



Built for Biotech<sup>SM</sup>

# 2022

## Corporate Social Responsibility Report

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## Letter from the CEO



To our dedicated team members, customers, countless partners and other stakeholders:

While 2022 continued to be a demanding year, I am proud of what we accomplished. Highlights of the advancements we achieved for people, communities and sustainability are included in this report, which builds upon the accomplishments we identified in last year's report.

We remain united by a desire to change lives for the better and true to **our mission** of helping the most innovative companies transform life-changing ideas and breakthrough science into new medical treatments.

We cannot deliver on our mission without finding ways to work seamlessly together. This is why our commitment to building a **culture where every employee feels welcome, safe and appreciated** is strong. Culture is the character of an organization. It expresses who we are, what we stand for and reveals what drives and connects us. It defines behavior and helps us understand how we are linked to something greater — something bigger than each of us individually.

Culture is the character of an organization. It expresses who we are, what we stand for and reveals what drives and connects us.

I personally pledge to a continuing examination of our culture, and I look forward to building a bright future in harmony with my fellow employees. A future in which we continue to make a meaningful difference in the lives of our team members as well as the patients that participate in our studies.

In 2022, we implemented a **Your Voice @ Premier Employee Engagement Survey** for the first time, establishing a recurring process by which we can share feedback to help our organization grow. And we established an employee-invited **Premier Research Culture Board** to address survey outcomes and the diverse perspectives and needs of our teams in a more intentional way.

Working closely  
with our customers,  
we innovated new  
treatments and  
helped patients  
despite the unique  
challenges of novel  
drug development.

Guided by our cultural standards and **Global Code of Conduct**, we have acted with the highest regard for ethical conduct. In a high-stakes and evolving regulatory landscape, we continue to be highly responsive to regulatory requirements and maintain strong relationships with governing agencies to deliver new solutions to patients safely and quickly.

As the **crisis in Ukraine** unfolded, our urgent priority was the safety and well-being of our team, their families, and our clinical trial patients. The situation was fluid, and we adapted our response

to meet the challenge through our Premier Research Ukraine Task Force. This included evacuation of our Ukraine employees, safeguarding the integrity of our development work by transferring patients to new sites, and ensuring sufficient therapeutics were available and patient safety was maintained. Our Ukrainian Donation Fund raised more than €23,000 EUR / \$24,000 USD, which was provided directly to employees and their families.

As we continued to combat **COVID-19**, our work supported development of both diagnostic and therapeutic products, including 13 studies involving nearly 5,000 patients since 2020. Our **Pandemic Management Workforce** remained active in mitigating potential transmission in our workplaces and our communities. We responded to ensuing work/life challenges by providing our team with resources and continued options for hybrid work.

We continued to embrace **diversity, equity and inclusion** and provided a platform for employees to discuss varied, global perspectives through our employee-led, executive-sponsored **Employee Resource Groups** such as our Black Employee Network and Military Connection veteran support group.

Working closely with our customers, we innovated new treatments and helped patients despite the unique challenges of novel drug development. In 2022 alone, we worked on **200 projects and over the past five years, we have worked on more than 600 projects** in therapeutic areas ranging from rare disease and oncology to neurology and women's health.

I know we have more work to do. The path is long, but we will continue to strive for total excellence as we help address the most complex unmet patient needs.

Thank you for your support and your dedication to creating a world where science wins.

**Ludo Reynders, Ph.D.**

CHIEF EXECUTIVE OFFICER



# About Premier Research

As a company committed to the crucial product development and clinical research that can make the difference between life, death and quality-of-life standards, we know we have to pursue excellence in everything we do.

That pursuit of quality extends to our beliefs about corporate social responsibility and the purpose we have as an organization.

Yes, we're in business to maximize economic value, but that is in service to our commitments, duties and responsibilities to:

- **Our patients** who are at the heart of everything we do. We work in a highly regulated environment where patient safety is paramount. It is our responsibility to ensure that products are developed safely and ethically, and that patient and caregiver needs are considered throughout the development lifecycle.
- **Our people** without whom we could not operate. Every team member offers unique skills and perspectives. By bringing diverse teams together, we can better address the needs of the patient populations we serve and help our employees thrive.
- **Our customers** to whom we hold ourselves accountable for ensuring our principles and ethics are aligned.
- **The environment** and the importance of monitoring our environmental impact as part of being a responsible business.

# About Premier Research

## Who We Are

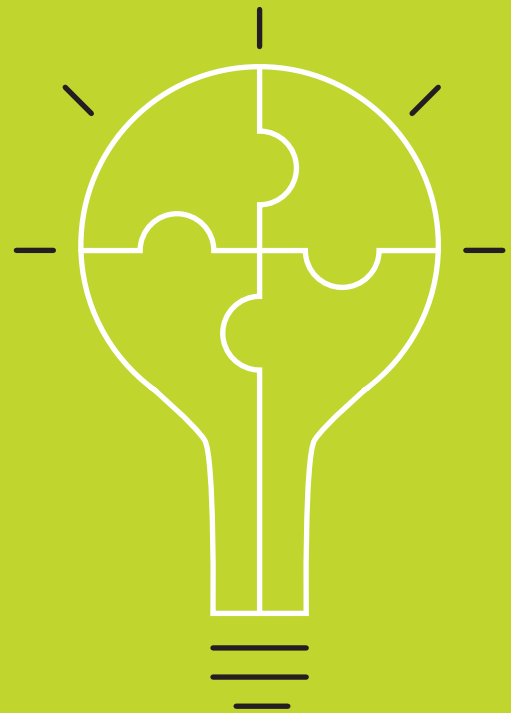
Premier Research is a product development company specifically **Built for Biotech<sup>SM</sup>** and **Made for MedTech<sup>TM</sup>** and dedicated to helping biotech, specialty pharma, and medical device innovators transform their life-changing ideas and breakthrough science into new medical treatments.

We're a global company with U.S. headquarters in Morrisville, North Carolina, delivering services in more than 70 countries around the world.

We are committed to helping answer the unmet needs of patients across a broad range of medical conditions, and we support this mission through conduct and behavior that promotes and sustains progress and success.

## 2022 Impact

- ▶ **2,100+** employees in **70+** countries
- ▶ Supported **200+** therapeutic and medical device development programs
- ▶ Engaged **2,000+** clinical trials sites
- ▶ Contributed to **4** FDA approvals in 2022 and **30+** in the last 10 years
- ▶ Made submissions in countries across every region of the world



## About Premier Research

### What We Offer

- **Product Development Consulting.** Our consultants work with sponsors to design and implement comprehensive product development plans from early discovery through IND and post-approval lifecycle management, supporting regulatory pathways and tactical implementation.
- **Clinical Research and Development.** With a focus on end-to-end support, we've unified the disciplines that underpin successful clinical research and development, from a dedicated rapid study start-up unit to Premier Research-trained project managers and fast-track application expertise. Our experienced research professionals manage studies from Phase 1 to Phase 4.
- **MedTech Development.** Our experience spans multiple types of devices from transcatheter heart valves to dermatological devices, cancer diagnostics to therapy-device combinations. We bring together device specialists with therapeutic experts to build a team that understands the full development lifecycle and has a track record for supporting successful market approvals.
- **Real-World Science and Late Phase.** As the importance of real-world data (RWD) and real-world evidence (RWE) increases, we offer full-service programs and standalone services that utilize cost-effective pathways from development to commercialization.
- **Clinical Technology.** Our technology suite unifies our data-driven process, people and resources through an integration hub, study management and analytics.
- **Functional Service Provider.** We provide access to a dedicated corps of experts around the world, including key life sciences hubs in emerging markets such as India, China, and South Korea. We scale to meet our customer's needs — without the constraints and capital investment of hiring full-time employees.



## Ethics

### Our Commitment to Ethical Conduct

We are committed to conducting our business honestly and ethically. We know that what we do every day affects the lives and well-being of the patients we support, the customers we serve, the physicians and providers we work with, the investors who support us, and the colleagues that share our mission. We have aligned on values and ethics that enable us to best serve those that we impact.

In 2020, we adopted a **Global Code of Conduct and Ethics (Code of Conduct)** that reaffirms Premier Research's commitment to the highest standards of ethical conduct and to operating in compliance with the laws that govern our industry.

In 2021, we appointed our first Chief Compliance Officer to ensure that we continue to honor this commitment and act when corrective steps are necessary.

*"Helping others is what we do for a living. When it comes to creating products that save lives, morality and ethics always have a part to play. Corporate ethics are an integral part of our business model. Every day we consider how we can effectively and ethically support everyone with whom we collaborate, including patients, doctors, partners, and our own internal team."*



**Ellen Teplitzky**  
Chief Compliance Officer



Nearly **5200**  
hours of training  
dedicated to  
ethics topics

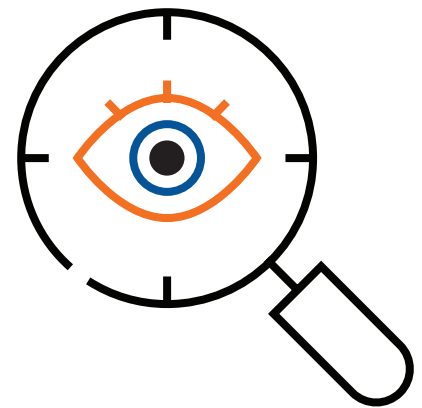


# Ethics

## Our Commitment to Ethical Conduct *(continued)*

Guided by our Code of Conduct and with oversight from our Chief Compliance Officer, our employees individually demonstrate integrity, professionalism, and commitment to delivering superior results in support of patient health and safety. To reinforce our collective obligation to upholding ethical business practices, we created **a suite of policies related to ethical conduct** covering the following topics:

- **Safe Reporting** – All team members are provided with a phone number and email address for reporting suspected violations of our Code of Conduct in good faith, without fear of retaliation. Reports are investigated and corrective action is taken in a timely manner, whenever appropriate. To date, no significant reports have been made.
- **Environmental Standards** – An environmental policy has been incorporated throughout the company and applied to our supply chain. We are continuously improving our environmental management system to best address our environmental objectives.
- **Data Security** – As a research organization, security of data is critical to our business. We are committed to data privacy and integrity and adhere to all data protection laws which govern the jurisdictions in which we conduct business, including but not limited to HIPAA, GDPR, and the California Consumer Protection Action. Our Global Privacy and Data Protection Policy governs our organizational procedures relating to processing, storing, and deploying data safely.
- **Human Rights** – Our anti-harassment policy and employee handbook clearly state that we do not tolerate human rights violations of any kind from our team members, customers, or partners. As an organization, we are dedicated to uplifting all people and protecting the health and safety of our team members, partners, and the patients, physicians, and customers we serve.
- **Anti-corruption** – In all our operations, we seek to avoid impropriety. Every individual working at Premier Research is held accountable to our anti-corruption policy. Yearly training is conducted to ensure employee understanding and remain in compliance with all related laws, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act.



## Premier People: Our Most Valuable Asset

As a diverse and global team, we unite around a shared passion for solving healthcare challenges.

### Cultural Anchors

We are foremost a company of people, and we believe our colleagues do their best work when they are inspired, nurtured, and empowered.

Our Cultural Anchors form the foundation of this philosophy. These anchors serve as differentiators for how we communicate with each other, our patients, and our customers:



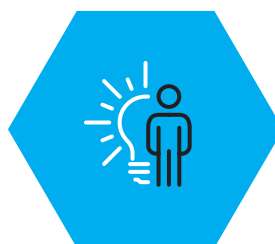
#### Aspiration

The ambition of achieving something extraordinary



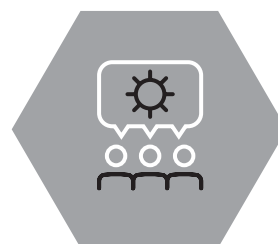
#### Caring & Empathy

Work life balance & positive work environment



#### Empowerment

Encouraging professional growth and development



#### One Team

Cross functional partnership and collaboration for a common goal

Our employees are respected and heard. Our objective is to provide a rewarding work environment where employees can make meaningful connections, pursue opportunities for advancement, and continue to learn and improve.



**Stacy Schnieber**

Senior Vice President  
People Services

*"When we say people are our most valuable asset, we mean it. These are not just words on a slide. Building a great team requires time, effort and a commitment to acting morally. We are continuously working to create a positive environment where roles are clearly defined, everyone is treated with respect, and communication drives connection. We recognize both individual and team accomplishments and provide feedback in an open and honest manner. Our people are helping to create lifesaving treatments. Treating them with the utmost respect is the least we can do."*

## Premier People: Our Most Valuable Asset

### Connect @ Premier

We feel that it is critical to regularly talk about and evaluate our culture. In 2022, we set a goal to revitalize our culture so that it would be a visible part of everyday life in every geography and across every team. This is a process that we continue to pursue in 2023 given the substantial impact that culture has on our ability to work together seamlessly and deliver results for our clients.

To reinvigorate our culture, we launched **Connect @ Premier – six Workstreams** - to assess our culture, expand on how we communicate, and improve our employee experience. Key focus areas include:

1. **Culture Framework** – We began to refresh how we define our culture and examined the tools we offer employees to help them bring that culture to life.
2. **Internal Communications** – To foster a sense of community throughout the company, we enhanced information sharing with a special emphasis on our managers. We began regular manager Town Hall meetings and introduced new email and chat communications channels as a framework for greater connectivity.
3. **Culture Board** – All employees have the chance to actively contribute to maintaining our culture by serving on a diverse, employee-led Culture Board that will collaborate with the Executive team to promote company culture and take the lead on certain initiatives.
4. **Onboarding for Success** – As a growing business, we are continually welcoming new hires and believed it was imperative to enhance our onboarding processes so that new hires join the company more engaged and connected. Focus areas include automating and streamlining processes, developing central resources for hiring managers, standardizing new hire communications, and creating connections across teams and departments.
5. **Manager Training** – To provide managers with the skills necessary to foster culture in a contemporary, hybrid workplace, we launched an initiative to expand our manager training program. This reinvention of our continuous learning curriculum will help managers more effectively lead and support employee success.
6. **Technology** – We evaluated the technological platforms that power our internal operations and drive the employee experience. We launched a project to build a central repository that will transform how we access information and carry out administrative tasks by using chat-enabled support systems, artificial intelligence and other smart technologies.

## Premier People: Our Most Valuable Asset

### What Premier People Say About Our Culture

**premier research**  
Built for Biotech™ [premier-research.com/careers](https://premier-research.com/careers)

"I've worked at other CROs; I've worked at a pharmaceutical company; I've pretty much seen it all. Premier is just like family. You can reach out to someone you haven't talked to in a while and just pick up where you left off."

**Kristen Mula**  
Senior Site Start Up Associate  
United States



**premier research**  
Built for Biotech™ [premier-research.com/careers](https://premier-research.com/careers)

"If I had to name three things that stand out for me about Premier and the work environment here, it would start and end with the people."

**Jana Steinmetz**  
Senior Director, Biostatistics  
United States



**premier research**  
Built for Biotech™ [premier-research.com/careers](https://premier-research.com/careers)

"At Premier, I feel I've come home to a work-family that makes a difference in the world and shares my values of caring and empathy every day."


**Catherine Jamin-Changeart**  
Project Manager II, Oncology  
France



**premier research**  
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"With the clinical trial work I am doing at Premier, I get to see concepts brought to reality, and watch them generate positive patient outcomes."

**Przemysław Ziemkowski**  
Associate Principal Data Scientist  
Poland



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"We have a great team that supports each other even during very hard times, such as COVID-19, and, most importantly deeply cares about the patients who are receiving the aid of our clients' drugs. It really makes me wake up with enthusiasm every day."

**Peter Sec**  
Associate Manager, Data Management  
Slovakia



**premier research**  
Built for Biotech™ [premier-research.com/careers](https://premier-research.com/careers)

"Premier Research creates excellent teams by bringing together individuals with different backgrounds and skillsets and really using their knowledge and experience."

**Stacy Miller**  
Principal Records Specialist  
United States



## Premier People: Our Most Valuable Asset

### Your Voice @ Premier Employee Engagement Survey

In 2022, we launched our first annual Your Voice @ Premier Employee Engagement Survey to measure progress and identify areas for organizational growth. Results of our 2022 employee engagement survey are below.

We developed a process to identify corporate initiatives that will strengthen our collaboration and enhance the employee experience in response to survey results.

We are currently tracking our progress. Before the year is over, we will launch our second annual survey, which we will use to understand our strengths and identify areas for development.

### By the Numbers

- ▶ **9 out of 10** feel accepted by immediate coworkers
- ▶ **9 out of 10** understand how their job helps the organization succeed
- ▶ **9 out of 10** agree my manager cares about me as a person
- ▶ **8 out of 10** agree my manager cares about my development
- ▶ **8 out of 10** find their work engaging







## Premier People: Our Most Valuable Asset

### Talent Development

Operating in a constantly evolving industry means that we also must evolve and offer our team opportunities for growth, promotions, and advancement.

Employees are immersed in our aspirational culture from their first day and participate in a comprehensive year-end review cycle to measure their progress. Ongoing career development is supported by continuous learning programs focused on leadership, soft skills development, and job-related learning that help employees advance and grow.

We invest in instructor-led and self-driven courses that are offered to all employees around the globe, including:

- ***New Employee Experience:*** A global onboarding program that creates a sense of belonging within our organization and introduces new hires to our tools, systems, and best practices
- ***Learning @ Premier Academy:*** A professional and career development program that supports the development of professional competencies
- ***Data Learning Series:*** A data learning program that supports the organization's emerging digital direction through foundational data knowledge
- ***Therapeutic Certification Programs:*** These programs were developed by Premier Research subject-matter experts on topics including analgesia, device, drug development, neonatology, oncology, pediatric, and rare disease

## Premier People: Our Most Valuable Asset

- ▶ 64,600+ total hours spent on training
- ▶ 2,000+ hours dedicated to leadership development
- ▶ 5,100+ hours of training dedicated to ethics topics
- ▶ 4,200+ hours of training on data security
- ▶ 235+ team members completed a Therapeutic Certification Program
- ▶ 33 employees were certified in Premier Data Intelligence



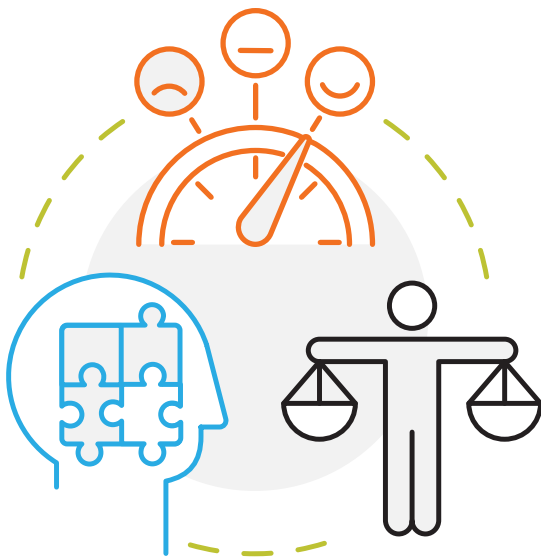
# Premier People: Our Most Valuable Asset

## Diversity, Equity, Inclusion, and Belonging

We are committed to fostering a culture of belonging where diversity and inclusion are prioritized.

We never forget that what we do is profoundly connected to improving and saving lives. That compassionate focus carries with it the responsibility of recognizing the distinct skills and perspectives our team members bring to their work.

We are committed to respecting human rights and know that a diverse workforce is one of the keys to a strong and successful organization. Companies that are diverse, equitable, and inclusive are better equipped to answer challenges, attract talent, and serve the needs of an array of customers.



And importantly, by maintaining and building a culture in which diversity and inclusion thrive, we can best address the needs of the diverse patient populations we serve.

Our inclusionary business practices ensure equal opportunity, fair employment, and reasonable accommodations that enrich the employee and candidate experience. Helping people bring their authentic selves to the workplace promotes a sense of belonging and connection, diverse thinking, leadership, and creativity. This greatly benefits our sponsors, partners, and patients.

In 2022, we introduced new training to support greater cultural awareness and encourage dialogue about the differences as a global workforce. Additionally, we create opportunities for employees to share their perspectives.

## Premier People: Our Most Valuable Asset

### Diversity, Equity, Inclusion and Belonging *(continued)*

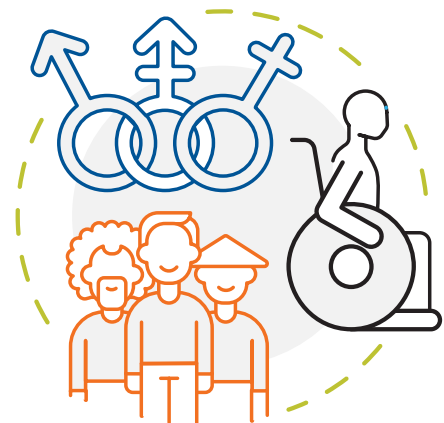
#### ***Employee Resource Groups:***

Employees are encouraged to share and discuss diverse, global perspectives through a platform called Employee Resource Groups or ERGs. These employee-led, executive-sponsored groups are open to all community members, allies and supporters. Each group holds regular meetings and maintains communication with their membership.

- In 2022, we established the **Premier Pride LGBTQIA+** Employee Resource Group.
- In 2021, we launched the **Black Employee Network** and **Military Connection Veteran Support Group**, both of which remain active.

These collaborative employee networks enhance Premier Research's culture of belonging and offer customized programming on:

- Inclusion
- Professional development
- Employee engagement, collaboration, and well-being
- Community outreach
- Recruiting and retention



In 2022 we celebrated **Black History Month, Pride Month, Juneteenth, and National Hire a Veteran Day** providing opportunities for our team to come together and share their experiences as well as to offer resources for all team members to support greater awareness and acceptance.



## Premier People: Our Most Valuable Asset

2,149 employees worldwide

52% North America

Europe 35%

13% APAC

60.4% of all team members are female

58.6% of People Managers are female

43.5% of Vice President and above are female

all US team members are minorities 20.3%

15.5% of US people managers are minorities



## Premier People: Our Most Valuable Asset

### Employee Wellness

As a business that supports advancements in health care, we are passionate about our own employee's health and wellness. Our team has the immense task of driving health innovation. Recognizing this, we prioritize their well-being and their efforts to lead satisfying and healthy professional and personal lives.

Our People Services team reviews employee needs and delivers innovative and globally inclusive solutions that reaffirm our culture of caring, empathy, and empowerment.

Mental and physical wellness is supported by a robust **Global Employee Assistance** program. Flexible work-from-home guidelines as well as country-specific time off policies support work-life balance.

*Other benefits offered to eligible employees include:*

- Employee Resource Groups
- Health and welfare benefits
- Paid holidays
- Leaves of absence (health-related and personal)
- Retirement plans

In 2022, we also celebrated the launch of a monthly internal podcast offering tips for personal and professional wellness from a behavioral health practitioner. In 10 minutes or less, we cover resources and best practices for overcoming challenges and simplifying everyday activities in order to make life a little more “magical” and a little less stressful.

We make a concerted effort to support everyone on our team in creating more rewarding and well-balanced daily routines.

## Premier People: Our Most Valuable Asset

### Work-related Safety

Safety is a priority within our organization. We conduct our business in compliance with all applicable and relevant laws. To help us meet this objective, employees are encouraged to raise any concerns they may have about potentially unethical conduct or illegal activity by reporting them to their line manager or speaking to Human Resources.

Should employees not wish to liaise with someone internally, we have partnered with an independent company that operates an anonymous confidential reporting service and is available 24/7/365 in a choice of languages. The service is available to receive reports including: health and safety, corruption, harassment, dishonesty, fraud, victimization, bribery, or any other issue that employees feel is unacceptable in the workplace.

### Crisis in Ukraine

In 2022, our team was directly impacted by events in Ukraine. We established a [Premier Research Ukraine Task Force](#) to coordinate our response. They were in touch with our Ukraine team members multiple times each day. As this crisis unfolded, our top priority was – and remains – ensuring the safety of the Premier Research employees and their families who have been impacted. We provided the support and help they needed, evacuating Ukrainian employees and their families who wished to leave. Thanks to the giving members of our team, our Ukrainian Donation Fund raised more than €23,000 EUR / \$24,000 USD, which was provided directly to employees and their families.

At the same time, and with the same sense of urgency, we provided clinical research options to our patients. We safeguarded the integrity of our development work by transferring patients to new sites, ensured sufficient therapeutics were available, and patient safety was maintained.

We continue to monitor to ensure we adequately address the evolving situation.

# Premier People: Our Most Valuable Asset

## Community

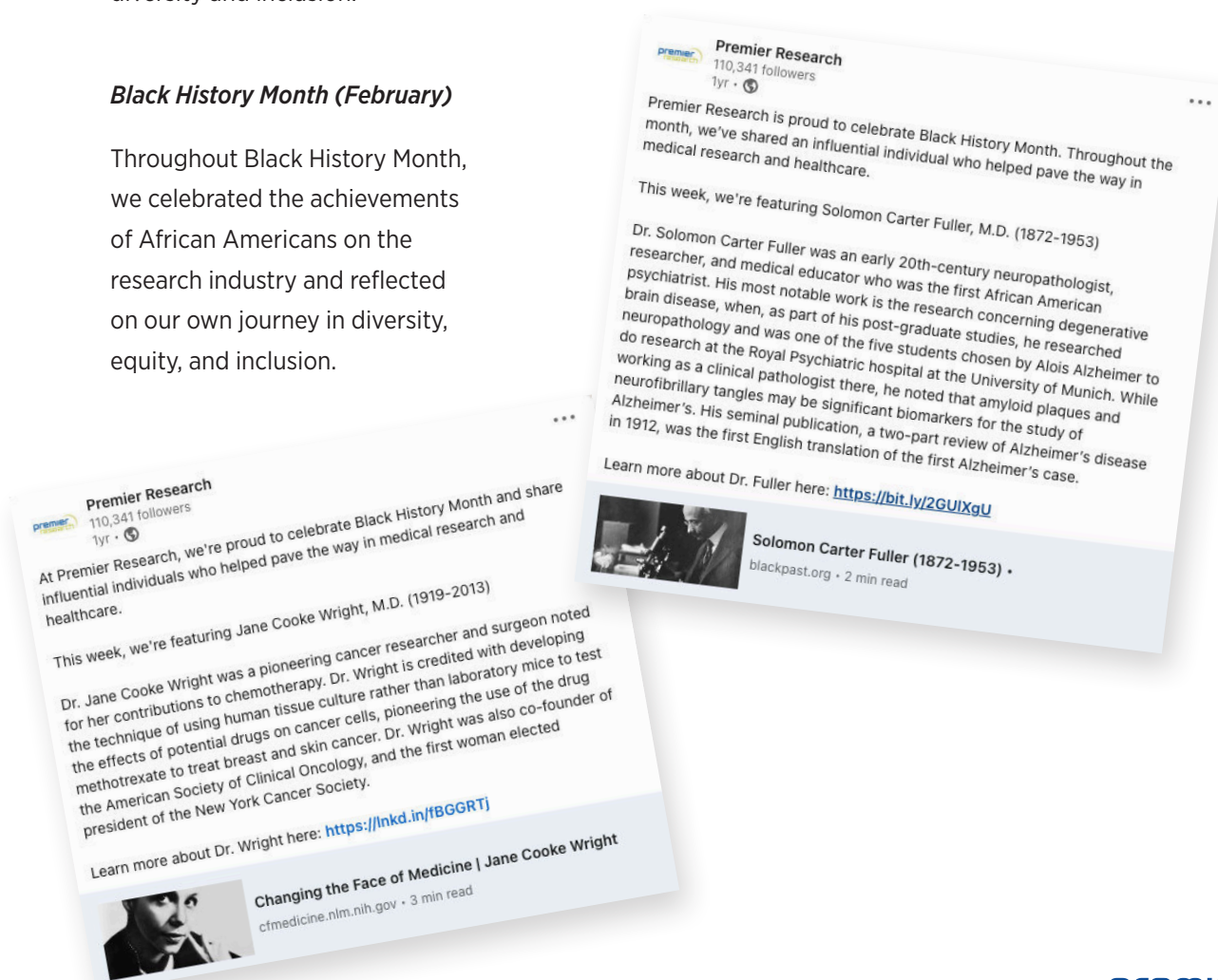
Our people are a community. We come together as coworkers, as teams, as friends, to celebrate our successes, discuss personal and professional development, and support causes that are meaningful to all of us.

In 2022, our growing, global team was encouraged to find ways to connect through meetings and celebrations virtually and in person when possible. We continue to seek new ways to engage with one another in this modern and largely remote work environment.

Inspired by the work that we do every day, we coordinated activities to recognize our teams, address patient burden, celebrate the impact of clinical research, and support diversity and inclusion.

### ***Black History Month (February)***

Throughout Black History Month, we celebrated the achievements of African Americans on the research industry and reflected on our own journey in diversity, equity, and inclusion.



## Premier People: Our Most Valuable Asset

### Community *(continued)*



#### **World Cancer Day (February 4)**

On World Cancer Day, we restated our commitment to the fight against cancer.

#### **Rare Disease Day (February 28)**

The Premier Research team shared what rare is to them, supporting the "Rare is Many" campaign.



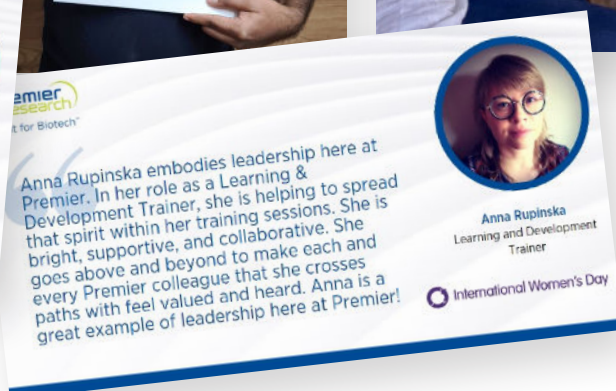
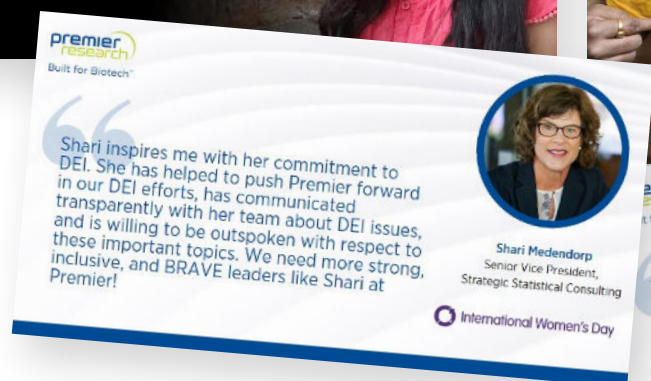
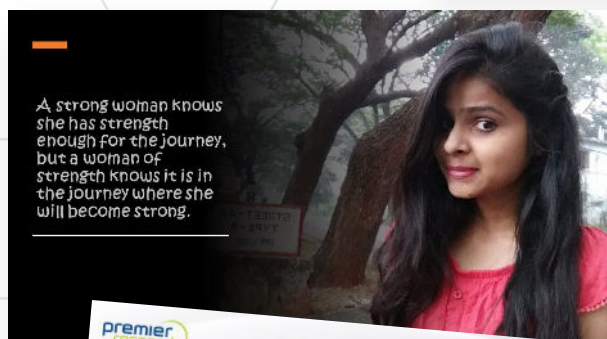
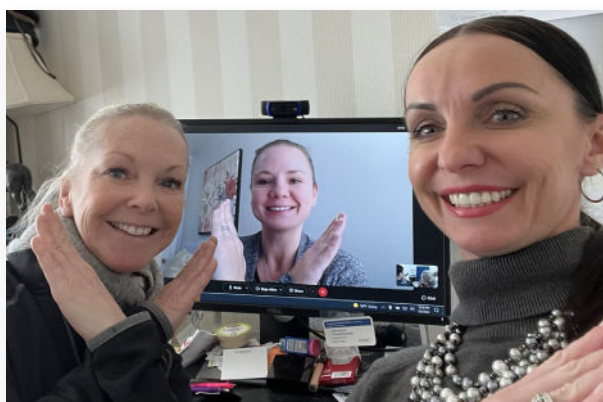


## Premier People: Our Most Valuable Asset

### Community *(continued)*

#### *International Women's Day (March 8)*

Team members from across the world came together to share how they Break the Bias and celebrated our female leaders in activities on International Women's Day.





## Premier People: Our Most Valuable Asset

### Community *(continued)*

#### *International Clinical Trials Day (May 20)*

International Clinical Trials Day offered the opportunity to celebrate the effect of the work we do each and every day as well as to remember what's left to be done. In solidarity with ACRP, we showed we are "Ready to Go." We're prepared to deliver the clinical trials that lead to life-changing therapies.



#### *Pride Month (June)*

Our LGBTQIA+ Employee Resource Group launched in June and we restated our commitment to inclusivity.

## Premier People: Our Most Valuable Asset

### Community *(continued)*

“

Being a Military Spouse and Veteran has played a pivotal role in my career growth by enhancing my ability to adapt to change quickly, work to meet deadlines and exceed expectations, being on time and contributing to a mission that is bigger than myself. At Premier Research, I'm able to work with people from all over the world and make a difference with life changing medical devices and treatments.

Marchantia Ivey  
Senior Manager, Talent Acquisition & Chair, Military Employee Resource Group  
Former US Air Force and Current Military Spouse

**premier research**  
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#### ***National Hire a Veteran Day (July 25)***

National Hire a Veteran Day offered an opportunity for us to recognize the veterans on our team. At Premier Research, we're proud to support veterans pursuing new careers.

“

I was pleasantly surprised at how much my military experience was valued when I transitioned into the clinical research space. Although it is quite a learning curve, I am confident that I bring value with my leadership and operations background. It has been refreshing to also see that valued in this industry.

Sarah Miller  
Project Manager II  
Current North Carolina Army National Guard

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## Premier People: Our Most Valuable Asset

### Community *(continued)*

#### ***World Mental Health Month (May) and World Mental Health Day (October 10)***

Throughout 2022, we made wellness a priority, in particular highlighting resources and available benefits during US Mental Health Awareness Month and World Mental Health Day.



#### ***World Quality Week (November 7-11)***

Finding ways to minimize our impact on the environment continued to be a priority.

## Supporting Global Sustainability

At Premier Research, we recognize the importance of monitoring and managing our environmental performance as a part of being a responsible business. Policies included in our **Environmental Management System** are incorporated throughout the company and our supply chain to ensure that we work in an environmentally responsible manner.

*"We are committed to ensuring that environmental factors are integrated into every aspect of our operations. We pledge to operate in a transparent manner, while continuously exploring new ways to reduce the impact of our operations."*



**Vic Hill**  
Executive Director  
Corporate Administration



**Vendors/Service Providers:** We advocate for the effective use of materials and resources in all business engagements. At a minimum, we require that our suppliers and service providers have an environmental policy that promotes efficiency and reduced emissions. Where appropriate products are available, preference is given to the acquisition of recycled, recyclable, or reconditioned goods and materials.



**Travel:** Unnecessary travel is avoided, and energy-efficient travel is encouraged when practical.



**Facilities:** As a global business, we operate in more than 70 countries around the world, with 21 office locations. We invest in workspaces equipped to encourage energy-saving practices, such as our Green Park facility in Reading, U.K. which uses 100 percent renewable energy. When possible, we add energy-efficient equipment and energy-control/limiting mechanisms into our workspaces to lessen our impact on the environment. Examples include LED lights with automated on-off functions and correctly tuned HVAC systems. We were able to minimize our carbon footprint last year by eliminating three locations thanks to a greater virtual workforce, and as the year goes on, we'll keep looking for other ways to support sustainability while maintaining a positive work environment for our team.



**Reuse/Recycle:** We have programs and protocols (such as electronic signatures) in place to limit waste production. Hazardous cleaning supplies and any other similar materials have been replaced with appropriate alternatives.



**Training:** Our employees take part in yearly evaluations, ongoing development and induction training to guarantee awareness of and adherence to all pertinent policies. These activities are intended to promote environmentally friendly work practices. All team members have access to a phone number and email address for reporting any environmental policy breaches.



## Responsible Business Practices

### Our Commitments

We seek to change lives for the better through best practices in product development.

We are committed to executing with quality every time, everywhere, in everything we do.

Driving this is the knowledge that what we do affects the lives and well-being of the patients we support, the physicians and providers we work with, the business outcomes of the customers we serve, the investors who support us, and the colleagues who share our mission.

***We therefore commit to:***

- Alignment with the goals of our customers
- A culture of achievement and belonging
- A fundamental belief in teamwork, accountability, and transparency
- Compliance with industry regulations and ethical business practices
- Support and understanding of employee and patient communities and the challenges they face





## Responsible Business Practices

### Compliance, Safety, and Patient Considerations in Clinical Research

Compliance with laws, rules, and regulations and adherence to medical ethics standards is essential in our business.

Patient safety is paramount, and we work tirelessly to ensure that trials are conducted safely and ethically.

- **Compliance Training:** To ensure compliance, we have designed and implemented a comprehensive training program routed in ICH GCP and ISO 14155:2020 Guidance. Training is delivered on a biennial basis, or more frequently as required by guidance updates, business need, and global and local regulations. This training program provides the basis of our clinical practice and ensures Premier Research team members, contractors, and third-party partners are knowledgeable in safe and ethical clinical conduct.
- **Patient Advocacy:** In addition to adhering to compliant practices, we pursue patient-centered development strategies. As such, we heavily consider the needs of patients and their caregivers in program design. We do this by building relationships with patient communities and key opinion leaders. We leverage our therapeutic expertise and work with sponsors and physicians to understand each disease's burden and most critical treatment goals, gaining vital insight for study design and effective recruitment and retention strategies.
- **Vendor Selection:** In 2022, we appointed a new Executive Director of Vendor Management Operations, to ensure the identification and qualification of service partners and the oversight of such partners in compliance with Good Clinical Practice (GCP) and defined service standards.

## Responsible Business Practices

### Compliance, Safety, and Patient Considerations in Clinical Research *(continued)*

- **Risk Assessments, Audits, Monitoring:** Today's clinical studies may have multiple arms, broadly dispersed enrolled patients, or patients who are unable or unwilling to visit sites. This creates challenges when trying to predict and assess risk. Using industry approved standards and processes along with Premier's innovative data model and advanced, custom ePremier technology, we are able to monitor and mitigate risk. With oversight from Risk Strategists, our teams are fully equipped to perform data review and surveillance that is tailored to each study.
- **Risk Management:** Premier Research has in place a Risk-based Quality Management (RBQM) methodology that includes at its core ICH E6 (R2) Guideline for Good Clinical Practice and ICH Q9 Guideline for Quality Risk Management. With each project, a high-level risk assessment is employed to identify potential issues and determine the optimal risk management approach. This strategy may include remote, adaptive, and central monitoring components. In all instances, project teams are thoroughly trained, and Risk Management team members help support ongoing risk assessment.

*The following diagram illustrates the process for implementing this Risk Management Policy on a clinical research study:*



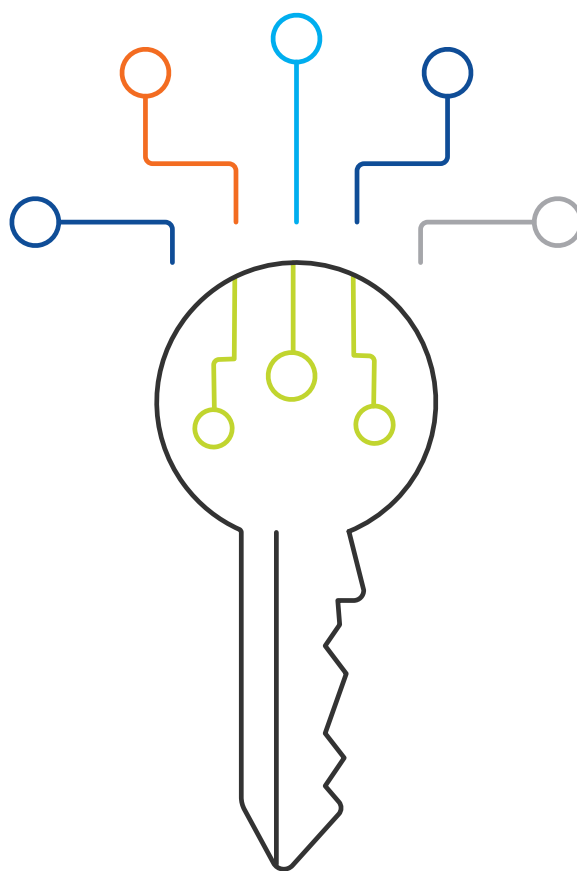
## Responsible Business Practices

### Data Protection

Data is an integral part of everything we do at Premier Research. The ability to analyze and secure data is considered an essential skill across our organization. We are committed to the confidentiality, integrity, and availability of the data we access, as well as ensuring our employees and partners have the knowledge to safeguard data and information.

- ***EUCROF GDPR Code of Conduct:*** Throughout 2022, Premier Research supported the development of the EUCROF (European CRO Federation) GDPR Code of Conduct – the first transnational Code under GDPR for the CRO industry. In 2023/4, Premier Research will become a Code Adherent to the EUCROF GDPR Code of Conduct as it becomes the accepted standard for GDPR compliance in EU by CROs.

Victoria Watts, Premier Research's Vice President of Privacy and Global Data Protection Officer, has taken a leading role in drafting and editing the EUCROF GDPR Code of Conduct in conjunction with stakeholders from other CROs, data protection, security and quality experts, and associate bodies of EUCROF.



## Responsible Business Practices

### Data Protection *(continued)*

- **Our Global Privacy Program:** We have in place a **Global Privacy Program** to ensure personal data is processed in compliance with all applicable privacy legislation in the geographies where we operate, including the current General Data Protection Regulation (EU) 2016/679 (GDPR), the California Consumer Protection Act, the United Kingdom Data Protection Act of 2018, and HIPPA.

Our Global Privacy Program is based on the data protection framework established by GDPR, with local adaptations as needed in individual European Union countries and further adaptations in other countries where there are legal obligations that go beyond the requirements of GDPR. Our Global Privacy Program aligns with our strategy for data governance and information security, creating a holistic approach to personal data protection. It covers the following:

- *Leadership, oversight, and monitoring*
- *Policies and standards*
- *Training and awareness*
- *Transparency*
- *Data subjects' rights*
- *Contracts and data sharing*
- *Records processing*
- *Records management and security*
- *Risk and data protection impact assessments (privacy by design)*
- *Breach response*



## Responsible Business Practices

### Data Protection *(continued)*

- **Information Security Policy:** Premier Research's commitment to protecting confidential business information is set out in our Information Security Policy. Combined with supporting policies on Information Technology and Data Governance, it establishes a framework for ensuring the integrity and protection of these vital assets. It outlines best practices on information security, defines clear roles and responsibilities, and improves the management of information assets in alignment with Premier's policies and regulatory and compliance requirements.

Program safeguards include stringent assessments of security and privacy risks of both existing and new systems and processes. Our approach has been successful. To date, there have been no reportable data breaches for which Premier Research was responsible.

- **Training:** In 2022, our employees received more than **4,200 hours of training on multiple data security courses**. Expectations regarding data security and privacy practices are regularly communicated to our employees. All employees must participate in regular data privacy and security training, and most team members are subject to additional role-dependent training. An optional Data Learning Series certificate program addressing data governance in greater depth is available.



## Responsible Business Practices

### Government Access Request Report

In order to comply with our obligations to protect personal data transferred from the European Economic Area and United Kingdom, we publish whether we have received any requests for such personal data from government authorities in countries not deemed to have an adequate level of data protection by the European Commission. Premier Research has a policy of not disclosing personal data to any governmental or other public authority unless required to do so to comply with a binding and valid order. Each request is scrutinized by Legal Counsel and the Vice President, Privacy and Global Data Protection Officer before any response is made. Below are the requests that we have received in the last 5 years.

Type of Request	Country of Origin	Year	Data Subjects Affected	Action Taken
FINRA	US	2018	Employee and Investigator	Fulfilled
FINRA	US	2020	Employee and Investigator	Fulfilled
FINRA	US	2020	Employee and Investigator	Fulfilled

### Looking Ahead

Premier Research aims to provide transparency regarding sustainability practices, including environmental, social, and governance topics.

We are committed to making progress and to sharing that progress with stakeholders. We continually work to support a sustainable and inclusive global community by improving our business practices and refining our reporting process.



# About

Premier Research is dedicated to helping biotech, specialty pharma, and medtech innovators transform life-changing ideas and breakthrough science into new medical treatments. Premier Research specializes in the use of innovative technologies for smart program design and trial management to deliver clean, conclusive data to sponsors.

Whether it's developing product lifecycle strategies, reducing clinical development cycle times, securing access to patients, navigating global regulations, maximizing the impact of limited rare disease data, or providing expertise in specific therapeutic areas, Premier Research is committed to helping its customers answer the unmet needs of patients across a broad range of medical conditions.



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