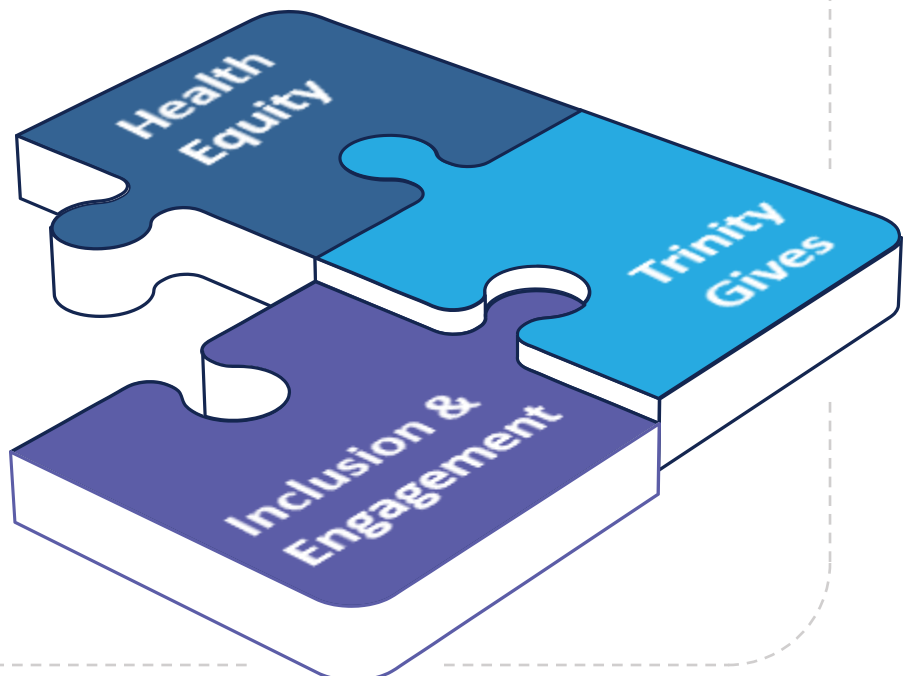


# 2024 Social Impact and Inclusion Report





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# 2024: A Year of Growth

At Trinity, our purpose "Every Decision Impacts a Life" is actualized through our three-pillar approach to driving social impact. Community engagement, embracing and fostering diverse perspectives, and leverage our workforce in a range of health equity initiatives. We do this by fostering thriving workplace, where all Trinitrons feel valued and empowered.

The initiatives highlighted in this report—from our Trinity Gives community partnerships to our award-winning inclusion programs to our groundbreaking health equity research—succeed because of our three-pillar approach to impact. Our employees feel a true sense of belonging and make more thoughtful and impactful decisions as a result. The effects of which ripple outward, extending to those patients whose lives depend on the treatments we help bring to market.

Our 2024 milestones and achievements, including being named a [Fierce DEI Award winner](#) and earning our #6 ranking in Vault's Diversity for Women, demonstrate what's possible when every decision is made with intention. At Trinity, we take a thoughtful and future-facing approach to our work, building a world that meet's today and tomorrow's needs. We believe this fulfills our purpose to ensure every decision impacts a life, for the better.



# OUR APPROACH TO SOCIAL IMPACT

Our purpose, “Every decision impacts a life,” is the guiding principle that drives our approach to social impact. The decisions we make internally as an organization impact our work externally, influencing our work with patients, global communities, and the planet. We do this by adhering to **three interconnected pillars:**

## ◆ TRINITY GIVES: STRENGTHENING COMMUNITIES

Trinity Gives is our commitment to making a meaningful impact in the communities where we operate. It is the heart of our charitable efforts and empower Trinitrons to support causes that extend our purpose beyond the workplace. Through corporate philanthropy, employee volunteering, and strategic partnerships, we aim to address critical needs and support causes that create positive change for those who need it most. Community engagement is key to broadening the lens through which we see the world, allowing our impact to go far beyond our office walls.

## ◆ INCLUSION AND ENGAGEMENT: HONORING EVERY EMPLOYEE’S VOICE

Inclusion and engagement is how we further our social impact by fostering a culture that works to ensure every Trinitron feels seen, heard, valued, and that they belong. We believe that better decisions emerge from diverse perspectives. By creating a workplace where all employees can bring their authentic selves to work and thrive, we enrich our collective intelligence and enhance our ability to serve our clients. Our Community Resource Groups, inclusive policies, and educational initiatives foster a culture of belonging and empathy that carries forward into the solutions we deliver to unique and diverse communities all over the world.

## ◆ HEALTH EQUITY INITIATIVES: EXPANDING ACCESS

Health equity initiatives are aimed at advancing equitable access to care and improve health outcomes in the communities we serve. The ultimate measure of our impact is whether life-changing treatments reach those who need them. We leverage our expertise and resources to address disparities in healthcare access and outcomes. Through research, advocacy, and partnerships, we work to ensure that all communities benefit from advances in life sciences.

Together, these pillars form a comprehensive approach that allows us to make meaningful decisions at every level of our organization, creating positive impact while advancing our core mission in the life sciences industry.



# OUR THREE PILLARS: 2024 IN REVIEW

## TRINITY GIVES: STRENGTHENING COMMUNITIES

Trinity Gives represents our commitment to supporting the communities where we live and work—a direct extension of our belief that every decision impacts a life. Through corporate philanthropy, employee volunteering, and strategic partnerships, we aim to create positive, lasting change that extends beyond our business operations.

### MISSION:

To harness the collective power, expertise, and passion of Trinity to address critical community needs and create meaningful impact that improves lives.

### VISION:

Our vision for Trinity Gives centers on three core principles that reflect how our decisions impact lives:

1. **Leverage Our Expertise:** Using Trinity's specialized knowledge in life sciences to address healthcare disparities, improve access to care in underserved communities, and make life-changing treatments accessible to those who need them most.
2. **Empower Employee Engagement:** Creating meaningful opportunities for Trinitrons to contribute their time, talent, and resources to causes they care about and fostering a culture where every employee understands how their decisions and actions impact lives.
3. **Create Sustainable Impact:** Building long-term partnerships with community organizations to drive systemic change rather than one-off contributions, ensuring our decisions today create positive impact for generations to come.



# 2024 TRINITY GIVES HIGHLIGHTS

## ◆ STRENGTHENING LIFE SCIENCES COMMUNITIES THROUGH PRO-BONO PARTNERSHIPS

Trinity Gives forged strategic partnerships with [Life Sciences Cares](#) and [The Concussion Legacy Foundation](#), leveraging our industry expertise to address critical healthcare challenges. These partnerships demonstrate how our specialized knowledge can create meaningful impact beyond our traditional client work.

## ◆ SUPPORTING YOUNG PATIENTS THROUGH PROJECT SUNSHINE

In January 2024, our Campus Cohort participated in [Project Sunshine](#), assembling individualized, developmentally appropriate activity kits for inpatient pediatric patients. This hands-on volunteer experience allowed Trinitrons to directly impact the lives of children facing health challenges, embodying our commitment that every decision - even how we spend our volunteer time – impacts a life.

## ◆ AMPLIFYING PATIENT VOICES

Through our commitment to bring patient voices to light in our Patient Speaker Series, we welcomed [Jimi Olaghere](#) in August 2024, who shared his powerful journey of living with Sickle cell disease. His presentation provided our team with invaluable insights into the patient experience, reinforcing the human impact of our work in life sciences and inspiring us to make decisions that better serve all patient populations.

## ◆ SUPPORTING ORGANIZATIONS WORLDWIDE – HOLIDAY DRIVE

Our Trinity Gives holiday drive engaged offices in gathering donations for local charities, including partnerships with organizations like [Bowery Mission](#) (New York, NY), [Goonj](#) (Gurgaon, Haryana, India), [NJ Cares: Frosty Friends](#) (Princeton, NJ), [Boys and Girls Club](#) and [Life Science Cares](#) (Waltham, MA), [Raphael House](#) (San Francisco, CA), and [Daily Bread Community Food Pantry](#) (Collegeville, PA). Our focus on coordinated giving furthers our belief and approach in leveraging collective action to make the most meaningful and wide-reaching impact.

## ◆ MAKING LOCAL IMPACT – TRINITY GIVES DAY

Our inaugural Trinity Gives Day in September brought together over 200 participants across 6 participating offices for a coordinated day of service. Each office partnered with local nonprofits to address community-specific needs. This global day of service showcased how local action can create collective impact, and work toward our shared mission to address critical community needs and create meaningful impact that improves lives.



# INCLUSION & ENGAGEMENT: HONORING EVERY VOICE

Trinity is committed to creating an inclusive environment where all employees can grow. In 2024, we expanded our efforts beyond traditional DEI frameworks to build a comprehensive approach to inclusion and engagement that touches every aspect of our organization—reinforcing our belief that every decision we make impacts lives, both within our company and beyond.

## OUR MISSION

- 1. The [DEI Strategy team](#) is founded on Trinity’s mission to lead transformation in the life sciences industry. We believe that **diversity, equity, and inclusion are integral to our ability to innovate and build successful, trusting relationships both internally and in partnership with our clients.**
- 2. Recognizing that change starts from within, we are committed to continuous and measured assessment of our existing policies and behaviors to ensure we’re attracting, developing, and retaining exceptional teams that reflect the communities we ultimately serve.
- 3. By collaborating thoughtfully as an organization, we are confident that **Trinity can be a changemaker** for prioritizing diversity, equity, and inclusivity in the healthcare industry and beyond.

## OUR COMMUNITY RESOURCE GROUPS

Our Community Resource Groups (formerly Perspective and Affinity Groups) provide spaces where employees can connect with others who share similar backgrounds, experiences, or interests, alongside allies and advocates. These groups are essential to fostering belonging and driving positive change throughout Trinity—creating ripple effects that extend to the communities we serve and the patients whose lives are ultimately impacted by our work.



## INCLUSION AND ENGAGEMENT: 2024 HIGHLIGHTS

### AWARD-WINNING WORKFORCE DIVERSITY

Trinity won the 2024 Fierce DEI Award for Excellence in Workforce Diversity, receiving the highest number of nominations of any organization and being recognized in three categories: Excellence in Workforce Diversity, Excellence in Data-Driven Practices, and Leadership in Health Equity.

### GLOBAL EXPANSION

We added UK and India employees to our Inclusion and Engagement Strategy Team, ensuring global inclusion and representation in event planning, communication practices and time considerations.

### RECORD-BREAKING SPEAKER SESSIONS

Our quarterly patient speaker sessions averaged over 200 attendees each session, the largest audiences our speaker sessions have attracted since their inception.

### CRG TRAINING AND DEVELOPMENT

For the first time in our history, Trinity provided an opportunity for all CRG Leaders to attend an Employee Resource Group conference. Nine Trinitrons from the U.S., EU and India attended [ERG Leadership Alliance](#) training, creating both current learning incentives and future leadership opportunities.

## EVENTS AND EDUCATION

In 2024, we hosted more than 50 events aimed at fostering learning, celebration and inclusion. Highlights include:

- **Global Accessibility and Inclusion:** Over 200 employees joined Trinity's first global accessibility and inclusion session, featuring an inspiring conversation with [HearsDustin](#) founder Dustin Giannelli.
- **Pride Month:** Celebrated across all Trinity offices, ensuring every employee had the opportunity to engage, connect, and show support wherever they were around the world.
- **World Mental Health Day:** Included globally inclusive wellness sessions designed to reaching employees in all time zones, drawing over 100+ attendees rating the content 4.8 out of 5.
- **Women's Leadership:** Trinity employees attended the Pennsylvania Women's Conference, an experience that sparked new ideas and led to resulting in increased engagement in our Gender Perspectives community.



## GLOBAL INITIATIVES

Our commitment to inclusion spans all our global locations:

- **India Mentorship Program:** Nineteen women from across our India offices launched a pilot Mentorship program in partnership with four Leadership Team members, fostering growth, connection and career development opportunities.
- **Values Integration:** Over 300 employees participated in Values sessions designed to foster connection and shared purpose, supporting the stronger integration of team members from one of our recently acquired companies (D Cube Analytics) into the Trinity community.
- **INSPIRE Leadership Series:** We continued to invest in leadership development through impactful sessions featuring leaders from our Primary Research Team, Kyle Martin and Kelli Hemple, Director, who offered fresh insights and real-world expertise to inspire our next generation of leaders.



## PEOPLE AND CULTURE INITIATIVES: TURNING EMPLOYEE VOICE INTO ACTION

As we reflect on Trinity's DEI journey, 2024 stands out as a pivotal year reinforcing our commitment to listening to the voice of our employees – a direct result of CEO Leslie Orne's company-wide 2023 CEO Listening Tour that reached 550+ Trinitrons across seven offices and nine countries, and our 2023 DEI Strategy Team Listening Tour.

The overwhelmingly positive response to our 2023 listening initiatives reinforced what we've long believed—when Trinitrons feel genuinely heard, they become partners in shaping our culture and driving our success. In 2024, we committed to closing the loop between feedback and action through our "Every Voice Matters—Shaping Our Culture Together" initiative.

At Trinity, we believe that listening is only the first step—acting on what we hear is where real change happens. Guided by input we've collected, we've established a transparent framework that demonstrates how employee voices directly shape our culture, priorities and people practices. This approach has led to meaningful progress across key areas:

- **Benefits & Wellbeing:** Introduced more affordable medical options, expanded family planning and caretaker benefits, and enhanced parental leave – our way of demonstrating our commitment to support employees through every life stage.
- **Compensation:** Launched a new Compensation Center of Excellence, which included rolling out smarter compensation planning tools and increased transparency around our compensation strategy.
- **Global Collaboration:** Designed and delivered a Cultural Awareness program with e-learning and practical application sessions designed to strengthen cross-cultural understanding.
- **Manager Development:** Rolled out the Ascend Global Manager Development Program, including facilitation by leading experts now available to all managers globally.
- **Organizational Expansion:** Solidified our commitment to ESG principles by creating our first dedicated ESG leadership role.

- **Performance Culture:** Simplified our performance review process to focus on clarity and impact and ensure a continuous feedback culture exists across our global workforce.
- **Workplace Flexibility:** Standardized our hybrid work policy and introduced Flex Time at Trinity, giving employees more control over how and when they work, while strengthening opportunities for collaboration and building community.

Each of these initiatives can be traced directly back to specific feedback we received during our listening tours.

We also recognized that meaningful change requires ongoing dialogue, not just annual check-ins. Building on the success of our listening efforts, we began to institutionalize multiple opportunities to take a pulse on employee sentiment. This includes more frequent pulse checks, shorter but more frequent engagement surveys, and comprehensive new hire and exit feedback processes. This creates the continuous feedback loop our people asked for and ensures we're responding to their needs in real-time. This important work continues into 2025.

We're proud of the progress we've made turning employee feedback into meaningful action, but we are not complacent. This journey is ongoing, and our commitment remains strong: To create a workplace where every Trinitron feels empowered to bring their authentic self to work and thrive in their career at Trinity.



## HEALTH EQUITY INITIATIVES: EXPANDING ACCESS

At Trinity, we believe “Every Decision Impacts a Life,” and this guiding principle drives our commitment to health equity. Our health equity initiatives aim to address disparities in healthcare access and outcomes through research, advocacy and partnership - ensuring that our work contributes to a world where every individual has an equal opportunity to achieve optimal health.

### VISION FOR HEALTH EQUITY

Our commitment to this critical area is guided by these principles:

#### Research that Represents Everyone

Ensuring that our research methodologies, data analysis and insights reflect the diversity of patient populations and address gaps in healthcare delivery. We believe that inclusive research leads to inclusive treatments, impacting lives that are often overlooked.

#### Education and Awareness

Using our platform and expertise to highlight disparities in healthcare and advocate for more inclusive approaches to clinical research and treatment. By raising awareness, we influence decisions across the healthcare ecosystem.

#### Practical Solutions

Developing actionable recommendations that help life sciences companies design and deliver treatments that benefit all communities equitably. We translate insights into action, creating measurable impact on patients' lives.

### RESEARCH AND INSIGHTS: DIVERSITY IN CLINICAL TRIALS

At Trinity, we recognize that clinical trial diversity is not just a regulatory requirement—it's a fundamental pillar of health equity. While the life sciences industry has traditionally focused health equity efforts on access to care and prevention, Trinity has pioneered research into one of the most critical yet under-addressed equity challenges: the racial and ethnic homogeneity of clinical trial populations.

In the paper, [Challenges and Opportunities in Clinical Trial Diversity: Mistrust in the Healthcare System Is a Significant Barrier to Recruitment](#), Trinity's comprehensive research reveals a stark disparity that undermines healthcare equity: while over 40% of the U.S. population comprises ethnic and racial minorities, only 5-10% of clinical trial participants represent minority populations. This dramatic underrepresentation creates a dangerous knowledge gap that exposes non-white populations to potential harm, as we lack adequate understanding of what treatments are effective, ineffective or even dangerous for minority patients.

Through our dedicated DEI Strategy team, Trinity has conducted groundbreaking research that goes beyond identifying problems to understanding root causes and developing actionable solutions. Our comprehensive approach included direct research with pharma and biotech executives in charge of clinical trial diversity efforts to understand the implementation of the 2022 draft FDA clinical trial diversity guidance. Our research showed that the industry is increasing attention on efforts to diversify trial representation.

**Growing Together: Industry-Wide Transformation**

Trinity's work in clinical trial diversity exemplifies our Growing Together approach to health equity. Rather than treating diversity as a compliance exercise, we're helping the industry understand clinical trial diversity as an essential component of delivering equitable healthcare outcomes.

This work directly supports our health equity mission by addressing one of the most upstream determinants of equitable healthcare—ensuring that the evidence base for medical treatments reflects the diversity of patients who will ultimately use them.

**Impact and Recognition**

Trinity has demonstrated leadership across the industry through our white papers, webinars and thought leadership. Our research provides the pharmaceutical industry with practical, evidence-based guidance to help overcome longstanding barriers to diverse trial participation.

By highlighting clinical trial diversity as a health equity imperative rather than a regulatory requirement, Trinity is helping to expand the framework for inclusive research—ultimately reinforcing that medical innovations should benefit all patients, regardless of race or ethnicity.





## PARTNERSHIP AND ADVOCACY: CATALYZING INDUSTRY-WIDE CHANGE

Trinity's commitment to health equity extends beyond our own initiatives to fostering systemic change across the life sciences industry. Our Growing Together approach recognizes that meaningful progress requires collective action among all industry participants.

[Mary Fletcher-Louis, Managing Director of Evidence, Value, Access and Pricing](#), identified a critical gap in industry recognition. Despite comprehensive award categories for biotechnology and public sector innovation among distinguished industry leaders, there was no dedicated recognition for health equity initiatives.

Recognizing Trinity's expertise in health equity, Mary proposed creating a "Best Health Equity Initiative" category to the [Galien Foundation](#) and led the development of the foundational charter defining the award's criteria and scope.

Working collaboratively with the Galien Foundation, [Trinity authored the charter establishing three key recognition areas](#):

- **Therapy Area-Related Health Equity Value:** R&D investments in conditions disproportionately impacting vulnerable populations and research identifying drivers of health disparities.
- **Intervention-Related Value:** Drug- and technology-specific activities improving equitable access, including patient support programs and diverse clinical trial initiatives.
- **Health System-Related Initiatives:** Policy work, strengthening of health systems in low- and middle-income countries, and initiatives embedding equity into life science innovation.

### Growing Together: A Ripple Effect

The Galien Foundation embraced Trinity's proposal, officially launching this new prize category. This initiative exemplifies our Growing Together strategic imperative—by creating industry-wide recognition for health equity work, Trinity is elevating and incentivizing crucial work across the life sciences ecosystem.

The new award category will spotlight innovative health equity approaches, encourage broader investment and create positive change that benefits underserved populations worldwide. Through this collaborative effort, Trinity is catalyzing systemic change that extends far beyond our own initiatives.



# MEASURING OUR IMPACT

At Trinity Life Sciences, we believe in the importance of measuring our impact to ensure continuous improvement for all, and in holding ourselves accountable to continued progress.

- Our 2024 metrics show meaningful progress in creating an inclusive environment where all employees can thrive:
  - **Vault Ranking:** #6 in Vault's Diversity for Women ranking
  - **Industry Recognition:** Won the 2024 Fierce DEI Award for Excellence in Workforce Diversity
  - **Global Engagement:** In our 2024 Employee Engagement Survey, more than 75% of Trinitrons surveyed believe that people of all cultures and backgrounds are respected and valued at Trinity.
  - **Inclusion and Engagement Events:** 50+ events held throughout 2024, including speaker sessions, book clubs, fireside chats and celebration events across all global offices
  - **Educational Impact:** Trinitrons' engagement in DEI-related skill areas increased 25% over the previous year.

## OUR PEOPLE DATA



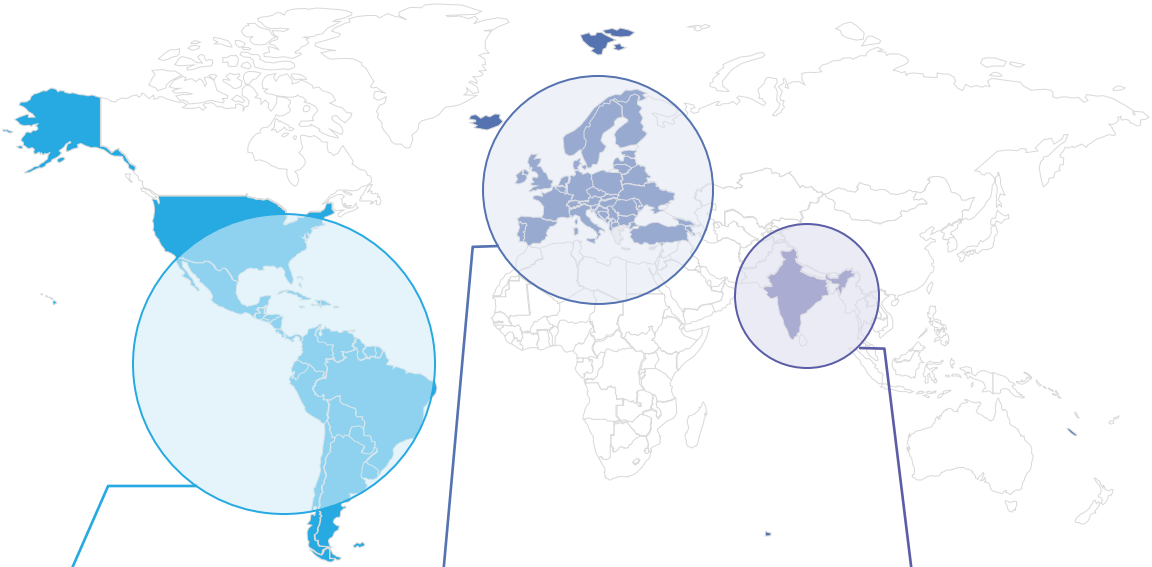
Over **1200**  
employees  
worldwide



**46%** of all  
employees  
identify as female



**35%**  
of Trinity's  
operating committee  
identify as female



**NORTH AND  
SOUTH AMERICA**

**45%**

MALE

**54%**

FEMALE

**3%**

IDENTIFY AS  
DISABLED

**1%**

VETERANS

**EUROPE**

**34%**

MALE

**64%**

FEMALE

**2%**

Non-Binary

**INDIA**

**66%**

MALE

**34%**

FEMALE

At Trinity, we recognize that our environmental footprint intersects with our broader social impact mission, affecting the communities where we operate and the future we're building together. Over the past several years, our environmental initiatives have focused on establishing a comprehensive greenhouse gas (GHG) emissions inventory and continuously improving data quality, thereby forming a robust foundation for our Science-Based Targets initiative (SBTi)-validated emissions reduction target.

Our commitment to this work began with collecting emissions data in 2022, and we have been systematically enhancing its accuracy year after year. This effort was exemplified in 2024 with the completion of our comprehensive scope 3 inventory, providing a full understanding of our value chain emissions. An overview of our GHG emissions is included below:

Scope	2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)
Scope 1	218.44	32.53	44.18
Scope 2	393.68	438.10	502.23
Combined Scope 1 + 2	612.12	470.62	546.40
Scope 3			18,750.98

Our SBTi-approved target encompasses reductions in scope 1, 2, and 3 emissions, as well as targets for supplier engagement. The target date for these reductions is 2032.

The target includes the following commitments:

- A 50.4% reduction in absolute scope 1 and 2 emissions
- A 30% reduction in scope 3 emissions from employee commuting
- 80% of suppliers by magnitude of emissions in purchased goods & services and capital goods will have science-based targets by 2027

Recognizing enhancements in our methodology and data collection practices, we will use 2024 as the base year for tracking progress against our SBTi commitments moving forward.

As we reflect on 2024, we are proud of how our social impact initiatives have taken root and begun to grow across Trinity and beyond. Our strategic imperative in 2024—to grow together—perfectly captured our journey and our core belief that every decision impacts a life:

- **Growing in Connection:** Our Community Resource Groups have become vibrant centers of belonging, purpose, connection and innovation with record participation at events and meaningful initiatives that extend beyond our walls. These groups are helping shape a culture where every Trinitron feels their voice is heard and they are empowered. When our employees thrive, they make more thoughtful, impactful decisions that ultimately benefit the patients and communities whose lives depend on the work we do.
- **Growing in Impact:** Our inclusive approach hasn't just won awards—it's created tangible benefits for our business through enhanced recruitment, retention and innovation, and for our employees through the strengthening of their work-life experiences. This prosperity enables us to make bold decisions that positively impact more lives around the world.
- **Growing in Influence:** Our health equity research has positioned Trinity as a thought leader at a critical moment when the industry is awakening to the importance of inclusive approaches to healthcare. From this position of influence, our decisions about research priorities and methodologies have far-reaching impacts on how healthcare is delivered.
- **Growing Across Borders:** Our impact has expanded globally, with initiatives that cross borders and create connections among Trinitrons from Boston to London to Gurgaon. This global growth multiplies our ability to make decisions that positively impact lives across diverse communities and healthcare systems.

Despite our growth, we recognize that sustainable growth requires continuous nurturing. Looking ahead, we remain committed to cultivating an environment where all three pillars of our social impact strategy can continue to thrive.

- We will:
  - Deepen our community connections through strategic Trinity Gives initiative
  - Strengthen our inclusive culture through enhanced People strategies, and Inclusion and Engagement programming
  - Expand our health equity research to drive meaningful change in patient outcomes
  - Continue to measure our impact and refine our approach based on data and feedback

Building on our 2024 foundation, we are expanding our social impact efforts across all three pillars in 2025. As we transition from Growing Together to Flourishing Together, our initiatives will create deeper connections and greater impact both within Trinity and in the communities we serve.

**We invite our community – our employees, clients and partners - to join us on this journey. Together, we have the power to grow our collective impact and drive meaningful change, demonstrating that every decision truly does impact a life for the better.**

## ACKNOWLEDGMENTS

This report and the work it represents would not be possible without the dedication and contributions of many individuals across Trinity. We extend our sincere thanks to:

- Our employees committed to health equity
- Our Trinity Gives leaders and members and employee volunteers
- Our DEI Strategy Team
- Our Community Resource Group leaders and members
- Our People team
- Our Leadership team
- Our external partners and consultants
- All Trinity employees who have participated in and supported our social impact initiatives