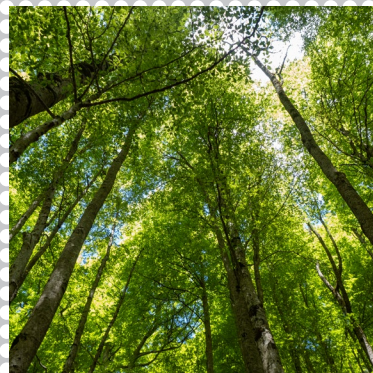
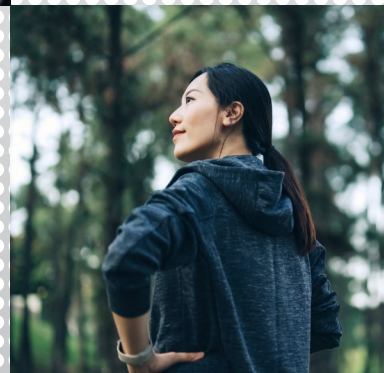
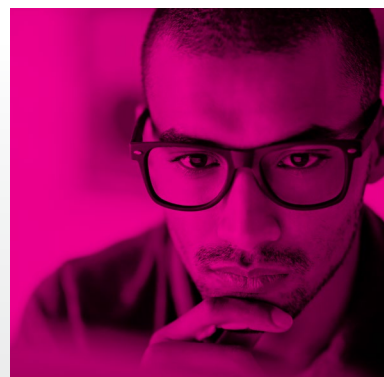


2024

ESG Report



Letter from our CEO

At YPrime, we believe that doing good and doing well are not opposing ideas—they are mutually reinforcing commitments. As a company at the forefront of clinical technology, we are proud of the role we play in advancing global health by accelerating drug development and improving access to life-changing clinical trials. But we also know that how we do this work matters just as much as what we achieve.

We operate in a complex and rapidly evolving industry where trust, integrity, and resilience are critical. That's why we've embedded ethical governance, human-centered values, and environmental responsibility into our core business strategy. From reducing our environmental footprint and strengthening supplier oversight, to supporting our employees and improving access to clinical research for underrepresented communities, our actions reflect a clear direction: to lead responsibly and inclusively.

This ESG report reflects our progress on that journey. It outlines the work we've done—and the work still ahead—to uphold the principles of the UN Global Compact and contribute meaningfully to the Sustainable Development Goals, especially those aligned with health equity (SDG 3), reducing inequalities (SDG 10), and climate action (SDG 13). It also signals our long-term ambition to align with science-based targets and strengthen ESG performance across all parts of our operations.

We know there's more to do, and we welcome accountability from our stakeholders. Thank you for being part of this important journey. Together, we can build a future where clinical research is not only faster and smarter, but also fairer, greener, and more inclusive.



Ian Lennox
Chief Executive Officer
YPrime

About This Report

Purpose and Intent

This ESG & Sustainability Report reflects YPrime's continued commitment to operating with purpose, transparency, and accountability. As a global provider of clinical technology solutions, we recognize the responsibility we carry—not only to our clients and trial participants but to society and the planet. This report serves as our formal communication of that responsibility and our progress.

We believe that business success and social impact can and must coexist. That is why this document is designed not only to showcase our performance, but also to **offer a transparent account of how we integrate sustainability into our operations, products, partnerships, and culture.**

Scope and Coverage

This report covers **calendar year 2024**, with select initiatives from previous years where relevant to show progress over time. The scope includes:

- All business operations **across YPrime's three office locations** (U.S. and U.K.)
- Our **clinical technology platforms** (IRT, eCOA, eConsent)
- Internal departments including product, operations, IT, HR, compliance, and logistics
- Our supplier and vendor engagement practices

This is YPrime's **first comprehensive ESG report**. It sets a baseline for annual updates moving forward.

Alignment With Global Frameworks

This report aligns with:

- The **Ten Principles of the United Nations Global Compact**, which YPrime formally supports in the areas of human rights, labor, environment, and anti-corruption.
- The **UN Sustainable Development Goals (SDGs)** most relevant to our work:
 - **SDG 3:** Good Health and Well-being
 - **SDG 5:** Gender Equality
 - **SDG 9:** Industry, Innovation and Infrastructure
 - **SDG 10:** Reduced Inequalities
 - **SDG 12:** Responsible Consumption and Production
 - **SDG 13:** Climate Action
- Select indicators from the **Global Reporting Initiative (GRI)** and **EcoVadis** methodologies

Methodology

Our ESG priorities were established through a **double materiality assessment** that combined:

- Internal working sessions across key functions
- Stakeholder interviews and surveys
- Industry benchmarking
- Risk and opportunity mapping for financial and non-financial impact

Quantitative data in this report has been compiled from internal business systems, HR platforms, and procurement records. Where third-party validation has not yet been obtained (e.g., for emissions or supplier assessments), we have disclosed methodology and assumptions transparently.

Our Guiding Belief

At YPrime, we believe that doing well and doing good are not competing objectives—they are mutually reinforcing. Through this report, we hope to inform, inspire, and invite accountability as we grow our impact and improve our performance year over year.

Global Standards We Align To



YPrime has been a UN Global Compact signatory since 2024, implementing all 10 principles across business operations. These principles are evidenced in the programs we have put in place to support these 6 most relevant sustainable development goals (SDGs).



Driving equitable access to clinical trials and accelerating research outcomes



Promoting equal opportunity and gender representation across all levels



Investing in modern, scalable, and secure clinical researched technologies



Expanding clinical research access to historically under-served populations



Prioritizing, digital-first, low-waste, operational models



Committing to emissions reduction targets, and science-based sustainability goals

YPrime Overview: Purpose, Platform, and People

Our Purpose: Certainty Through Innovation

At YPrime, our mission is to advance science and global health by simplifying the clinical trial process. We do this by bridging complexity with technology—enabling sponsors and sites to operate with speed, precision, and reliability, while improving patient and trial site experiences.

Our Platforms: Tailored for Efficiency, Scale, and Quality

YPrime delivers an end-to-end suite of clinical trial solutions—**Interactive Response Technology (IRT)**, **electronic Clinical Outcome Assessment (eCOA)**, and **eConsent**—designed to be fully configurable and multi-tenant, offering flexibility without compromising quality. Our platforms deliver industry-leading outcomes:

IRT Startup Times
Reduced by

50%

eCOA Launch Times
Accelerated by

47%

Quality Standards
Exceeded by

55%

Above Industry Average¹

We serve over **1,000 global studies**, spanning 19+ therapeutic areas across 100+ countries, with more than **125,000 patients engaged** via our platforms.

YPrime is recognized as an Everest Group **Trailblazer in Clinical Trial Patient Engagement** for our user-centric design, multilingual accessibility, and innovative tools like automated eCOA data-change forms and glucometer integrations.²



Our People, Culture & Impact

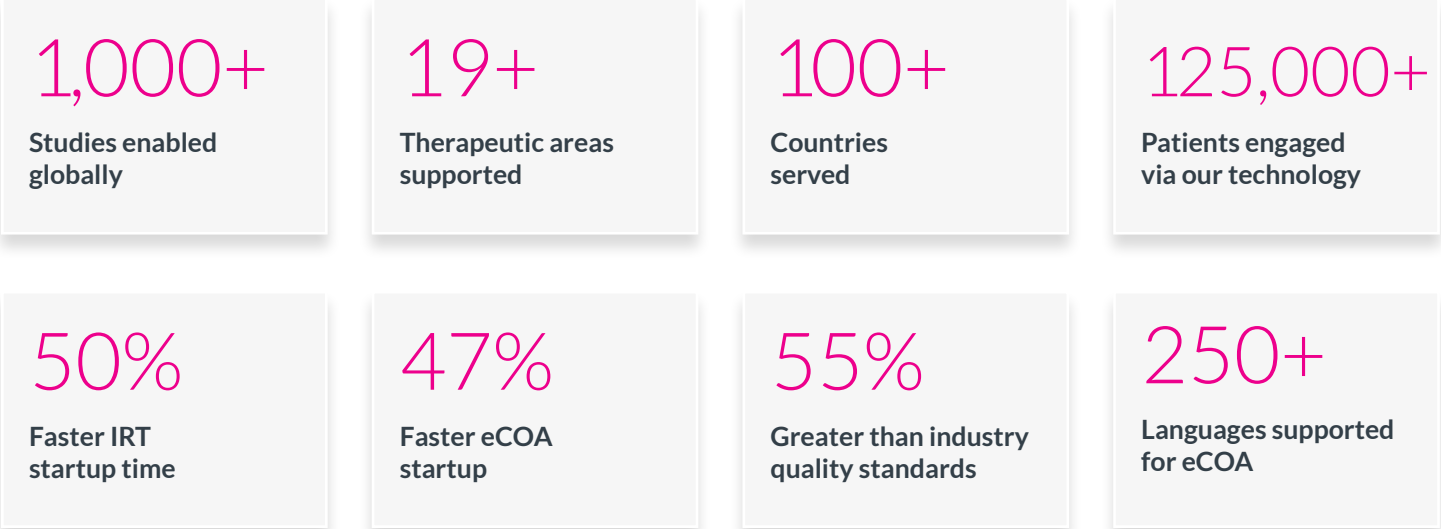
Founded in 2006, YPrime has grown into a global team grounded in innovation, collaboration, and ethical service delivery. We operate from **two U.S. offices** and **one U.K. office**, with logistics centers supporting our go-to-market and trial support operations.

Our work culture is recognized externally and internally:

- Previously named one of **Philadelphia’s 100 Best Places to Work** for its employee growth, wellness, and culture initiatives.³
- Our team includes project managers, product and UX experts, compliance and quality leaders, all very much aligned with ESG values and clinical purpose.



Impact by the Numbers



Why It Matters

As a clinical technology partner, YPrime helps reduce trial timelines and burdens—for sponsors, trial sites, and patients alike. These operational advancements contribute not just to trial efficiency, but to broader health equity goals—aligning with **SDG 3** and **SDG 10**—by making trials more accessible, consistent, and data rich.

Moreover, our culture of high ethical and quality standards supports **UN Global Compact principles** and have been recognized by top sustainability rating frameworks, such as **EcoVadis** and **CDP**.

YPrime Elevated its EcoVadis Score from the 13th to the 73rd Percentile



EcoVadis is the gold standard for rating sustainability and ESG programs across industries.

YPrime ranked in the

top 73%

—
ranking it higher than 115,138 other companies

YPrime's score increased by

77% ↑

—
a 27-point increase over the previous year

YPrime Achieved B Rating in 2024 CDP Assessment



This rating recognizes YPrime's commitment to addressing environmental impacts and ensuring strong environmental management.

YPrime ranked in the

top 65%

—
only 35% of companies achieve a B score or higher

Sustainability Governance and Strategy

Purpose-Driven, Strategically Led

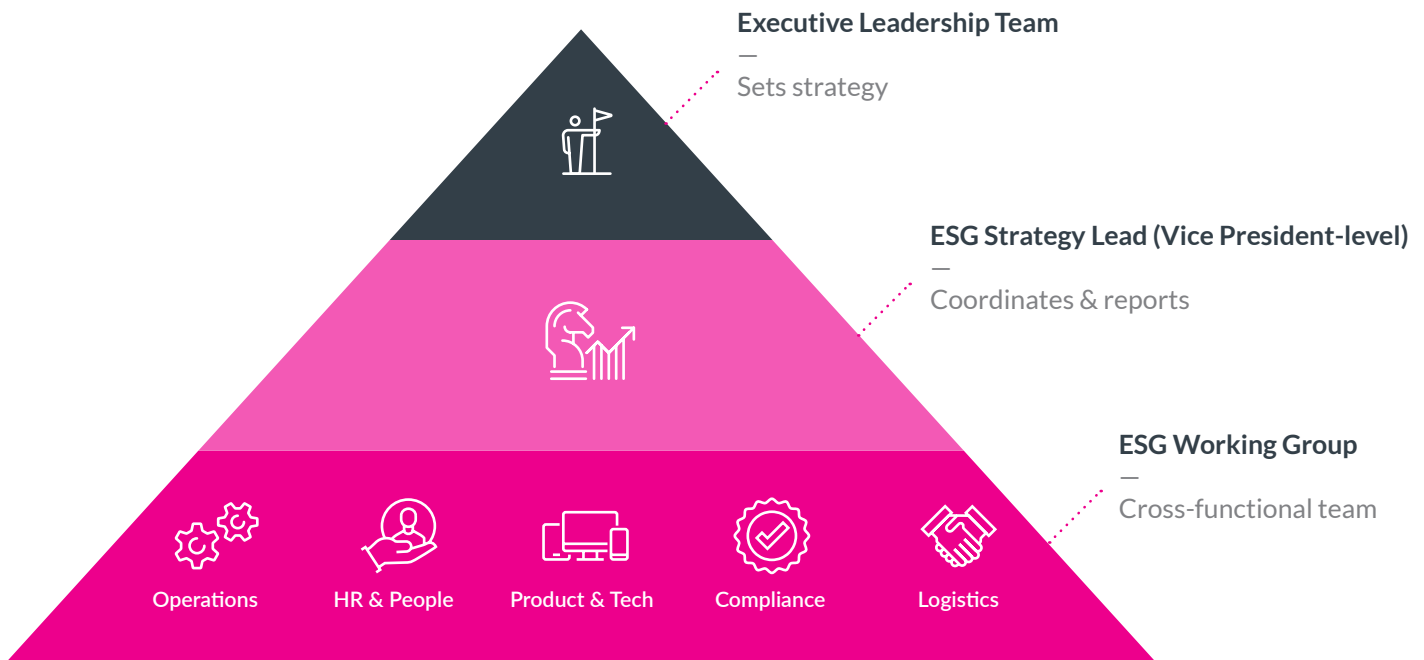
At YPrime, sustainability is more than a program—it is a strategic imperative embedded in our business operations, decision-making, and long-term value creation. Our sustainability governance structure is intentionally streamlined to promote accountability, integration, and agility across the organization.

We believe that effective governance doesn't require layers of complexity. It requires clarity in roles, ownership of outcomes, and leadership that connects ESG goals to enterprise performance.



Our ESG Governance Structure

YPrime's ESG efforts are guided by a **three-tier structure** designed to ensure alignment across corporate functions and leadership teams:



Executive Leadership Team

The CEO and senior executives oversee ESG as part of enterprise strategy. This group:

- Approves ESG priorities and company-wide sustainability targets
- Reviews progress biannually
- Ensures ESG is integrated into business planning and risk management

ESG Strategy Lead

(Vice President-level)

A cross-functional leader designated as YPrime's ESG Strategy Lead is responsible for:

- Coordinating ESG initiatives across departments
- Monitoring KPIs and tracking performance against targets
- Preparing ESG disclosures, including this report and EcoVadis submissions
- Liaising with external partners, clients, and suppliers on ESG-related matters

ESG Working Group

Comprised of key representatives from Operations, Product, HR, Compliance, and Logistics. This group:

- Implements sustainability initiatives across the business
- Shares quarterly updates on progress and challenges
- Supports continuous improvement through collaboration and cross-department input

Integration Into Business Strategy

YPrime embeds sustainability into the core of our operations through the following mechanisms:

- **Product Development:** ESG considerations are factored into platform design, including data privacy, accessibility, and environmental impact of device use and shipping
- **Procurement:** Suppliers are screened for environmental and social risk factors, with ESG criteria incorporated into RFPs and contract language
- **People & Culture:** Inclusive hiring, employee wellness, and internal training support a workforce aligned with our purpose
- **Risk Management:** ESG is included in YPrime's enterprise risk framework and monitored alongside operational and regulatory risks

Strategic Priorities

Our governance structure supports four strategic ESG priorities:



01

Advance equitable access to clinical research



02

Build a resilient and inclusive workplace



03

Operate with integrity and transparency



04

Reduce our environmental footprint and set science-based climate goals



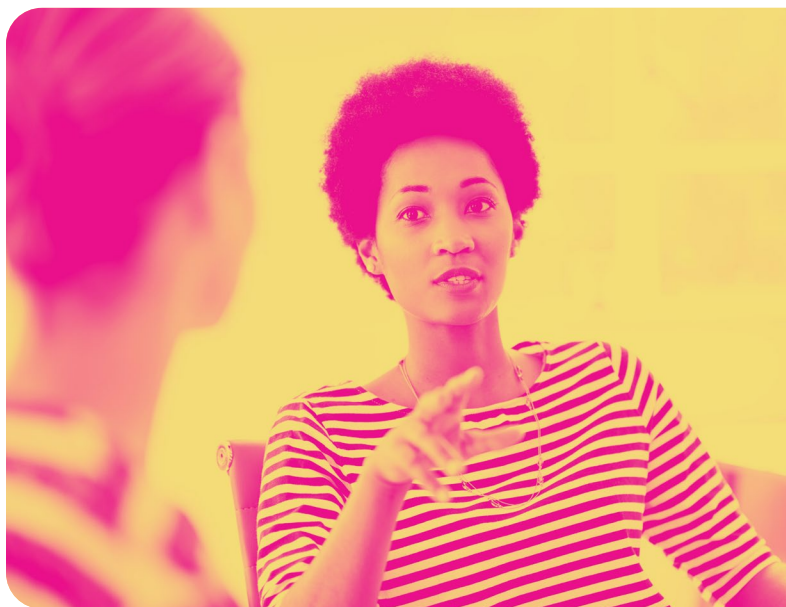
As ESG evolves and stakeholder expectations grow, YPrime's governance approach will remain focused, accountable, and future-ready. We plan to publish annual updates on progress, align with best practices from CDP and SBTi, and continuously refine our strategy based on measurable results.

Materiality & Stakeholder Engagement

Our Approach to Materiality: Double Lens, Real Impact

At YPrime, we believe that understanding what matters most—to both our stakeholders and our business—is the foundation of a credible and impactful sustainability strategy. To achieve this, we conducted a **double materiality assessment**, recognizing that sustainability issues not only affect our business performance but also our ability to positively—or negatively—impact the world around us.

This assessment helped us identify, prioritize, and act on environmental, social, governance, and ethical topics that are most significant to our stakeholders and strategically important to our operations and growth as a clinical technology company.



Stakeholder Engagement Process

We engaged a broad group of internal and external stakeholders through surveys, interviews, and workshops, including:

- Employees across departments and geographies
- Customers and clinical trial sponsors
- Site partners and patient advocates
- Vendors and logistics providers
- ESG advisory partners

Each stakeholder group helped us identify which topics had the greatest potential to:

- Influence YPrime's long-term value creation (financial materiality)
- Affect people, communities, or the environment (impact materiality)

We combined these insights with global ESG frameworks (GRI, EcoVadis, UN Global Compact) and emerging industry benchmarks to construct our **Materiality Matrix**.

Our Materiality Framework

Our material topics are categorized into three tiers, based on both strategic importance and stakeholder expectations. Each tier reflects the level of investment, attention, and opportunity for leadership.

Materiality Matrix Aligned With UNGC Sustainable Development Goals



	2024 Value	2026 Target
Stakeholders Engaged	45+	75+
Topics Evaluated	20+	25+
ESG Workshops Conducted	3	1 Annually

Looking Ahead

YPrime will refresh this materiality assessment every two years or in response to major operational, regulatory, or industry changes. As we evolve, we will continue to involve a broad group of voices to ensure that our ESG priorities remain aligned with our mission to improve health outcomes, reduce inequity, and protect the planet.

Advancing Global Goals: UNGC and SDG Alignment



Our Commitment to Global Responsibility



United Nations
Global Compact

As a proud signatory to the United Nations Global Compact (UNGC), YPrime has embedded the Ten Principles of the UNGC into our culture, operations, and sustainability strategy. These principles span four core areas: Human Rights, Labor, Environment, and Anti-Corruption—and serve as a guiding framework in how we engage our employees, partners, clients, and communities.

Our sustainability efforts are not only about reducing risks—they are about proactively contributing to the global agenda for a healthier, more equitable, and climate-resilient world. We have aligned our material ESG focus areas with six priority UN Sustainable Development Goals (SDGs) that most closely reflect YPrime's mission, impact, and capabilities.

How YPrime Advances the SDGs

3 GOOD HEALTH AND WELL-BEING



100%

of new IRT and eCOA builds include patient-centric usability review

87%

of sponsors using YPrime's platforms support treatment areas tied to non-communicable diseases

YPrime's technologies help streamline clinical trial operations, reduce site and patient burden, and accelerate the delivery of life-saving treatments. By enhancing trial access through eConsent, remote trial readiness, and decentralized capabilities, we are enabling safer, more inclusive clinical research—ultimately improving global health outcomes.

5 GENDER EQUALITY



54%

of employees identify as women

42%

of new management-level hires in 2024 are women

We actively work to ensure gender representation and equity in recruitment, leadership pipelines, and compensation reviews. We are building systems to create visibility, opportunity, and support for women at all levels of the organization.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



3

major platform upgrades
launched in 2024 to expand
automation and API
compatibility

99.99%

uptime across global cloud
infrastructure

As a clinical technology company, innovation is embedded in our DNA. Our products are built to be interoperable with leading eClinical systems and to adapt to the infrastructure constraints of trial sites across the globe. We invest in secure, scalable, cloud-based platforms to enable digital transformation in healthcare research.

10 REDUCED INEQUALITIES



100%

of people managers trained
in inclusive leadership best
practices

Launched

patient education modules
for underrepresented trial
populations in 3 therapeutic
areas

YPrime is committed to **improving trial participation among historically underserved communities** by offering site training and trial access tools that are sensitive to linguistic, cultural, and logistical barriers. Internally, we apply equitable hiring and compensation frameworks to level the playing field across functions and geographies.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



87%

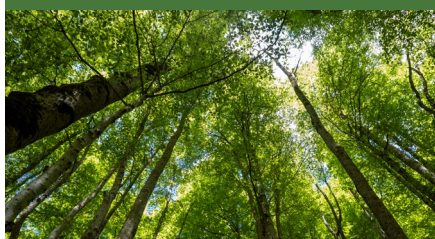
reduction in printed trial documents over 3 years

100%

of used hardware responsibly recycled or refurbished

YPrime emphasizes **digital-first, low-waste operational practices**. We prioritize efficient packaging and logistics, use remote collaboration tools to limit travel, and work with suppliers to minimize environmental impacts from purchased hardware, software, and services.

13 CLIMATE ACTION



Scope 1, 2, & 3

emissions baseline established in 2024

50+%

consolidated US-based offices to reduce electricity consumption

YPrime is currently preparing to submit near-term science-based targets (SBTi) and has committed to reducing emissions across its office, logistics, and IT infrastructure. We are actively tracking Scope 1 and 2 emissions and have expanded to Scope 3 data collection.

As we expand our sustainability programs, YPrime will continue to align our reporting with the **UNGC Communication on Progress** and deepen our contributions to these six SDGs. We recognize that achieving global goals requires collaboration—and we welcome partnerships that further amplify our impact.

Corporate Ethics and Compliance

Operating with Integrity in Every Interaction

At YPrime, ethical business conduct is foundational to who we are and how we work. From clinical trial technology design to global partnerships, we believe that integrity drives trust—internally among our teams and externally with our clients, suppliers, and partners. Our Corporate Ethics and Compliance framework ensures that every individual at YPrime is empowered and expected to uphold the highest standards of behavior, transparency, and responsibility.

Principles of Ethical Conduct

YPrime's **Ethics Policy** outlines the fundamental values that guide our business:

- **Honesty and fairness** in all internal and external dealings
- **Confidentiality** of sensitive information and intellectual property
- **Respect for global anti-corruption laws** including the U.S. FCPA and the UK Bribery Act
- **Prohibition of insider trading** and strict compliance with securities law
- **Commitment to non-retaliation** for whistleblower disclosures

These expectations apply across all levels of the company, from senior leadership to interns, and extend to contractors, consultants, and partners acting on our behalf.

Policy Areas Covered

YPrime's comprehensive ethics program includes:

Ethics Code

A foundational commitment to professionalism, respect, honesty, and sound judgment across all business activities. All employees are trained to recognize and report unethical behavior, with serious consequences for violations.

Insider Trading Policy

YPrime prohibits all forms of insider trading and "tipping." Employees must refrain from using or sharing material nonpublic information for personal gain. This policy is reinforced by regular training and executive oversight.

Anti-Bribery, Anti-Corruption (FCPA), and Anti-Money Laundering (AML) Compliance

YPrime enforces a zero-tolerance policy toward bribery, corruption, and money laundering in all global operations. We prohibit any improper payment, benefit, or inducement to government officials or third parties to obtain or retain business, whether directly or indirectly. All promotional and travel-related expenses must be reasonable, pre-approved, and tied to legitimate business needs.

We also strictly prohibit the concealment or movement of illicit funds through our operations. Employees are trained to recognize and report red flags such as suspicious transactions, unusual payment terms, or vendor opacity. Robust due diligence is conducted during onboarding of clients, suppliers, and contractors to detect and prevent potential AML risks.

Confidentiality and Trade Secrets Protection

Employees are required to protect all proprietary information and only access or disclose such information on a “need-to-know” basis. This includes financial data, product development insights, marketing plans, and client information.

Training, Reporting, and Enforcement

YPrime has adopted a **proactive ethics training program**, requiring:

- **Annual training** on insider trading, anti-corruption, and data confidentiality
- Special sessions for **managers and high-risk functions** (e.g., Logistics, Sales, and Finance)
- A confidential **ethics hotline and reporting portal**, accessible globally

We strictly prohibit retaliation against anyone who raises a concern in good faith.

Violations may result in disciplinary action, including termination of employment or legal action, depending on severity. We maintain ethics-related records in accordance with our internal retention policy and external regulatory requirements.

Governance and Oversight

Ethical governance at YPrime is overseen by the **Chief Compliance Officer**, who also reviews and update the policy annually. Executive management receives ethics performance reports, and corrective actions are tracked through our quality management system.

Our goal is to build a company where every decision reflects our values and strengthens our impact on the industry and society.



Cybersecurity & Data Privacy

YPrime's commitment to responsible innovation begins with protecting the integrity, confidentiality, and availability of clinical trial data. As a global clinical technology provider, we are entrusted with sensitive health and operational data across our IRT, eCOA, and eConsent platforms—requiring a security-first approach grounded in proactive risk management, employee vigilance, and continuous improvement.

Security Frameworks & Compliance Standards

YPrime's information security program is aligned with globally recognized standards, including:

- **HIPAA** (Health Insurance Portability and Accountability Act)
- **GDPR** (General Data Protection Regulation)
- **21 CFR Part 11** (FDA electronic records compliance)
- **ISO/IEC 27001-aligned security controls** (in progress for future certification)

All systems and services are subject to periodic risk assessments and undergo third-party penetration testing to ensure robust data protection. Security controls include multi-factor authentication (MFA), role-based access, audit trails, and endpoint encryption.

Third-Party Risk & Vendor Oversight

We implement a tiered third-party risk assessment process to evaluate vendor cybersecurity maturity and data protection practices. Contracts include data privacy and security provisions, and we conduct reviews based on risk profiles, ensuring that suppliers meet our standards for safeguarding clinical data.

Employee Awareness & Secure Culture

Cybersecurity is embedded in our company culture through mandatory annual training, phishing simulations, and real-time security alerts. All employees, from product teams to client services, receive training on data protection, privacy, and secure data handling.

Key Highlights

- 100% of employees completed cybersecurity training in 2024
- 0 reported data breaches in the past 3 years
- 100% of vendors handling sensitive data screened for security risks

IT Governance and Continuous Monitoring

Our IT governance structure includes a cross-functional cybersecurity leadership team that meets quarterly to review security posture, threat intelligence, incident response readiness, and regulatory changes. We continuously monitor emerging risks and adjust protocols accordingly.

Human Rights and Labor Standards

Respecting People. Upholding Rights. Everywhere We Operate.

YPrime is committed to respecting and promoting internationally recognized human rights and fair labor standards across all aspects of our operations and supply chain. We align with the principles of the UN Global Compact and uphold the International Labour Organization (ILO) Fundamental Conventions, ensuring that our business contributes to a safe, inclusive, and dignified workplace for all.

Our Commitments

YPrime prohibits any form of:

- **Forced, bonded, or indentured labor**
- **Child labor** (defined as under the age of 15 or as specified by local law)
- **Harassment, abuse, or inhumane treatment**
- **Discrimination in hiring, promotion, or compensation**

We are also committed to:

- Ensuring **freedom of association** and the right to collective bargaining, where applicable
- Providing **safe and healthy working conditions** in all offices and logistics centers
- Complying with all **wage, hour, and employment laws** in the jurisdictions where we operate
- Maintaining **transparent labor practices** in our vendor selection and supply chain engagement



Supply Chain Labor Standards

Our suppliers, contractors, and service providers are expected to adhere to the same human rights and labor standards we uphold internally. We incorporate these expectations into our:

- **Supplier Code of Conduct**
- **Contractual agreements**
- **Risk-based due diligence and screening processes**

Suppliers that fail to meet these requirements may be subject to corrective action plans or removal from our approved vendor list.

Training and Monitoring

- All YPrime employees receive **annual training** on ethical labor practices, anti-harassment, and workplace safety
- Our **organization** screens new vendors using labor-related criteria and flags elevated-risk geographies or sectors
- 100% of employees are required to complete training to identify, address, and uphold anti-bribery and anti-corruption standards in vendor engagements

Key Metrics (2024)

Verified cases of forced or child labor

0

—
Target: 0 (zero-tolerance)

Employee training completion (labor & ethics)

98%

—
Target: 100%

Supplier contracts with labor clauses

85%

—
Target: 100% by 2026

Lost time injury rate (U.S. and U.K. offices)

0

—
Target: Maintain at 0

Grievances related to labor violations

0

—
Target: Maintain at 0

People & Culture: A Human-Centered Workplace

At YPrime, our people are the heart of our innovation. We are proud to foster a workplace that values employee well-being, encourages continuous learning, and supports flexible, human-centered ways of working. Our culture is built on trust, transparency, and opportunity—ensuring every employee has the support and space they need to thrive.

A Culture of Belonging and Engagement

We cultivate a sense of purpose and community across teams through open communication, cross-functional collaboration, and frequent opportunities for engagement. Monthly all-hands meetings, employee resource groups, and company-wide feedback loops ensure that all voices are heard. As a result, employee engagement scores remain consistently above industry benchmarks.

Named one of Philadelphia's

100 Best
Places to
Work (2019)

Employee satisfaction
score of

86%

(2024 internal survey)



Work-Life Balance and Hybrid Support

Recognizing the changing needs of today's workforce, YPrime has embraced hybrid work arrangements that prioritize flexibility, accountability, and connection. Employees have access to:

- Generous leave policies and flexible work arrangements
- Ergonomic equipment provided for on-site work
- Virtual wellness programs and mental health support
- Quarterly team-building activities, both virtual and in person

Learning, Development & Growth

YPrime invests in talent development through structured onboarding, career pathing, and ongoing education. Key initiatives include:

- Leadership development tracks for emerging managers
- Tuition reimbursement and conference support
- Mentorship and peer learning forums
- Goal-based performance feedback aligned with company values

Professional Development Snapshot

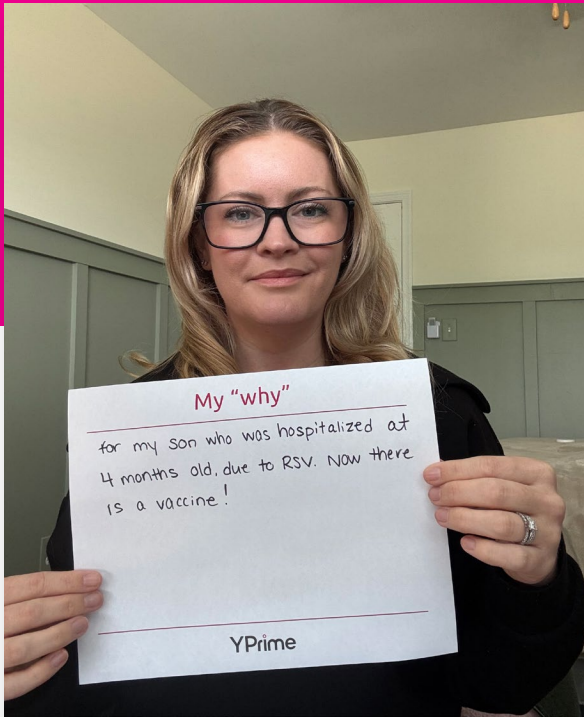
- 100% of new employees complete structured onboarding
- 62% of roles filled through internal promotions in 2024
- \$1,250 per employee average investment in training & development

Health, Safety & Well-Being

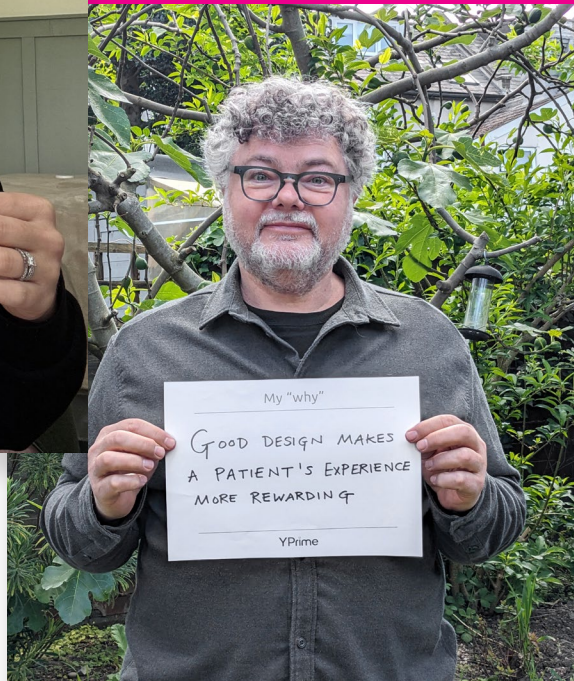
We ensure a safe, healthy work environment through proactive policies and employee-centric wellness programs. Our benefits package includes comprehensive medical coverage, parental leave, and mental health services. Workplace safety protocols are reviewed regularly to meet local and global standards, and employees are encouraged to participate in wellness initiatives year-round.

At YPrime, clinical research isn't just our work—it's our mission. Behind every innovation, every digital solution, and every trial we support is a team of people driven by purpose. From personal connections with patients to a belief in better outcomes, our 'why' is what moves us forward.

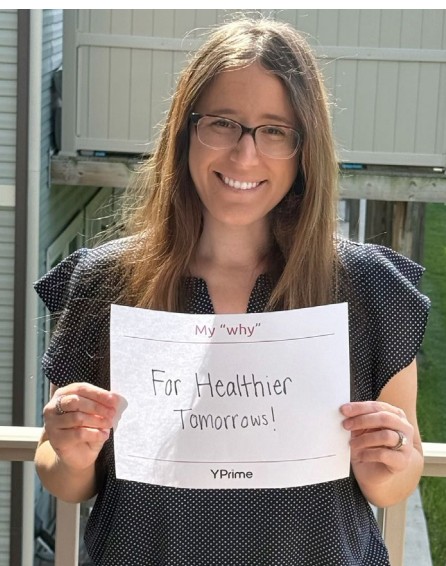
This Clinical Trials Day, we spotlighted the hearts behind the hard work—our people. Because when purpose drives the process, progress follows.



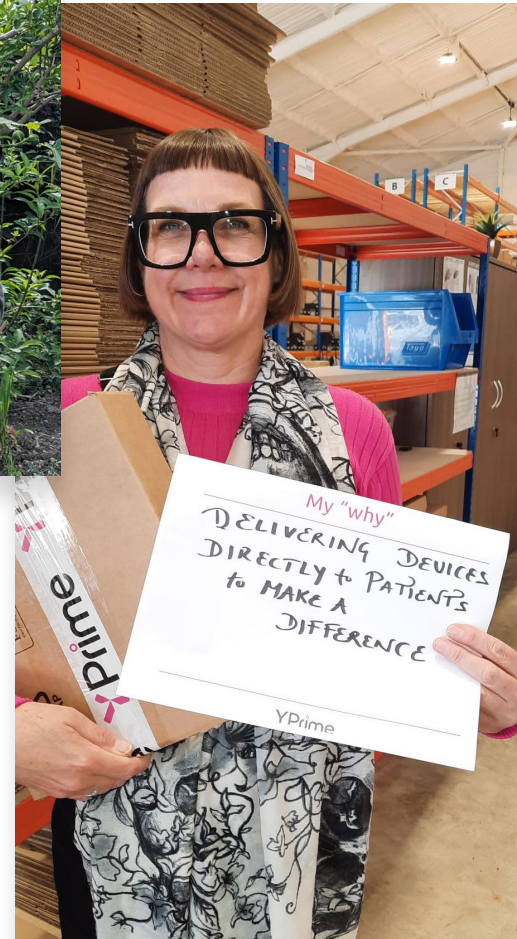
Aimee Long
Human Resources



Paul Margerison
Product Design



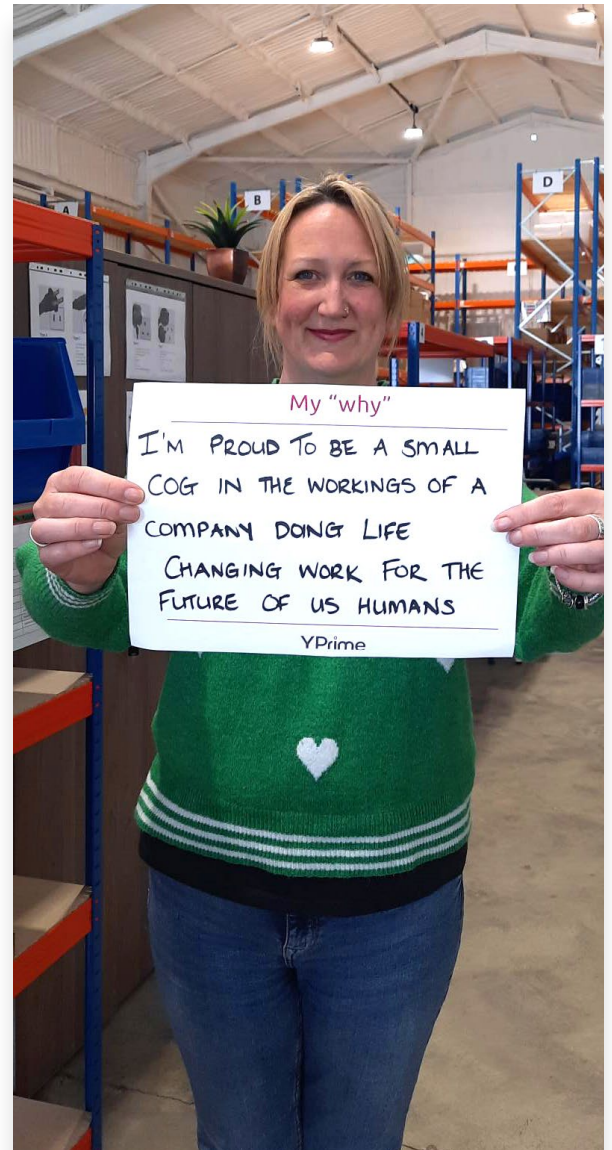
Jennifer Weintraub
Marketing



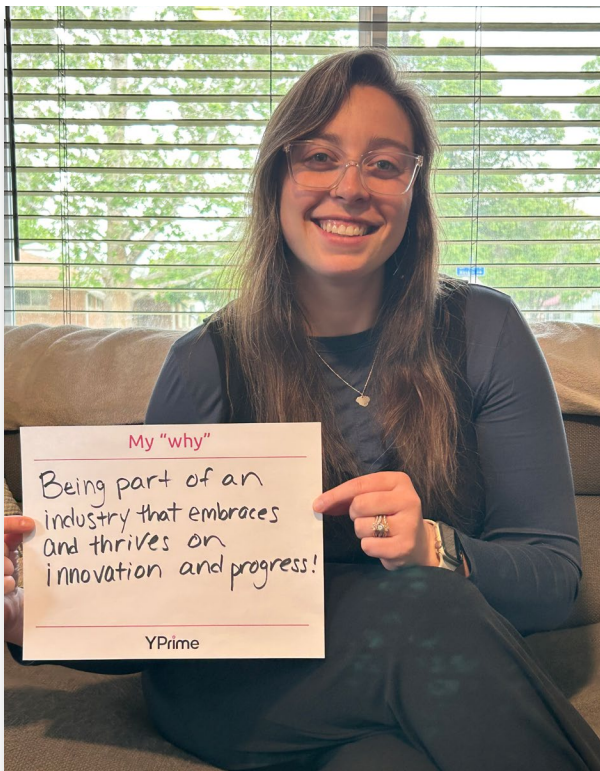
Debi Knips
eCOA Logistics



Lauren Dirling
Portfolio/Account Management



Natalie Aylett
eCOA Logistics



Sammi Ommen
IRT Delivery

Access to Opportunity

YPrime believes that talent, innovation, and opportunity should never be limited by background, identity, or geography. We are committed to creating a company where every employee has the tools and support to succeed—at every stage of their career. Just as we build technology that makes clinical trials more accessible, we build a workplace that enables all individuals to grow, lead, and contribute meaningfully.

Fair Hiring and Advancement

We take a structured, transparent approach to recruitment and career advancement. Our job descriptions are skills-based and reviewed for bias, and hiring panels are trained to evaluate candidates fairly. Internal promotion pathways are clearly defined, and managers are evaluated on how they support their teams' long-term growth.

- 47% of management roles filled by women (2024)
- 62% of positions filled by internal candidates (2024)
- New career path framework launched across departments

Equal Access to Leadership and Opportunity

YPrime proactively removes barriers to leadership development. We track representation across levels and functions, and offer mentoring, stretch assignments, and executive sponsorship to employees with leadership potential—ensuring equitable access to growth opportunities.

Key Initiatives:

- Leadership development forums
- Executive coaching offered to emerging leaders
- Annual review of advancement data to track patterns and ensure consistency in career growth

Pay Equity

We regularly review compensation practices to ensure fair and competitive pay across roles and functions. Salary bands are established for all positions, and fair pay reviews are conducted during the hiring process, annual reviews, and promotion cycles.

- 100% of new hire offers reviewed for alignment
- All roles are aligned to defined salary bands, supporting equitable pay and reducing pay disparities.

Access to Clinical Research Careers

In parallel with our commitment to fair hiring, YPrime partners with academic institutions and workforce programs to introduce underrepresented students and professionals to careers in clinical technology. We aim to expand these partnerships in 2025 as part of our broader equity and access strategy.

Inclusive Innovation in Clinical Trials

Lowering Barriers with Patient-Centered Design

Our **eConsent**, **IRT**, and **eCOA** platforms feature intuitive interfaces developed through user research and feedback loops with both trial sites and patients. Key accessibility features include:

- Plain-language content with multimedia support (video, audio, visuals)
- Multilingual capabilities across platforms
- Responsive design for mobile and tablet
- Automated reminders to support adherence and engagement

These enhancements are particularly important for reaching patients in rural areas, with limited digital literacy, or from communities historically underrepresented in clinical research.

Clinical Access Impact

15+

years of expertise in
eClinical technology
and services

83%

of patient-facing interfaces
translated into at least
5 languages

100+

countries worldwide with
platforms deployed across
19+ therapeutic areas

Supporting Decentralized and Hybrid Trial Models

YPrime enables flexible trial designs that expand access by allowing more trial activities to occur outside traditional research sites. Our IRT and eCOA systems support home delivery of study drugs, remote data collection, and digital assessments—reducing the need for frequent site visits and improving retention.

- Drug shipment tracking integrated with patient alerts
- Real-time ePRO data capture synced with sponsor dashboards
- Device integrations (e.g., glucometers) streamline data quality and patient burden

Designing for Inclusion, Globally

Through collaborations with sponsors, CROs, and trial sites, YPrime continuously evolves its technology to better serve a global patient population. We support regulatory compliance in diverse geographies and actively collect feedback to improve usability across cultures, languages, and health literacy levels.

Our approach ensures that innovation doesn't just make trials faster—it makes them more inclusive and patient-friendly, aligning with **SDG 3 (Good Health and Well-being)** and **SDG 10 (Reduced Inequalities)**.



Environmental Policy and Climate Action

Our Commitment to Planet-Positive Operations

At YPrime, environmental sustainability is more than a compliance requirement—it is a core value that guides how we operate, innovate, and collaborate. Our Environmental Sustainability Policy outlines a clear strategy to reduce our environmental footprint, embed circular economy principles, and contribute meaningfully to climate action. This section summarizes our environmental objectives, climate ambitions, and actions to date.

Guiding Objectives

We have adopted a comprehensive environmental policy that applies to all YPrime employees, suppliers, and contractors. The policy sets forth six primary objectives:

1. **Minimize environmental impacts** from our products, services, and internal operations
2. **Reduce GHG emissions**, starting with Scope 1 and 2, and progressing toward Scope 3
3. **Implement waste and resource efficiency** practices across offices and logistics
4. **Design sustainable clinical trial solutions** that reduce material use and emissions
5. **Engage stakeholders**—employees, suppliers, clients, and communities—in our sustainability journey
6. **Continuously monitor and improve** environmental performance through annual reviews

Climate Action: From Commitment to Action

We are committed to achieving **net zero greenhouse gas emissions by 2050**, in alignment with the **Paris Agreement**. Our interim steps include:

- Establishing a **carbon management plan with science-based targets** (SBTi-aligned)
- Prioritizing **energy-efficient infrastructure** across our global offices and data centers
- Transitioning to **digital-first operations** to reduce emissions related to travel, shipping, and material waste
- Working with vendors to assess and reduce **Scope 3 emissions**, including freight and purchased goods

Progress Snapshot (2024):



Scope 1, 2, & 3 emissions
baseline established

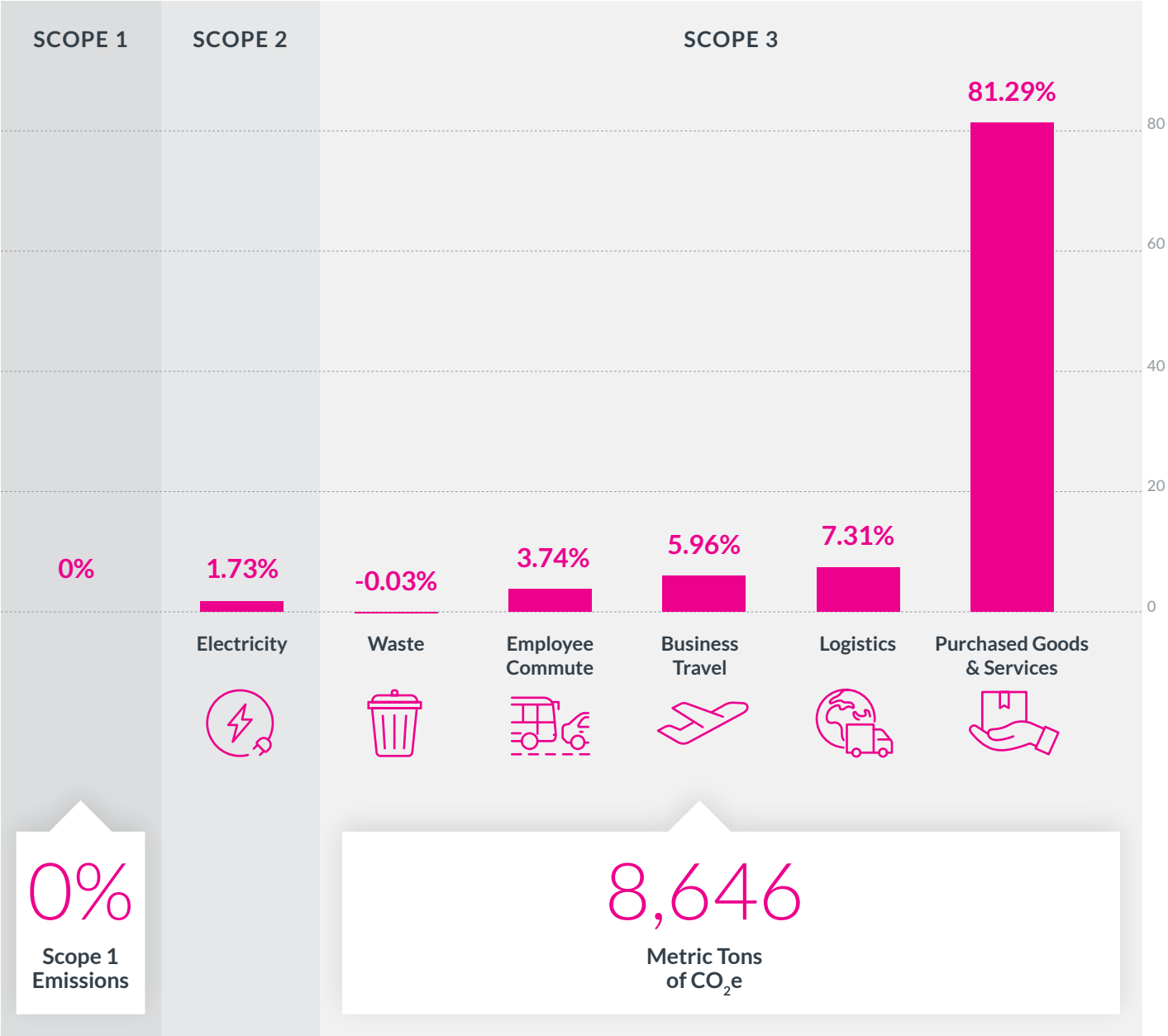
-0.03%

Achieved **net negative Scope 3 waste emissions** through hardware recycling and donation



Reducing facilities-related emissions through transition to **optimized office spaces, supported by hybrid and remote work**

2024 Carbon Footprint:



Circular Resource and Waste Management

YPrime’s operations emphasize resource efficiency and waste reduction:

- All obsolete electronic devices are either **refurbished, repurposed, or recycled**
- Trial documents and materials have transitioned to **digital formats**, cutting printing waste by over 80% since 2021
- Shipping and logistics teams now use **recyclable or minimal packaging**, with a vendor preference for sustainable sourcing
- Future procurement and product design initiatives will follow **circular economy principles** focused on reuse, recyclability, and lifecycle impact

Sustainable Product and Service Design

We are embedding sustainability directly into our **clinical trial solutions**:

- eConsent, eCOA, and IRT platforms are developed to **reduce paper, travel, and excess equipment**
- Energy-efficient software design and cloud architecture minimize computational energy use
- Clients are increasingly seeking **low-waste and emissions-conscious trial solutions**, and we are meeting that demand through strategic product updates

Governance, Compliance, and Transparency

Environmental responsibility is governed through our ESG structure and led by YPrime’s **VP-level ESG Lead**, with functional support from Operations and Procurement. YPrime:

- Conducts **environmental risk assessments annually**
- Ensures full compliance with **global environmental regulations**
- Maintains a documented review cycle for policy updates and ESG performance

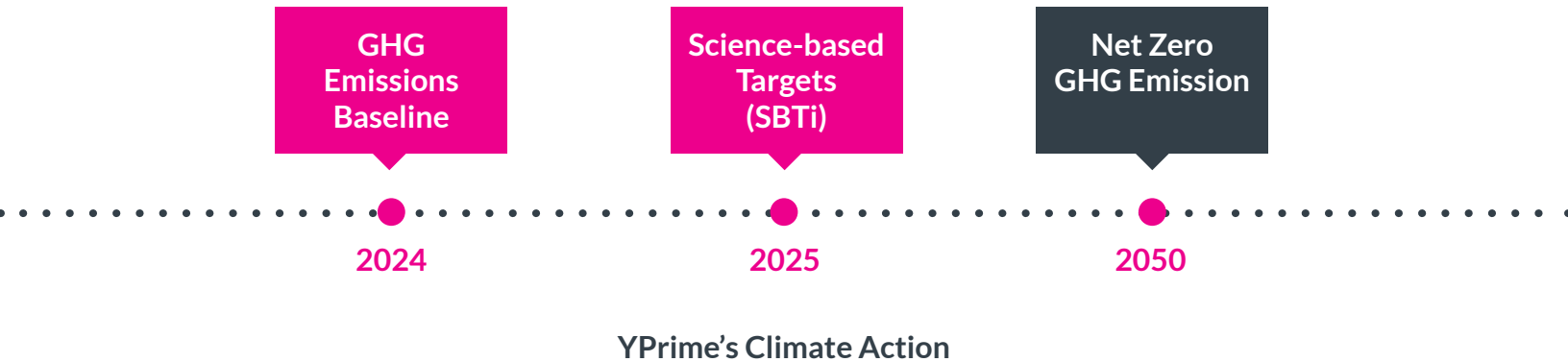
We will publish a formal **Sustainability Report annually**, and we welcome stakeholder feedback to improve and accelerate our impact.

Looking Forward

YPrime’s climate and environmental roadmap includes:

- Submitting our **science-based emissions targets to the SBTi**
- Expanding **Scope 3 emissions measurement and supplier engagement**
- Pursuing relevant **environmental certifications** and exploring partnerships to offset unavoidable emissions
- Developing new features and services that **enable sustainable clinical research at scale**

Our planet can’t wait—and neither will we.



Resource Efficiency and Waste Reduction

As a service-based technology company, YPrime's environmental footprint is primarily driven by our office operations, technology infrastructure, and logistics required to support global clinical trials. We are committed to reducing our impact through digital-first strategies, responsible consumption practices, and thoughtful resource use across our operations.

Digital-First, Paper-Less Operations

YPrime's business model inherently supports paper reduction by replacing paper-based trial workflows with fully digital solutions, such as eConsent and electronic clinical outcome assessments (eCOA). We also digitize internal processes, from employee onboarding to contract management, reducing our reliance on physical documentation.

- Over 90% of trial documentation delivered digitally via our platforms
- Transitioned 100% of internal HR, finance, and legal documents to electronic format
- Printed materials reduced by 45% compared to 2021 baseline

Logistics Improvements

Our global logistics operations—mainly related to IRT-enabled study drug distribution—have been optimized to minimize resource use:

- Smarter packaging solutions reduce void fill and box size
- Consolidated shipments cut unnecessary transportation emissions
- Temperature-controlled shipments monitored for energy efficiency

In 2026, we plan to work with logistics partners to pilot emissions tracking at the shipment level, helping quantify reductions and inform future targets.



Sustainable Supply Chain Management

YPrime is committed to building a responsible and resilient supply chain that upholds our values of ethical conduct, social accountability, and environmental stewardship. As a service-based technology provider supporting global clinical trials, our supplier base spans software vendors, logistics providers, equipment manufacturers, and professional services partners. We actively integrate sustainability criteria into procurement and vendor oversight processes to ensure alignment with our ESG goals and reduce downstream risk.

Supplier Code of Conduct

All YPrime suppliers are expected to adhere to our Supplier Code of Conduct, which outlines minimum standards in:

- Human rights protections, including zero tolerance for child or forced labor
- Fair wages, working hours, and non-discrimination
- Environmental responsibility, including waste reduction and emissions mitigation
- Business ethics, including anti-corruption, data privacy, and compliance with all applicable laws

This Code is distributed during onboarding and embedded in contractual agreements, reinforcing expectations from the start of each supplier relationship.

ESG Criteria in Vendor Selection

Sustainability considerations are factored into YPrime's vendor evaluation process and formal RFPs. Key evaluation dimensions include:

- Presence of environmental management systems (e.g., ISO 14001)
- Supplier diversity and inclusive employment practices
- Data privacy and cybersecurity safeguards
- Prior ESG ratings or sustainability certifications

We prioritize vendors who demonstrate transparency, continuous improvement, and alignment with YPrime's sustainability roadmap. As part of this, we are exploring implementation of a third-party ESG assessment tool to systematically evaluate high-risk suppliers.

Supplier Snapshot (2024)

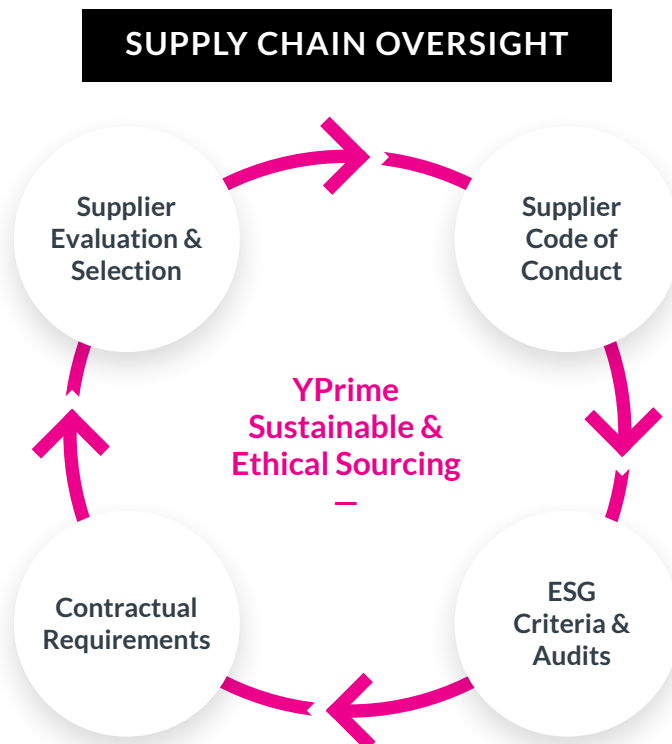
- 100% of Tier 1 suppliers received the Supplier Code of Conduct
- 65% of suppliers operate in countries covered by strong labor laws (as per ILO standards)
- 34% of suppliers formally report ESG metrics or have sustainability certifications

Future Commitments

YPrime plans to enhance supplier engagement through a phased ESG maturity model that includes:

- A supplier sustainability survey in 2026
- Emissions tracking in collaboration with logistics partners
- Integration of ESG scoring into procurement software by 2028

These efforts will help us better understand our supply chain's environmental and social impacts while empowering vendors to evolve alongside us.



Key ESG Performance Indicators

YPrime is committed to measuring and reporting on our ESG performance as a foundation for continuous improvement. The following table summarizes core indicators across our material focus areas, using a 2024 baseline where applicable. These indicators will be reviewed annually and enhanced as we mature our data collection and reporting capabilities.

Material Topic	Indicator	Metric / Description	2024 Value
Environmental Impact	Scope 1 GHG Emissions	Direct emissions from owned/controlled sources (e.g., heating, vehicles)	0.0 metric tons CO ₂ e
	Scope 2 GHG Emissions	Indirect emissions from purchased electricity, heating/cooling	149 metric tons CO ₂ e
	Scope 3 GHG Emissions	Other indirect emissions (e.g., business travel, logistics, purchased goods)	8,496 metric tons CO ₂ e
	Total GHG Emissions	Combined Scope 1 + 2 + 3	8,646 metric tons CO ₂ e
	eWaste & Hardware Reuse	% of used laptops	100%
	Internal Paper Reduction	Reduction in office paper use since 2021	45%
	Digital Trial Delivery	% of trial documentation delivered digitally	>90%
	Logistics Optimization	Packaging reduction and shipment consolidation initiatives	In implementation
Labor & Human Rights	Workforce Size	Employees globally	315+
	Inclusive Hiring Practices	% of job descriptions with inclusive language	100%
	Health & Safety	Recordable workplace injuries in 2024	0
	Professional Development	Avg. annual training investment per employee	\$1,250
	Performance Reviews	% of employees receiving performance feedback in 2024	95%

Material Topic	Indicator	Metric / Description	2024 Value
Ethics & Compliance	Ethics Training Completion	% of employees completing Code of Conduct training	100%
	Ethics Reporting	Unresolved ethics complaints	0
	Anti-Money Laundering Compliance	Due diligence completion for all new clients/suppliers	100%
Sustainable Procurement	Supplier Code of Conduct Distribution	% of Tier 1 suppliers receiving the Code	100%
	ESG Criteria in RFPs	% of RFPs issued with embedded ESG screening criteria	100% (since Q2 2024)
	ESG-Aligned Procurement Spend	% of supplier spend linked to ESG-reporting or certified vendors	34%
	Emissions Monitoring with Logistics Partners	Status of logistics-related emissions tracking initiative	Pilot planned (2025)

Note: As part of our commitment to continuous improvement, YPrime will expand this KPI dashboard with performance targets beginning in 2026.

Partnerships for Impact

Inspiring Story: Empowering Youth Through Technology and Partnership



YPrime is proud to partner with **Inspirededu**, a Georgia-based nonprofit dedicated to bridging the digital divide for underserved communities through the donation of refurbished devices and hands-on digital literacy training. Through this initiative, YPrime provides pre used laptops and tablets that Inspirededu securely wipes and repurposes—equipping youth and families with the tools they need to succeed in education and career pathways. Inspirededu reports distributing hundreds of devices while offering hundreds of hours of digital-skills workshops that empower learners to thrive in today's connected world.

This collaboration exemplifies **UN Global Compact Principles** in action:

- **Principle 1 & 2 (Human Rights):** Ensuring equitable access to educational tools and strengthening economic inclusion for vulnerable communities.
- **Principle 7 (Environment):** Promoting the reuse of technology and reducing electronic waste.
- **Principle 10 (Anti-Corruption):** Delivering philanthropic support through transparent, purpose-driven partnerships.

By donating hardware destined for recycling and redirecting it toward communities that need it most, YPrime reduces waste while creating positive social impact. This partnership also reinforces our corporate citizenship goals: we are building meaningful connections with community organizations and helping to launch learners into opportunities through technology, equity, and care.

Partnership: The United Nations Association of Greater Boston (UNAGB)

The United Nations Association of Greater Boston (UNAGB) is a nonprofit advancing the UN Sustainable Development Goals through education, dialogue, and community engagement. Each year, they reach more than 5,000 K-12 students through classroom-based Model UN programs, student leadership institutes, and interscholastic conferences - equipping young people with the skills, confidence, and global awareness to lead in an interconnected world. More than two-thirds of the participants come from low- and middle-income communities, and their programs are designed to be inclusive, accessible, and transformative.

In 2025, YPrime's Advocate-level sponsorship made it possible for a 10-person Model UN team from an underserved community to attend the Middle School Model UN Conference (MSMUN) - the largest event of its kind in the world. With registration, materials, and logistics fully covered, these students will have access to a world-class experience in diplomacy and leadership often reserved for more resourced schools.

The impact of YPrime's support is clear:

89%

of students report improved public speaking skills

99%

say they would recommend the program to a friend

By removing financial barriers, YPrime ensured that historically marginalized voices are represented in the rooms where solutions are imagined - starting in their own classrooms and extending to the global stage. This investment not only opened doors for individual students, but also strengthened Greater Boston's connection to a more just, sustainable, and globally engaged future.

88%

report improved negotiation skills



Our Road Ahead

YPrime's ESG journey is one of purposeful progression. Our initial years have been focused on building foundational practices—policies, disclosures, and governance frameworks—that reflect our values and position us as a responsible technology partner in clinical research. Looking ahead, we are committed to deepening our impact through targeted goals, increased transparency, and partnerships that extend our influence.

Focus Area	Target / Milestone	Timeline
Climate Action	Submit science-based emissions reduction targets (SBTi)	2025
	Achieve net-zero emissions across Scope 1, 2, and material Scope 3	By 2050
	Implement logistics emissions tracking with select partners	Pilot in 2025
Sustainable Procurement	Launch supplier ESG survey and risk prioritization framework	2026
	Embed ESG scoring in procurement software for vendor selection	2028
Employee Advancement	Establish metrics for internal mobility tracking	2027
	Develop leadership readiness program to broaden advancement pipelines	2026
Data Privacy & Security	Achieve ISO 27001 certification (in progress)	Target 2027
	Expand employee training on data ethics and emerging tech governance	Annually updated
Community & Inclusion	Grow Inspiredu device donation partnership and volunteer engagements	Ongoing (annual)
	Support 3 additional nonprofit or academic partnerships per year	Starting 2026
Performance Transparency	Publish ESG KPIs with year-over-year comparison	2025 onward
	Integrate ESG content into investor and client materials	2025

Our Approach Moving Forward

YPrime's sustainability strategy will remain focused on scalable, practical actions that align with our operations and stakeholder expectations. We will prioritize:

- Continuous improvement across all ESG dimensions
- Accountability through measurable progress and reporting
- Innovation that serves both our clients and the broader health ecosystem
- Partnerships that amplify impact and advance shared goals

Sustainability is not a side initiative—it is core to how we operate, collaborate, and innovate in service of better health outcomes worldwide.



Appendices

Full ESG KPI Table

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Glossary of ESG Terms

Term	Definition
AML (Anti-Money Laundering)	Policies and procedures preventing concealment of illicit funds, ensuring financial integrity.
CDP (Carbon Disclosure Project)	A global platform for corporate environmental impact reporting and goal-setting.
Code of Conduct	A set of guiding principles outlining expected behaviors and ethical responsibilities.
EcoVadis	An ESG assessment platform evaluating performance across environment, labor, ethics, and procurement.
eCOA (Electronic Clinical Outcome Assessment)	Platform for digitally capturing patient-reported outcomes in clinical trials.
eConsent	Digital tool facilitating informed consent in a secure, multilingual format for clinical trial participants.
ESG (Environmental, Social, Governance)	A framework assessing a company's stewardship of environmental, social, and governance responsibilities.
GHG (Greenhouse Gases)	Gases, including CO ₂ , that contribute to global warming; measured in CO ₂ equivalent (CO ₂ e).

Term	Definition
Global Compact (UNGC)	A UN-led initiative encouraging corporate alignment with principles on human rights, labor, environment, and anti-corruption.
GRI (Global Reporting Initiative)	A standards-based framework guiding sustainability reporting and disclosure.
HIPAA	U.S. legislation protecting patient health information privacy and security.
IRT (Interactive Response Technology)	Software that automates randomization and drug supply logistics in clinical trials.
KPI (Key Performance Indicator)	Quantitative measures used to evaluate progress against strategic or operational goals.
Materiality Assessment	Process to identify ESG topics of greatest importance to stakeholders and enterprise value.
Net Zero	Balance between greenhouse gas emissions produced and those removed from the atmosphere.
SBTi (Science-Based Targets Initiative)	A science-driven program helping companies set emission reduction targets aligned with the Paris Agreement.
Scope 1 Emissions	Direct GHG emissions from owned or controlled operations (e.g. fuel use, company vehicles).
Scope 2 Emissions	Indirect GHG emissions from purchased energy (e.g. electricity, heating).
Scope 3 Emissions	All other indirect GHG emissions across the value chain (e.g. travel, procurement, logistics).
SDGs (Sustainable Development Goals)	Seventeen UN-led goals addressing global challenges in areas like health, equity, and the environment by 2030.
Supply Chain Due Diligence	Evaluation of suppliers to ensure compliance with labor, environmental, and ethical standards.

UNGC Communication on Progress (CoP) Summary

As a signatory of the United Nations Global Compact (UNGC), YPrime is committed to upholding the Ten Principles of the UNGC, spanning Human Rights, Labor, Environment, and Anti-Corruption. This Communication on Progress (CoP) summary outlines the actions we have taken and the outcomes we have achieved in alignment with these principles over the reporting period.

UNGC Principle Area	YPrime Actions	Results/Outcomes
Human Rights	Published ESG report with a human rights and labor standards section; Integrated human rights policies into Code of Conduct and Supplier Code of Conduct; Engaged stakeholders through a double materiality assessment.	Affirmed commitment to international human rights norms across operations and supply chain; Material topics identified with stakeholder input.
Labor	Implemented safe working conditions, professional development initiatives, and a human-centered workplace culture; Conducted regular employee engagement surveys and performance check-ins.	High employee satisfaction and engagement scores; Reduced attrition rates; Enhanced leadership pipelines.
Environment	Established environmental policy and emissions baseline in 2024; Developed climate roadmap with SBTi commitment for 2026 and net-zero target by 2050; Promoted paperless strategies and device reuse through partnership with Inspiredu.	Reduced paper usage; Measured Scope 1, 2, and 3 GHG emissions; Device reuse initiative supporting digital literacy for underserved communities.
Anti-Corruption	Maintained zero-tolerance policies on bribery and money laundering; Delivered ethics training; Conducted supplier and client due diligence; Established whistleblower channel.	No reported incidents; Ethics and compliance framework implemented and independently reviewed.