety and quality. We continue to foster a culture of accountability and excellence across all operations, from biospecimen handling and assay management to data analysis, ensuring the highest standards in service to patients.

Our Quality Management System is built on robust policies, procedures, and training programs aligned with applicable local, state, and federal regulatory requirements. It includes oversight mechanisms such as audits, inspections, corrective actions, and continuous improvement initiatives. The system is supported by our Regulatory team, which monitors and integrates policy changes across operations.

Our Quality and Compliance Team conducts regular internal audits and supports external audits by clients and sponsors to ensure ongoing compliance and operational excellence.

An Annual Audit Plan is developed based on recent incidents, process changes, and audit history. Findings that may impact patient safety are escalated immediately, with remediation plans tracked through our Corrective and Preventive Action (CAPA) system. Each quarter, our Quality and Compliance Team leads a Quality Management Review (QMR) with Senior Leadership to evaluate audit outcomes, quality metrics, training compliance, vendor qualifications, and CAPA trends. These reviews help identify new quality goals and drive process enhancements across the organization.

Quality Training and Compliance

All employees, contractors, and vendors involved in clinical trial services receive role-specific quality training. Our training matrix ensures that individuals performing regulated tasks are qualified through education, experience, and ongoing instruction. Good Practices classifications (GxP) guide training needs, with new hires enrolled in an appropriate curriculum based on their roles.

Our People

Our Approach

Our people are the driving force behind our mission to transform lives through innovative drug development and expanded access to care. We cultivate a culture grounded in engagement, inclusion, and safety, empowering individuals to bring their authentic selves to work, grow professionally, and thrive. United by a shared sense of purpose, our diverse and dynamic global workforce brings the perspectives and expertise that power our progress and help deliver life-changing medicines.

Employee Engagement Survey

Precision values open communication and actively listens to employees through annual engagement surveys, global pulse surveys, and feedback at key milestones, from onboarding to exit. Surveys cover topics like culture, benefits, career development, and engagement, with all responses kept confidential and reported in aggregate. This input directly informs improvements in our workplace experience, helping us build a more connected, inclusive, and high-performing organization.

Employee Engagement and Well-being

Our people make our achievements possible and their well-being is our top priority.

We take a people-first approach that supports employees both professionally and personally, helping us attract and retain top talent while fostering a culture of respect, purpose, growth, collaboration, and innovation.

We promote well-being and flexibility through:

Flexible Work Options: Offering hybrid and remote schedules to support a healthy work-life balance.

Trust-Based Culture: Fostering an environment grounded in trust, flexibility, and accountability to empower autonomy and high performance.

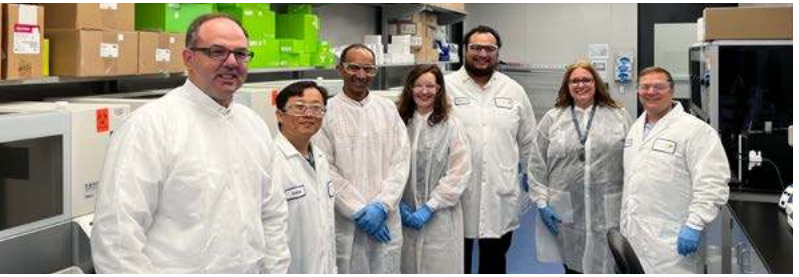
My Time Off: Providing employees with the flexibility to take time off as needed—without set limits—for vacation, illness, or personal matters, supporting balance and personal responsibility.

Strong Communication: Prioritizing meaningful in-person connections and seamless virtual collaboration to strengthen teamwork.

Employee Health and Safety

Precision maintains comprehensive health and safety policies across our laboratories, collection sites, and offices to ensure a safe working environment while minimizing disruptions to our products and services. In 2025, we continued to advance our global Environmental Health and Safety (EHS) practices through proactive risk management, employee training, and cross-functional collaboration.

Building on the foundation established by our Global Head of EHS and Safety Committee, we expanded our Global Safety Management System (SMS) to further align safety policies, procedures, and training across all sites. The SMS fosters a strong safety culture through enhanced risk assessments, targeted safety campaigns, and continuous improvement initiatives.



Throughout the year, we conducted regular audits, inspections, and hazard assessments to ensure compliance and identify areas for improvement.

Our EHS Key Performance Indicator (KPI) tracking program, launched in 2023, continues to provide valuable insights into safety trends and informs the Safety Committee's ongoing efforts.

To support a responsive and accountable safety environment, we maintained robust incident reporting and investigation procedures. These protocols ensure timely response, root cause analysis, and corrective actions. All employees, contractors, and visitors are expected to follow these procedures, with protections in place under our whistleblower and anti-retaliation policies.

Supporting Employee Mental Health

At Precision, our commitment to employee health and safety includes a strong focus on mental health and well-being. Through our global Employee Assistance Program (EAP), employees and their dependents have confidential, no-cost access to mental health professionals, wellness resources, and educational tools, supported by our partnership with Headspace. We also recognize Mental Health Awareness Month in May and World Mental Health Day in October with events and resources that promote awareness, reduce stigma, and foster a culture of care and resilience.

headspace

Headspace Benefits Include:

- **Accessible Therapy:** Flexible options for video, phone, or in-person sessions.
- **24/7 Support:** Around-the-clock access to care and appointment scheduling via a dedicated helpline.
- **Mindfulness Resources:** Guided meditations, sleep aids, and stress-relief tools to support daily mental wellness.
- **Mental Health Coaching:** Personalized guidance to help manage emotions and achieve personal goals.
- **Work-Life Resources:** Support for everyday challenges such as childcare, eldercare, legal, and financial matters.

Supporting Employee Health

Precision has partnered with Aetna's Hinge Health program, a digital exercise therapy clinic offering personalized care plans and health coaching for musculoskeletal (back, muscle, and joint) health. This benefit is available at no additional cost to all employees and eligible dependents enrolled in Precision's Aetna coverage.

Employee Development, Benefits, and Recognition

We continue to invest in robust programs that foster leadership development, career advancement, and meaningful recognition.

Leadership and Career Development

Precision is committed to cultivating strong leaders and empowering all employees through continuous learning. Our Manager Guide remains a key resource for people leaders, offering tools to support team development and facilitate impactful conversations. Employees are encouraged to participate in a wide range of training programs, including: 7 Habits of Highly Effective People, 6 Critical Practices for Leading a Team, Unconscious Bias and Inclusive Leadership, How to Turn Uncertainty into Opportunity, and 4 Essential Roles of Leadership.

Our performance management approach emphasizes ongoing dialogue between employees and managers through regular one-on-ones, SMART (Specific, Measurable, Achievable, Realistic, Timely) goal setting, and structured check-ins. Annual reviews incorporate 360-degree feedback to ensure a well-rounded evaluation process. Managers receive training and resources to deliver fair, constructive feedback and support employee development.

We also continue to support external learning by reimbursing as much as 50% of the cost for approved certifications, continuing education, and college courses, as much as $5,250 annually for eligible employees. Partnerships with higher education institutions provide additional tuition discounts.

Employee Recognition Platform: Awardco

We utilize the Awardco platform to recognize and reward employees for their hard work and achievements, while also encouraging peer-to-peer appreciation. The platform empowers employees to celebrate their colleagues by awarding points for exceptional performance, collaboration, and partnership. Through a wide range of incentives, Awardco helps us mark milestones and highlight outstanding contributions, fostering a culture of appreciation where everyone feels valued, motivated, and connected.

PEOPLE RECOGNIZING:
3485
unique team members awarding points

PEOPLE RECOGNIZED:
4194
unique team members receiving points

TOTAL RECOGNITIONS:
98,766

TOTAL POINTS AWARDED:
8,677,570

Learning and Development

At Precision, our talent development strategy is built on four pillars: developing leaders at every level; fostering individual effectiveness; building an inclusive, high-trust culture; and aligning execution with our most important goals.

We believe continuous learning is essential to employee growth and talent development. Our global learning and development program offers a wide range of required and elective training for all employees, including compliance, professional development, technical, and leadership courses.

Our core platforms, FranklinCovey and the Precision Learning Platform, enable personalized learning journeys with clear guidance on course enrollment and management. We also provide centralized support through a SharePoint site, Teams channel, and dedicated training email to ensure accessibility and real-time feedback.

In 2025, we expanded our virtual instructor-led Leadership Development courses and continued live training sessions and open office hours to gather feedback and improve engagement. Our Learning and Development Dashboard, launched in 2024, remains a key tool for tracking course completion, engagement, and compliance.

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

Precision Learning Platform

3524
active learners

34
corporate compliance courses

21k
courses completed

Soft Skill and Leadership Development Training: On-Demand

2757
employees engaged

29k
courses completed

Soft Skill and Leadership Development Training: Virtual Instructor-Lead

565
sessions held

331
employees engaged

Total Rewards and Recognition

Our Total Rewards program is designed to attract, retain, and motivate top talent so we can continue to our mission of moving science closer to health. We offer competitive compensation and a comprehensive benefits package, including:

- Medical, dental, and vision insurance
- Health savings accounts and wellness benefits
- Life and disability insurance
- Commuter benefits
- Paid time off, floating holidays, and volunteer time off

Employees are eligible for discretionary annual bonuses based on individual and company performance. Our dedicated Total Rewards team continues to enhance pay transparency, refine job architectures, and support incentive programs aligned with our pay-for-performance philosophy.

Inclusion and Belonging

At Precision, we lead with integrity and are deeply committed to cultivating a workplace where everyone feels empowered to thrive, contribute their unique perspectives, and show up as their authentic selves. When people feel they belong, we all succeed. This enduring commitment has become a defining part of our culture, one that strengthens our shared mission to advance human health.

Our vibrant Employee Resource Groups (ERGs)—including the Empowered Women's Network, Precision Pride, and Multicultural ERGs—are open to all employees and play a vital role in fostering connection. Through year-round events and initiatives open to all Precision colleagues, these groups help build community and drive meaningful engagement across the organization.

Additionally, we honor the diverse experiences of our workforce by celebrating cultural awareness days and heritage months through Precision-wide educational and social programming that seeks to deepen understanding and promote inclusion.

Empowered WOMEN'S NETWORK

Multicultural Employee Resource Group

Precision Pride

Our Planet

Energy Use and Greenhouse Gas (GHG) Emissions

At Precision, we recognize that environmental sustainability is essential to advancing drug development, supporting patient well-being, and enabling our clients' success. We're proud of the strides we've made to measure and reduce our environmental footprint and we're committed to going further.

Our approach is both principled and practical: we focus on initiatives that deliver measurable environmental benefits while driving operational efficiency and business value. Looking ahead, we'll continue aligning our environmental strategies with customer needs and business priorities to ensure sustainability remains a catalyst for innovation and long-term impact.

Our clinical site, offices, and laboratories consume energy primarily for lighting, HVAC systems, and specialized lab equipment. Laboratory operations continue to be our largest energy consumers, accounting for 91% of total usage in 2024, due to the demands of research equipment, backup systems, and cold storage. Offices represented 9% of energy use, with our clinical site contributing less than 1%. The majority (90%) of our total energy consumption came from purchased electricity to power our operations.

TOTAL ENERGY USE (FY24)

91%	9%	<1%
Lab Operations	**Office Sites**	**Clinical Site**

In FY24, we completed our second consecutive year of measuring our full scope 1, 2, and 3 greenhouse gas (GHG) emissions across the business, using the operational control approach. Our emissions data collection process has become more streamlined and efficient thanks to the implementation of a dedicated emissions management and reporting platform.

To ensure consistency and comparability between our baseline year (2023) and future reporting periods, we recalculated our 2023 emissions using the same methodology and platform that will be applied going forward. The updated 2023 figures are included in this report.

We remain firmly committed to transparency and strive to use the most accurate and comprehensive input data available at the time of reporting to reflect our true emissions footprint. As part of our continuous improvement efforts, we are actively working to enhance the precision of our input data across all scopes. As our calculations become more refined over time, we will clearly disclose any differences that result from improved data quality, distinguishing them from actual emissions reductions.

GHG Emissions

In FY24, our combined net **scope 1** and **2** emissions totaled 8,068[2] tons of carbon dioxide equivalent (tCO_2e) (market-based). Our scope 1 and 2 emissions constituted roughly 26% of our total annual emissions, while our **scope 3** footprint constituted 74% of our total annual emissions of 31,160 tCO_2e.

GHG Emission Totals (tCO2e)[1 3]

Scope 1 Emissions	**2023**	**2024**
Stationary Combustion	232	253
Mobile Combustion	3	3
Fugitive Emissions—Refrigerants	243	307
Purchased Gases	1	3
	479	**567**

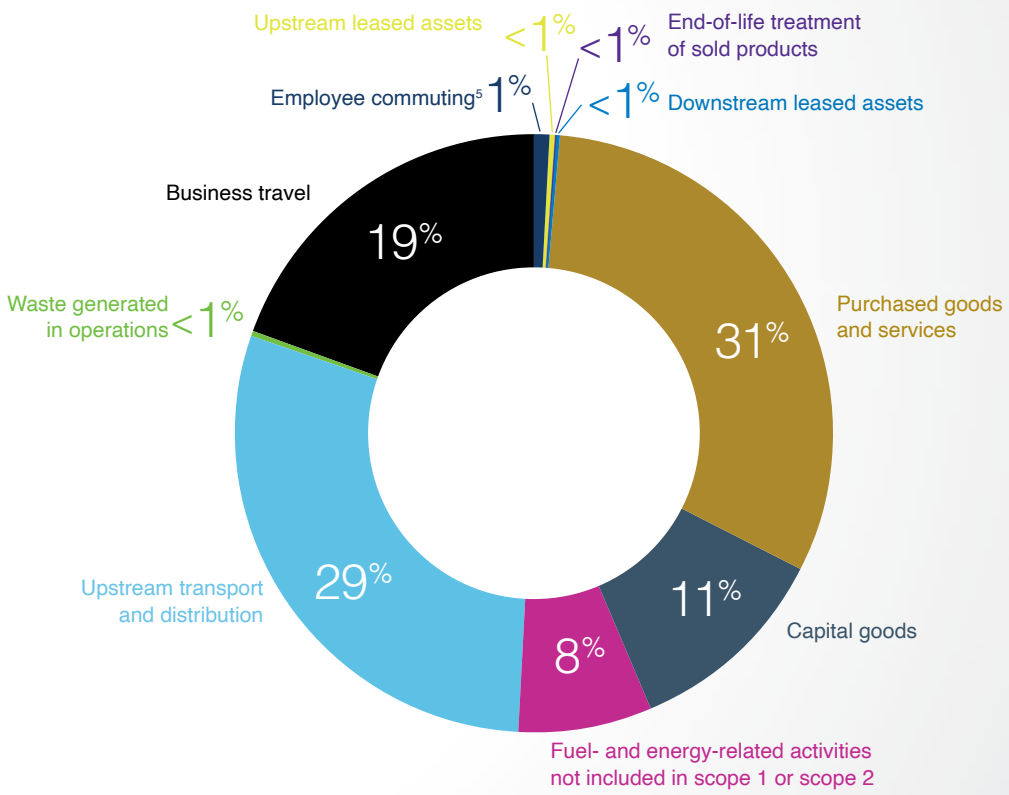
Location-Based Scope 2 Emissions	**2023**	**2024**
Purchased Energy—Electricity	7,379	7,293
Purchased Energy—Steam	148	136
	7,527	**7,429**

Market-Based Scope 2 Emissions	**2023**	**2024**
Purchased Energy—Electricity	7,552	7,397
Purchased Energy—Steam	148	136
	7,700	**7,533**

Reductions	**2023**	**2024**
Offsets	33	32

Total Net Organization Scope 1-2 Emissions	**2023**	**2024**
Net Scope 1 and 2 Location-Based Emissions	7,972	7,964
Net Scope 1 and 2 Market-Based Emissions	8,145	8,068

Scope 3 Emissions[4]



Footnotes:
1. All emissions are stated as tCO_2e.
2. Scope 1 and 2 data reflect emissions under Precision's operational control.
3. Our energy consumption and GHG footprint encompass all our physical locations and are based on a mix of actual and estimated consumption data. We calculated our footprint using an emissions management software system that adheres to GHG Protocol standards. The data have not been subject to third-party assurance.
4. Scope 3 categories 9-11 and 14-15 are not relevant to Precision's operations.
5. Scope 3, category 7 (Employee Commuting) excludes optional emissions from homeworking.

Managing Our Footprint

Since the publication of our 2024 ESG report, Precision has made meaningful progress in understanding, measuring and planning to reduce our greenhouse gas emissions across scope 1, 2, and 3.

In 2024, we formally committed to setting a science-based emissions reduction target by the end of 2025, aligned with the Science Based Targets initiative (SBTi), the global standard for credible corporate climate action.

After making this commitment, we've undertaken a comprehensive carbon reduction planning process to ensure our targets are both ambitious and achievable. This effort spans our full emissions footprint and includes energy efficiency initiatives, renewable energy procurement, and supplier engagement strategies designed to drive long-term emissions reductions.

Key decarbonization progress and planning includes:

- **Renewable Energy Procurement:** We secured renewable energy contracts for three of our largest laboratory sites, effective November 2025. These contracts are expected to reduce our scope 2 market-based emissions while also delivering cost savings and price stability.
- **Community Solar Expansion:** We continued to grow our participation in community solar programs, generating 252 MWh in solar credits, saving on energy costs while supporting the expansion of local renewable energy infrastructure.
- **Energy Efficiency Planning:** We completed feasibility assessments for two major energy efficiency initiatives at our largest laboratory site: a building management system upgrade and the installation of variable frequency drives. Together, these projects could reduce annual electricity use by approximately 500 MWh, cut natural gas consumption by approximately 4,000 therms, and deliver considerable energy cost savings. Project feasibility remains underway.
- **Laboratory Green Team:** We launched a dedicated team to promote lab sustainability best practices, focusing on cold storage optimization, waste reduction, water conservation, and energy efficiency.
- **Office Space Optimization:** Leveraging our flexible work model, we continued to consolidate and optimize office space, reducing our physical office footprint by 34% from 2023 to 2024.
- **Scope 3 Supplier Engagement:** We conducted supplier hotspot analyses to identify high-impact areas in our value chain and guide engagement strategies. This work supports our goal of increasing the use of supplier-specific emissions data in our scope 3 calculations.

Our efforts reflect our commitment to embedding sustainability into our operations in ways that support environmental goals and enhance business performance. We remain on track to submit our emissions reduction targets to SBTi for validation by the end of 2025 and look forward to sharing our progress.

ECOVADIS BRONZE MEDAL

Precision is proud to have earned an EcoVadis Bronze Medal, placing us in the 84th percentile among more than 150,000 companies assessed globally for sustainability performance, with a score of 68/100.

EcoVadis is a leading global platform for evaluating environmental, social, and ethical practices across supply chains. Our Bronze Medal reflects strong performance across four key areas: Environmental Practices, Labor and Human Rights, Ethics, and Sustainable Procurement.

This recognition reinforces our ongoing commitment to sustainability, responsible business practices, and operational excellence across our global operations.

Sustainability in Our Laboratories

Our laboratories and biorepositories are our most resource-intensive spaces, consuming significantly more energy than office facilities, requiring specialized refrigerants, and generating higher volumes of waste. In 2025, we continued advancing lab sustainability through targeted efficiency projects, certifications, and employee engagement.

- We achieved Platinum-level certification through the **My Green Lab (MGL) Green Lab Certification** program for one of our Frederick laboratories. Widely recognized by the United Nations' Race to Zero campaign as the global benchmark for laboratory sustainability, this certification underscores our commitment to embedding sustainable best practices in resource-intensive lab environments. We are proud of this milestone, which not only reflects our dedication to reducing environmental impact but also serves as a strategic pilot to inform and expand future certifications across additional lab sites.

- We engaged a third-party engineering firm to **assess opportunities** at our largest lab site that may increase energy efficiency, identifying projects such as a comprehensive building management system and HVAC variable frequency drives. Project feasibility planning remains underway.

- We launched a **Laboratory Green Team** to champion best practices in cold storage, waste reduction, water conservation, and energy efficiency.

- We participated for the second time in MGL's **Freezer Challenge** after achieving honorable mention in 2024. We look forward to finalizing our 2025 impact from this challenge.

Our Social Impact

Benefiting our Communities and Society

Beyond our labs and offices, we are committed to making a difference in the communities where we live and work. Through company-wide campaigns, local initiatives, and nonprofit partnerships, our teams support causes across our core impact areas of health and community.

To encourage community engagement, we offer employees as many as eight hours of paid volunteer time annually. Each April, during National Volunteer Month, we proudly recognize our Precision Volunteers and celebrate their contributions to meaningful causes.

Impact Highlight: Health

Cancer Research Race for Life 5k

Team members from Precision AQ participated in the Cancer Research Race for Life, a muddy 5k obstacle course designed to raise funds for cancer research. Their involvement helped advance early detection, improve diagnostics, and support essential services for individuals affected by cancer, reflecting the team's commitment to meaningful community impact.

St. Jude Walk/Run

As part of our ongoing commitment to patient-centered care, Precision AQ is proud to partner with St. Jude Children's Research Hospital. This year, our teams joined the annual St. Jude Walk/Run, uniting employees, friends, and families in support of children battling cancer.

Our participation reflects our shared mission with St. Jude: to treat and defeat childhood cancer. Every step taken and dollar raised contributes to life-saving research and care, helping ensure that today's patients become tomorrow's survivors.

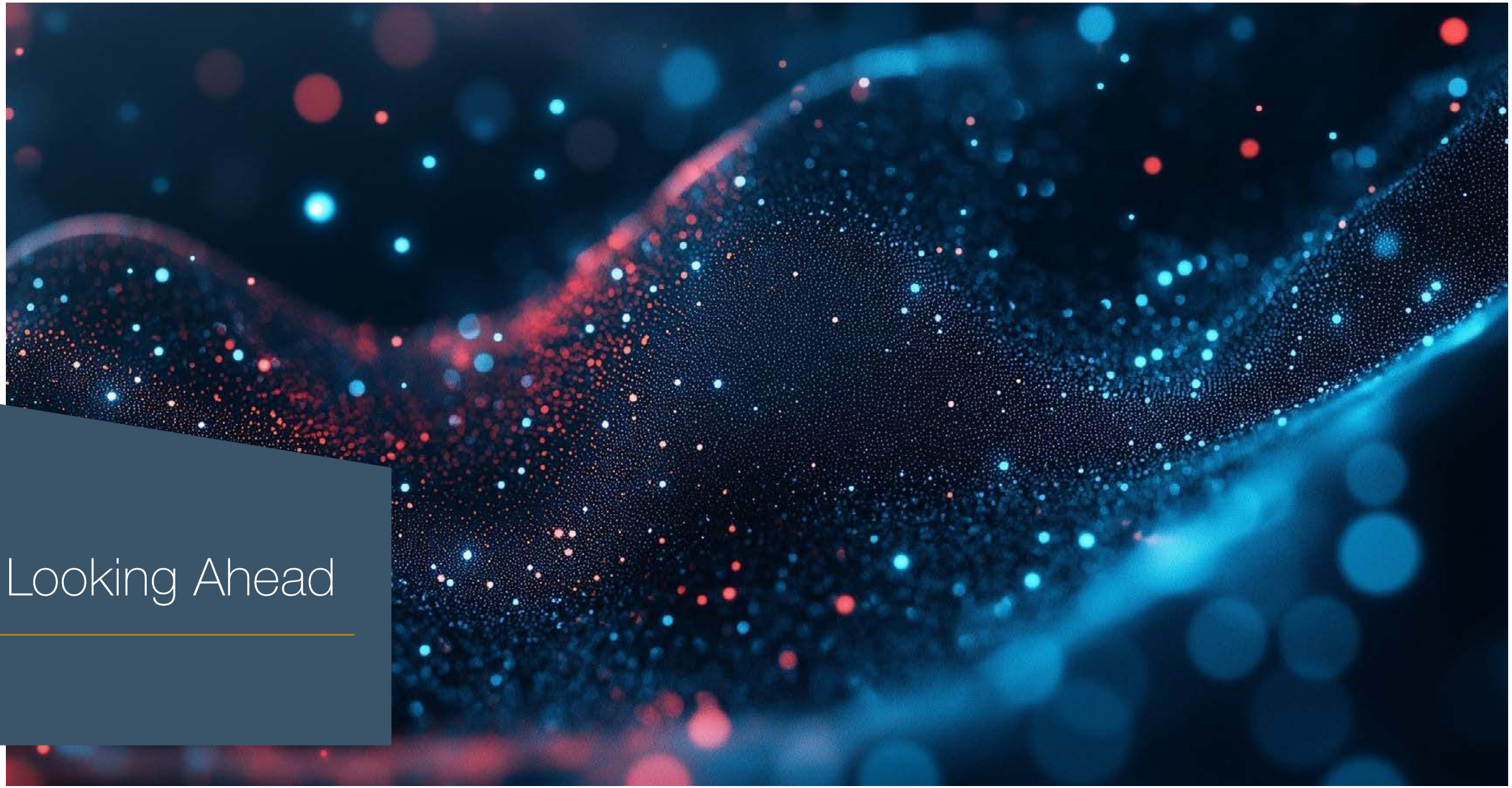
Impact Highlight: Community

Biotech Boot Camp

In 2025, Precision proudly continued its partnership with Frederick Community College to support the Biotech Boot Camp program. Led by senior leaders and our Talent Acquisition team, this initiative introduces students to career pathways in the life sciences. As a result of this year's program, more than 30% of participants applied for roles at Precision, demonstrating the program's growing success as a meaningful bridge between education and employment.

Fresh Connect Farmers Market

Precision AQ Medical Communications senior leaders volunteered at Fresh Connect Bucks County, a free farmers market dedicated to providing fresh, healthy food to the more than 40,000 residents facing hunger in Bucks County, PA. The team prepared and distributed fresh produce, assisted with clean-up and recycling, and deepened their commitment to community engagement and social responsibility through this hands-on experience.



Looking Ahead

2026 and Beyond

As we reflect on our sustainability progress, we're proud of the impact our efforts have made to support the planet, engage employees, empower customers, and deliver business value.

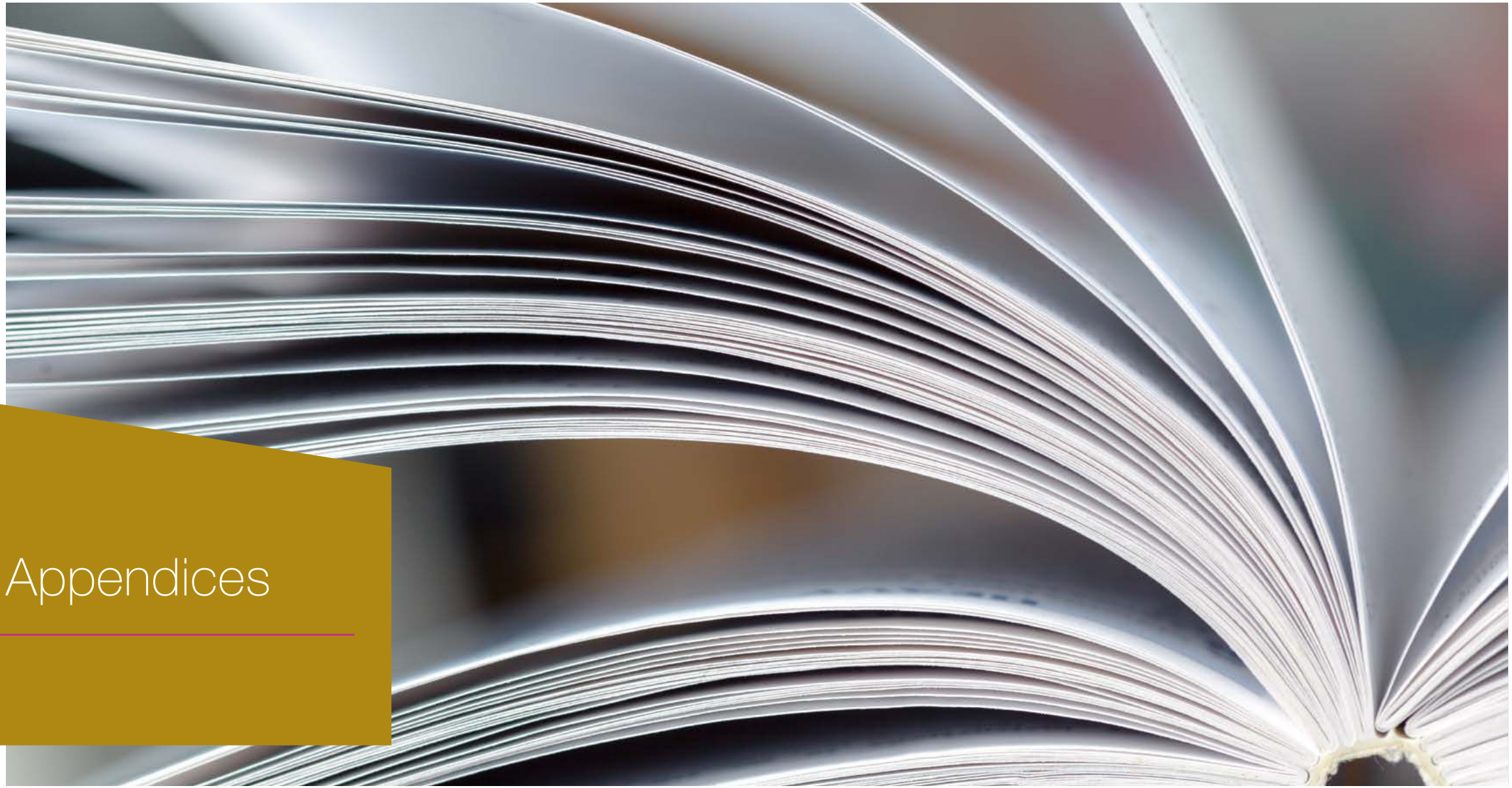
Looking forward, our initiatives will continue to align with both customer needs and business priorities. We remain committed to transparent external reporting where we will continue to share our environmental and impact-related progress annually.

In the second half of 2025, we will finalize the submission and validation of our emissions reduction target with the SBTi. We expect to achieve 100% renewable energy use at three of our largest laboratory and biorepository sites.

In 2026, we plan to focus on:

- Strengthening supplier engagement
- Improving data collection to reduce turnaround time for quantitative reporting
- Advancing projects that enhance energy efficiency
- Expanding lab Green Teams and MGL certifications
- Launching lab waste take-back programs to reduce single-use plastics and increase circularity

Across all initiatives, we remain committed to delivering high-quality work that supports patients, while driving sustainability and business value. We look forward to continuing this journey and sharing our progress.



Appendices

About This Report

This 2025 *Impact Report* Update provides a high-level overview of Precision Medicine Group's key initiatives and metrics, with quantitative data primarily covering calendar year 2024 (unless otherwise noted) and select qualitative updates through September 2025. For more detailed qualitative information, please refer to our **2024 ESG Report**.

Our reporting approach continues to be informed by the Sustainability Accounting Standards Board (SASB). We remain committed to improving data quality, tracking performance over time, and enhancing transparency across all Precision entities. For questions or comments about this report, please contact **impact@precisionmedicinegrp.com**.

Forward Looking Statements

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

Greenhouse Gas Emissions Reporting Scope and Methodology

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

For questions or comments about this report, please contact: **impact@precisionmedicinegrp.com**.

Sustainability Accounting Standards Board (SASB) Indices

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

Professional and Commercial Services

SASB					
Topic	Accounting Metric	Category	Unit of Measure	Code	Precision's Response
Activity Metrics	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	SV-PS-000.A	FY24: Full-time employees: 3,293 Contractors: 353
	Employee hours worked; percentage billable	Quantitative	Hours, percentage (%)	SV-PS-000.B	Business Organization Utilization (% billable hours worked FY24): 67%
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	Privacy and Data Protection, **page 12**
	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	SV-PS-230a.2	Privacy and Data Protection, **page 12**
	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	Number, percentage (%)	SV-PS-230a.3	Not Reported

Professional and Commercial Services, (Continued)

SASB					
Topic	Accounting Metric	Category	Unit of Measure	Code	Precision's Response
Workforce Diversity and Engagement	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Percentage (%)	SV-PS-330a.1	Not Reported
	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Percentage (%)	SV-PS-330a.2	FY24: Voluntary: 13.12% Involuntary: 9.9%
	Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	Average Employee Engagement: 65% Employee Engagement Survey, **page 17**
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	Ethics and Compliance, **page 10**
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Presentation currency	SV-PS-510a.2	Not Reported

Biotechnology and Pharmaceuticals

SASB					
Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
Activity Metrics	Number of patients treated	Quantitative	Number	HC-BP-000.A	PFM & PAQ FY24 Impact, **page 6**
	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Quantitative	Number	HC-BP-000.B	Not Applicable

Biotechnology and Pharmaceuticals, (Continued)

SASB					
Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	n/a	HC-BP-210a.1	Patient Safety and Quality Management, **page 15**
	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Quantitative	Number	HC-BP-210a.2	Not Applicable
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	Presentation currency	HC-BP-210a.3	Not Applicable
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Discussion and Analysis	n/a	HC-BP-240a.1	Not Applicable
	List of products on the World Health Organization (WHO) List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion and Analysis	n/a	HC-BP-240a.2	Not Applicable
Affordability and Pricing	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Quantitative	Percentage (%)	HC-BP-240b.2	Not Applicable
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Quantitative	Percentage (%)	HC-BP-240b.3	Not Applicable
Drug Safety	Products listed in public medical product safety or adverse event alert databases	Discussion and Analysis	n/a	HC-BP-250a.1	Not Applicable
	Number of fatalities associated with products	Quantitative	Number	HC-BP-250a.2	Not Applicable
	(1) Number of recalls issued, (2) total units recalled	Quantitative	Number	HC-BP-250a.3	Not Applicable

Biotechnology and Pharmaceuticals, (Continued)

SASB					
Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
Drug Safety (continued)	Total amount of product accepted for takeback, reuse, or disposal	Quantitative	Metric tonnes (t)	HC-BP-250a.4	Not Applicable
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Quantitative	Number	HC-BP-250a.5	Not Applicable
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion and Analysis	n/a	HC-BP-260a.1	Not Applicable
	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Discussion and Analysis	n/a	HC-BP-260a.2	Not Applicable
	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Quantitative	Number	HC-BP-260a.3	Not Applicable
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Presentation currency	HC-BP-270a.1	Not Applicable
	Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	n/a	HC-BP-270a.2	Not Applicable
Employee Recruitment, Development, and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Discussion and Analysis	n/a	HC-BP-330a.1	Employee Engagement and Well-being, **page 17**
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Quantitative	Percentage (%)	HC-BP-330a.2	FY24: Voluntary: 13.12% Involuntary: 9.9% Metrics not available by employee level.

Biotechnology and Pharmaceuticals, (Continued)

SASB					
Topic	SASB Metric	Category	Unit of Measure	Code	Precision's Response
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit program for integrity of supply chain and ingredients	Quantitative	Percentage (%)	HC-BP-430a.1	Not Applicable
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	Presentation currency	HC-BP-510a.1	Not Reported
	Description of code of ethics governing interactions with healthcare professionals	Discussion and Analysis	n/a	HC-BP-510a.2	Not Applicable