

A portrait of Raj Babu, a middle-aged man with short dark hair, wearing a dark blue suit, a light blue shirt, and a patterned tie. He is smiling slightly and looking towards the camera. The background is a solid dark blue.

RAJ BABU

Founder & CEO, AGILISIUM

Dear Readers,

The life sciences industry is at a crucial point. As the sector increasingly turns to new technologies for innovation, many organizations struggle with innovation and automation debt. This refers to the ongoing inefficiencies caused by outdated systems, disjointed workflows, and dependence on manual decision-making. These challenges hinder progress, slow down innovation, and limit an organization's ability to respond to a constantly changing landscape.

At Agilisium, we understand the urgent need to address the barriers that hold back progress in the life sciences sector. We are excited to lead the discussion with this industry-first publication by Everest Group that marks the start of a new era in intelligent, autonomous decision-making, offering life sciences organizations the chance to overcome their current limitations. Agentic AI has the potential to drive significant levels of innovation, efficiency, and success. It empowers organizations to move past outdated systems and discover new pathways for growth and transformation.

This whitepaper explores how Agentic AI, the next step in autonomous decision-making, can provide a major solution for organizations struggling with innovation and automation debt. It aims to eliminate these challenges and offer a clear path to operational excellence and sustained innovation. As life sciences companies work to speed up research, improve patient outcomes, and simplify operations, Agentic AI can help them escape the inefficiencies of traditional automation systems while unlocking new opportunities for innovation and adaptability. By adopting Agentic AI, organizations can improve decision-making, streamline processes, and better position themselves to thrive in a competitive, data-driven future. The issues of automation debt and innovation debt are real challenges that block growth and restrict an organization's potential. These debts have troubled the industry for too long, and it is essential that we start addressing them immediately.

We hope this whitepaper provides useful insights into how Agentic AI can assist your organization in overcoming its current limitations and exploring new opportunities. We are eager about the possibilities for transformation and look forward to working with you on your path to a more intelligent, autonomous future.

August 2025

Fixing What Automation Missed: How Agentic AI Resolves Innovation and Automation Debt in Life Sciences

Unlocking Growth, Efficiency, and
Productivity with Autonomy

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Introduction

The rapid AI evolution is significantly transforming the life sciences industry. While early waves of AI and generative AI have enhanced creativity, data analysis, and automation, a new frontier is emerging: agentic AI. Unlike traditional AI systems that require human prompts and oversight, agentic AI can independently analyze data, make decisions, and execute actions with minimal human intervention. This capability promises to address persistent inefficiencies and innovation barriers across life sciences workflows.

As delays and missed opportunities continue to accumulate due to legacy processes, fragmented data systems, and risk-averse structures, life sciences enterprises face an urgent need to adopt autonomous, intelligent systems.

This Viewpoint presents insights from a survey of AI/ML and technology transformation leaders at leading pharmaceutical companies on the evolving agentic AI landscape in life sciences. It explores agentic AI's rising role as a strategic tool to unlock agility, precision, and sustained innovation in an increasingly complex and competitive environment. It outlines:

- The concept and potential of agentic AI in life sciences
- Barriers to adoption and lessons from generative AI deployments
- Strategies and frameworks to guide successful agentic AI integration
- A human-AI partnership model for long-term success
- Key actionable steps to master agentic AI adoption

Life sciences enterprises will gain practical insights to assess their readiness, overcome adoption challenges, and harness agentic AI to future-proof their operations, drive innovation, and build competitive advantage in the AI-driven era.

Why agentic AI is the next step after automation

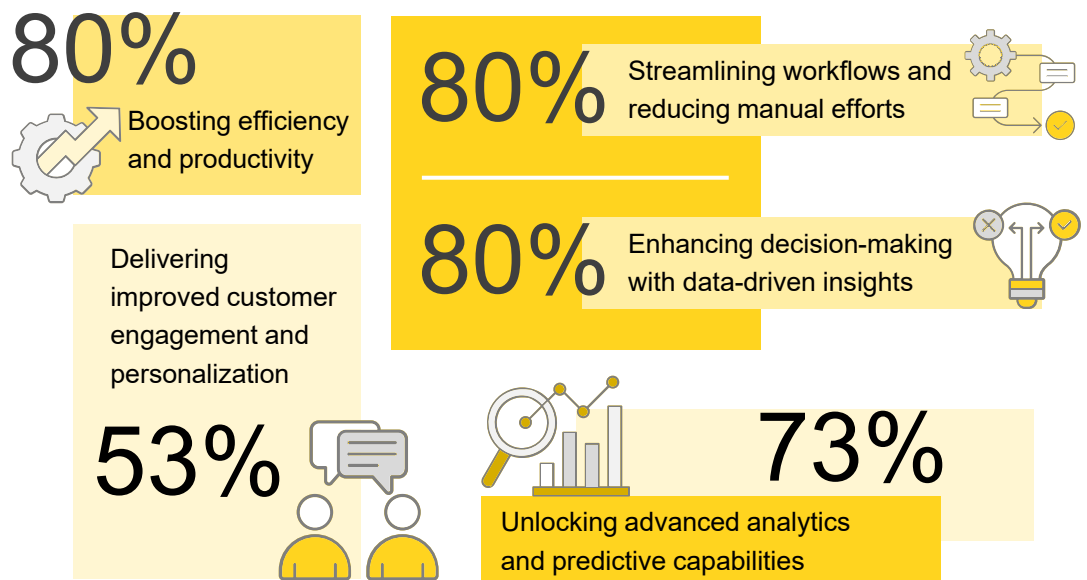
Shifting from AI assistance to AI autonomy

Over the past year, life sciences enterprises have significantly improved their operations by integrating AI and generative AI into their workflows. Exhibit 1 highlights that these technologies have streamlined complex workflows, optimized data-driven decision-making, and substantially enhanced predictive accuracy, helping researchers achieve faster and more precise outcomes. As the AI landscape continues to evolve, new avenues in scientific discovery and innovation are emerging, particularly with the rise of agentic AI.

Exhibit 1: Key success themes with AI adoption

Source: Everest Group (2025)

Percentage of respondents indicating high importance in experiencing the success themes



Agentic AI, characterized by autonomous decision-making, marks a significant leap forward in AI. Unlike traditional AI systems that depend heavily on predefined rules and constant human oversight, it independently evaluates situations, makes informed decisions, and executes actions without explicit human intervention. This paradigm shift promises to fundamentally alter workflows, enhancing efficiency and enabling agile responses.

Nearly 93% of enterprises believe moderate-to-high innovation debt exists because of relying on traditional decision-making methods.¹

Unpacking innovation and automation debt in pharma

Traditionally, human-driven decision-making methods have slowed innovation within life sciences, creating what is known as innovation debt. Innovation debt is the accumulated costs or missed opportunities occurring because of relying on outdated decision-making methods.

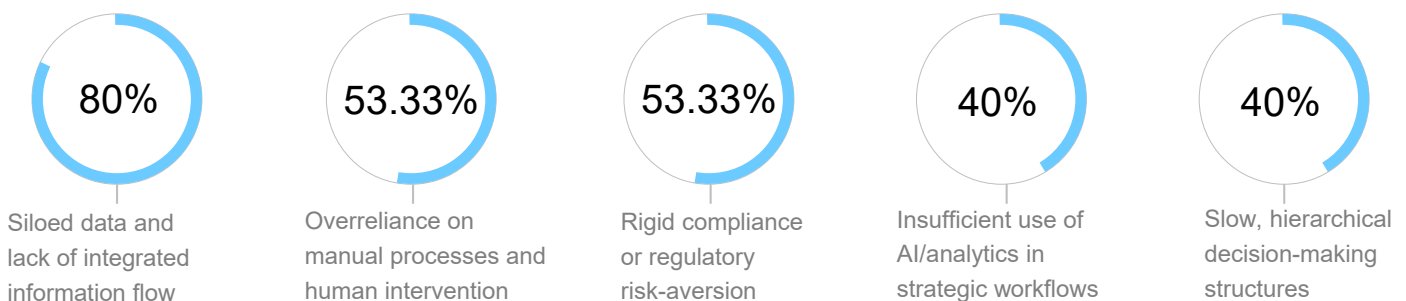
Exhibit 2 highlights several key factors contributing to this innovation debt. A majority of enterprises struggle with siloed data systems where fragmented data limits collaborative decision-making.

Exhibit 2: Factors contributing to innovation debt and its consequences

Source: Everest Group (2025)

Percentage of respondents who believe this as an important factor

Factors contributing to innovation debt



Consequences due to continued reliance on human-driven decision-making



¹ According to an Everest Group survey (details in Appendix)

The survey results also revealed that most respondents do not perceive a lack of provider support as a serious factor leading to innovation debt, which suggests that most respondents feel adequately supported or see other factors as more significant for innovation debt contribution.

Innovation debt also leads to various tangible consequences that severely impact organizational efficiency and competitive positioning, which are further demonstrated in Exhibit 2.

“By leveraging vast datasets, agentic AI reduces human intervention, enhances precision, and accelerates processes.”

– Senior Director, Enterprise Products and Technology at a Top 10 pharma

Hence, enterprises resisting the shift toward AI-enhanced decision-making risk falling behind in an industry that increasingly values speed, precision, and innovation. By supporting human decisions with AI-generated insights, enterprises can reduce these inefficiencies, speed up progress, encourage innovation, and open new possibilities for scientific breakthroughs.

Lessons from the gen AI revolution

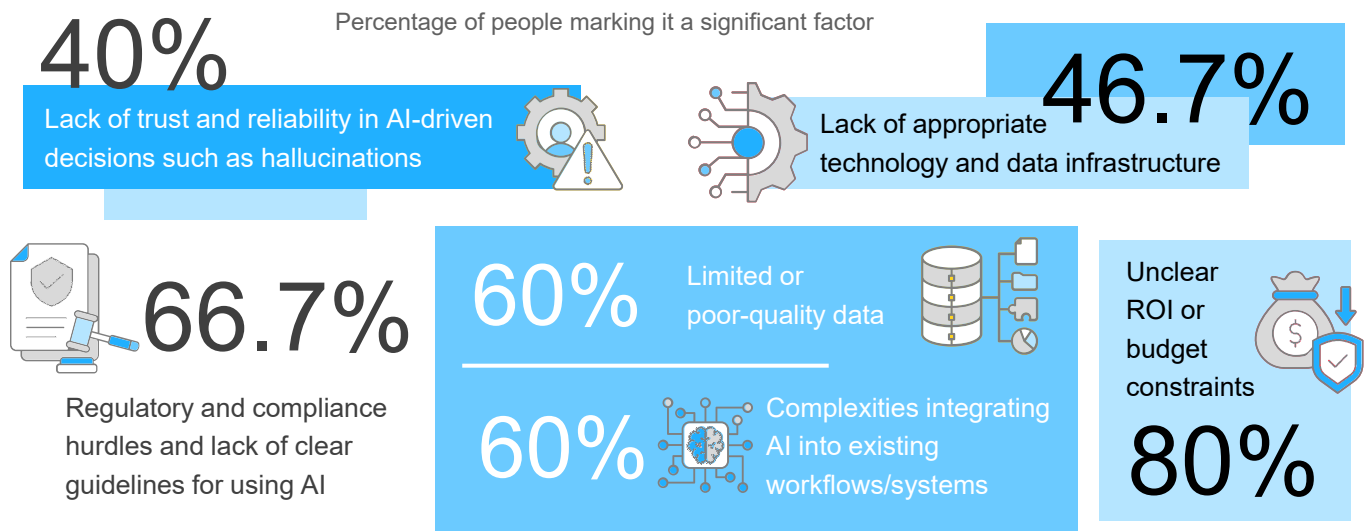
Generative AI: Is potential still outpacing reality?

The rapid adoption of generative AI tools in the life sciences industry has significantly broadened creative and analytical possibilities, driving innovation at an unprecedented pace. However, despite its transformative potential, there remains a noticeable gap between what generative AI could theoretically achieve and the extent of its actual integration into core enterprise operations.

Several factors contribute to this adoption gap, as presented in Exhibit 3. With poor data quality, unclear RoI, regulatory uncertainties, and integration complexities remain major challenges.

Exhibit 3: Barriers to AI adoption

Source: Everest Group (2025)



About 40% of enterprises describe a large gap between generative AI's transformative potential and its current rate of enterprise adoption because of major issues with rules, compliance, and trust.²

² According to a survey conducted by Everest Group (details in Appendix)

These issues highlight the urgent need for better data management, clear governance, strong infrastructure and partnerships, and committed executive leadership to successfully drive AI implementation across enterprises.

Unlocking agentic AI: how generative AI learnings can power the next AI wave

Understanding the hurdles to generative AI adoption is essential as enterprises now stand on the brink of adopting the next evolution: agentic AI. To effectively prepare for this shift, it is important to first recognize the fundamental relation between generative AI and agentic AI. Both technologies share common ground in their reliance on quality data, an integrated platform, and ethical oversight, making generative AI experiences directly instructive for agentic AI deployment.

However, agentic AI significantly raises the stakes by moving beyond data synthesis to autonomous decision-making and action execution. While some challenges overlap, agentic AI introduces additional complexities:



Integrating multiple models, which increases **orchestration complexity**



Coordinating **specialized validation agents** and managing smooth task transitions

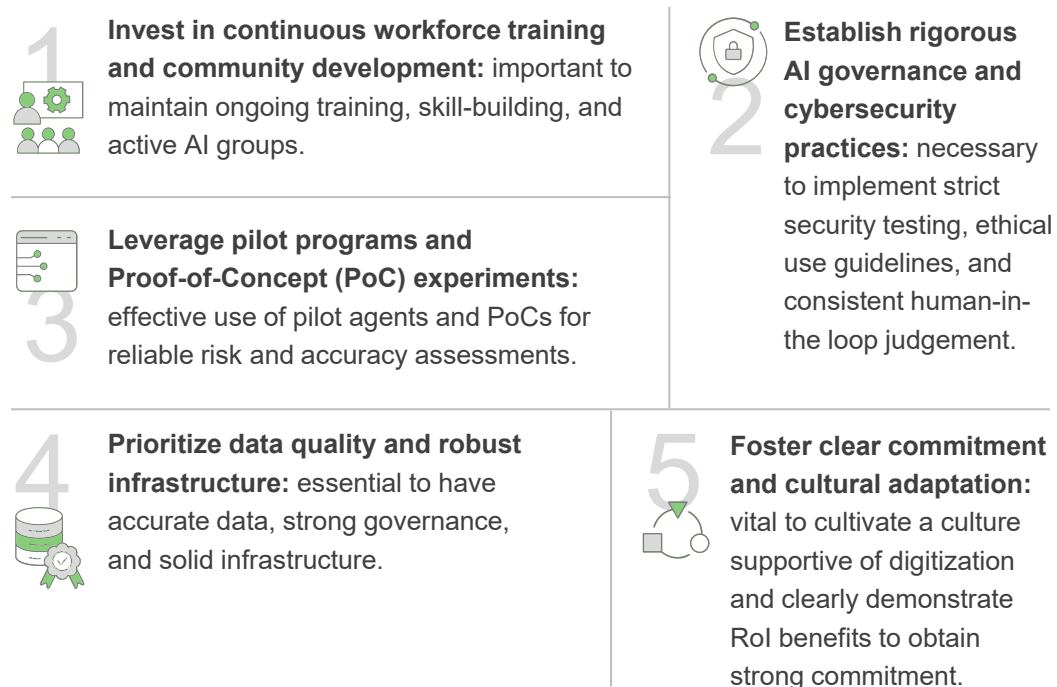


Developing highly **specific use case agents** can create a sprawling ecosystem that becomes costly while producing **fewer, broader agents** risks lower accuracy

Enterprises can leverage lessons learned from generative AI adoption, particularly around data quality and management, governance frameworks, regulatory compliance, and operational integration, as mentioned in Exhibit 4. Prioritizing these areas early will help life sciences enterprises smoothly transition into autonomous AI-driven decision-making.

Exhibit 4: Key lessons learned for transitioning into the next AI wave

Source: Everest Group (2025)



“Generative AI is definitely a solution helping us in the era of agents, because the model is already there.”

– Executive Director, Data and Analytics Enablement, Insights and Decision Science) at a leading top 10 pharmaceutical company

Therefore, enterprises that have already refined their AI infrastructure and governance frameworks and successfully implemented a cultural shift during the generative AI adoption phase are now better positioned to implement autonomous AI applications.

Agentic AI as the strategic antidote

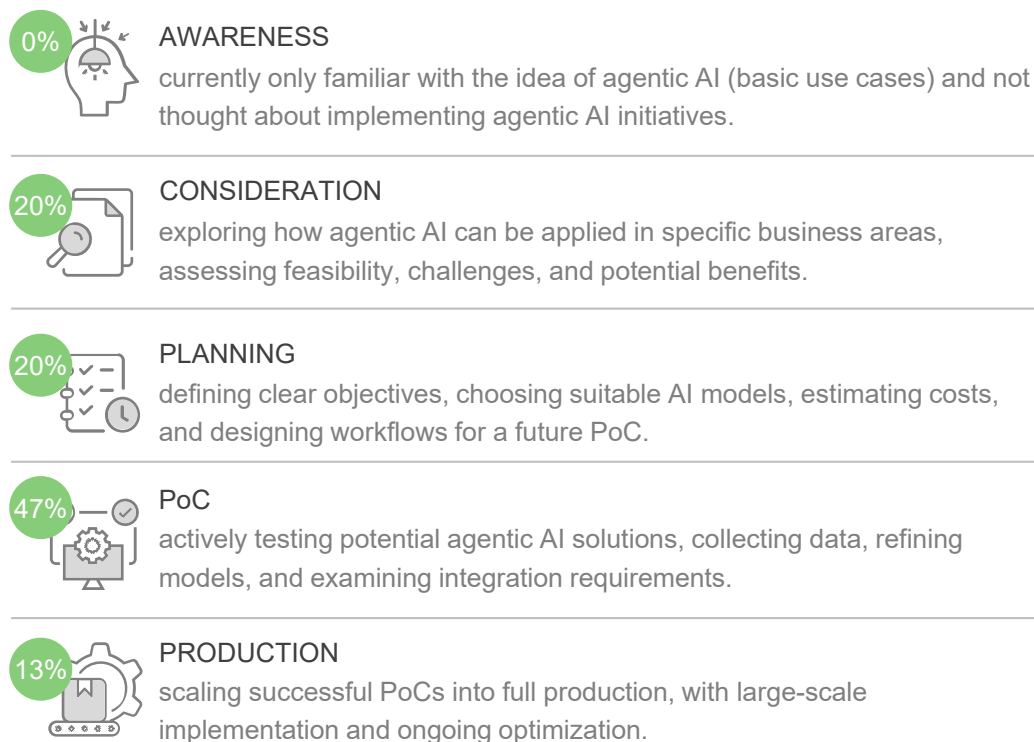
Perceptions of agentic AI: bridging awareness to action

As agentic AI begins to reshape traditional decision-making methods, life sciences enterprises are increasingly recognizing the potential for remarkable efficiency gains and innovative outcomes that autonomous decision-making systems offer. However, despite this growing interest, industry-wide confidence in deploying and operating fully autonomous systems is still developing. Exhibit 5 highlights the varying levels of maturity in agentic AI adoption across the industry.

Exhibit 5: Current levels of agentic AI adoption

Source: Everest Group (2025)

% Level of adoption



Approximately 20% of enterprises are in the initial stages, exploring feasibility, challenges, and potential agentic AI applications. While a large segment of enterprises is actively testing agentic AI solutions through PoCs, refining

models, collecting data, and addressing integration requirements, only 13% have successfully scaled these PoCs into full-scale production.

Exhibit 6 highlights the evolving perception of AI's role. Currently, most enterprises primarily use AI for basic routine automation, yet a pronounced shift is anticipated over the next three to five years.

Exhibit 6: Evolution of perception of AI's role

Source: Everest Group (2025)

Now (0-3 years) Next (3-5 years) Beyond (>5 years)

AI as a support tool

AI is limited to routine automation only



AI primarily acts as an analytical tool for quick data interpretation



AI supports operational decision-making across functions



AI augments tactical decision-making and short-term planning



AI delivers insights for day-to-day decisions



AI as a strategic partner

AI is fully established as a strategic leader with autonomous capabilities



AI serves as a strategic advisor to leadership



AI is integrated as a strategic partner in core business processes



This progression highlights the industry's recognition of AI as an essential strategic asset, though substantial effort and careful planning will be necessary to achieve these ambitious goals.

While a clear intention to leverage agentic AI in life sciences workflows exists, enterprises must consider some key questions:



What specific workflows or use cases could benefit most from agentic AI integration?



How can enterprises clearly define the requirements for successful adoption and operational integration?



How ready is the enterprise, from technology infrastructure and governance to cultural readiness perspectives, to manage and sustain this transformative change effectively?

Strategic spotlights in life sciences workflows

Agentic AI holds transformative potential across the entire life sciences value chain, from drug discovery and supply chain management to regulatory compliance and market analytics.

Enterprises are increasingly identifying specific processes that can benefit most from automated decision-making, aiming to achieve quicker, more accurate outcomes.

As depicted in Exhibit 7, industry leaders anticipate significant impacts from agentic AI, particularly in areas such as supply chain and distribution, sales and marketing, and pharmacovigilance. These functions are prime targets for agentic AI due to their reliance on routine, data-intensive tasks, which can be greatly streamlined through automation and autonomous decision-making, yielding faster and more efficient outcomes. Moreover, innovation in drug discovery and research has high potential due to AI's predictive and digital twin capabilities.

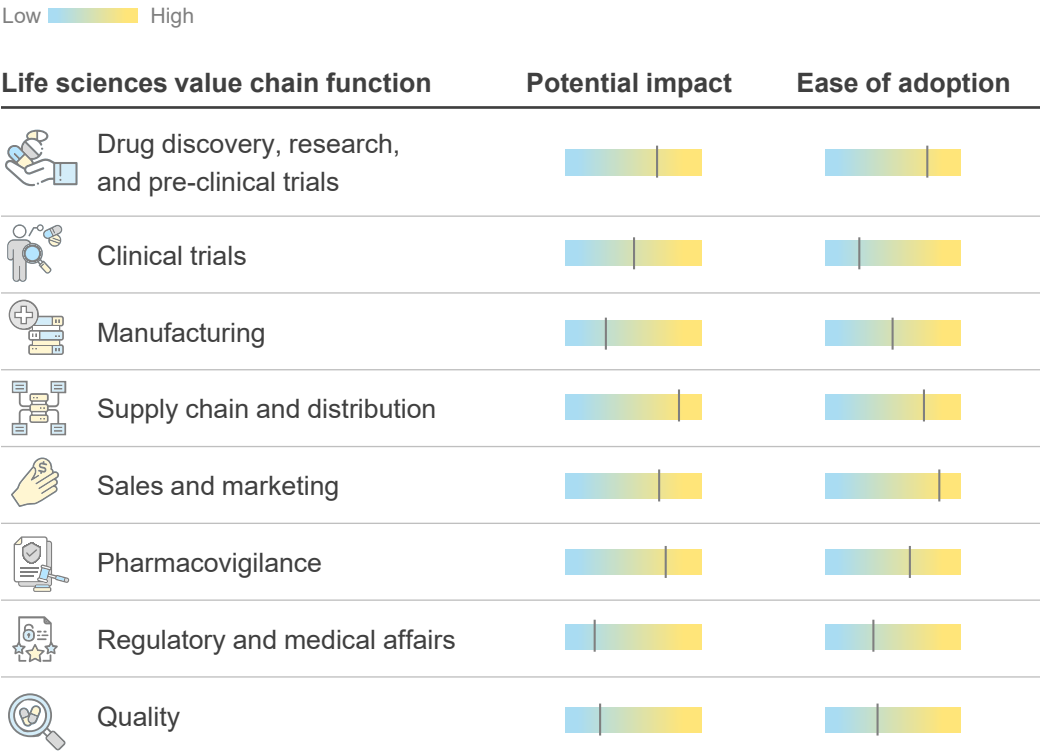
However, the perceived ease of adopting agentic AI varies significantly across these areas. Sales and marketing, for instance, have a high ease of adoption, benefiting from clearer immediate benefits in customer engagement and market responsiveness. Conversely, clinical trials and regulatory affairs present substantial adoption challenges due to strict regulatory compliance requirements. This gap between high-impact potential and practical ease of adoption signifies the need for enterprises to strategically prioritize initiatives, balancing anticipated benefits against realistic implementation capabilities.

“We already see that AI’s use cases in pharma are evolving from content generation to agentic AI in various fields such as drug discovery, patient identification/stratification, business planning, forecasting, and even to execute certain tasks with little human oversight.”

– Digital Health Leader at a Top 10 pharma

Exhibit 7: Agentic AI impact and adoption perception across life sciences value chain

Source: Everest Group (2025)



Measuring up: Is your enterprise ready for agentic AI?

While the conceptual understanding of agentic AI's benefits is increasing, the first step to practically pivot toward AI-driven decision-making is to assess life sciences enterprises' readiness and capability to integrate agentic AI within their existing systems. A majority of enterprises currently lack the necessary frameworks and benchmarks to accurately gauge this readiness.

To address this gap, Everest Group has introduced a practical readiness assessment tool called the autonomy quotient. It helps enterprises comprehensively evaluate their internal readiness to adopt agentic AI, spanning governance practices, technology infrastructure, and leadership commitment.

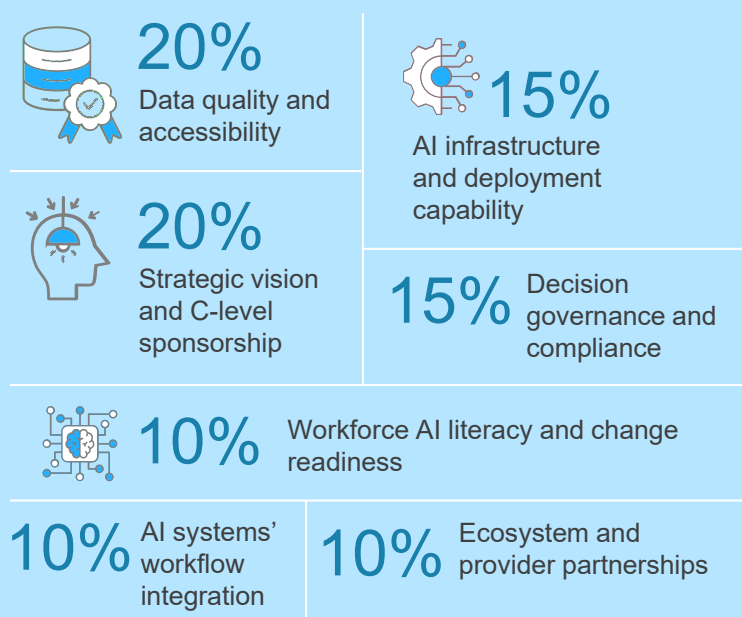
Exhibit 8 further elaborates the autonomy quotient framework and how to interpret it.

Exhibit 8: Autonomy quotient

Source: Everest Group (2025)

An enterprise's maturity levels across the defined framework parameters determine its autonomy quotient.

The parameters and their weightages include:



$$\text{Autonomy quotient} = \frac{\text{Total observed score}}{\text{Total maximum score}} \times 100$$

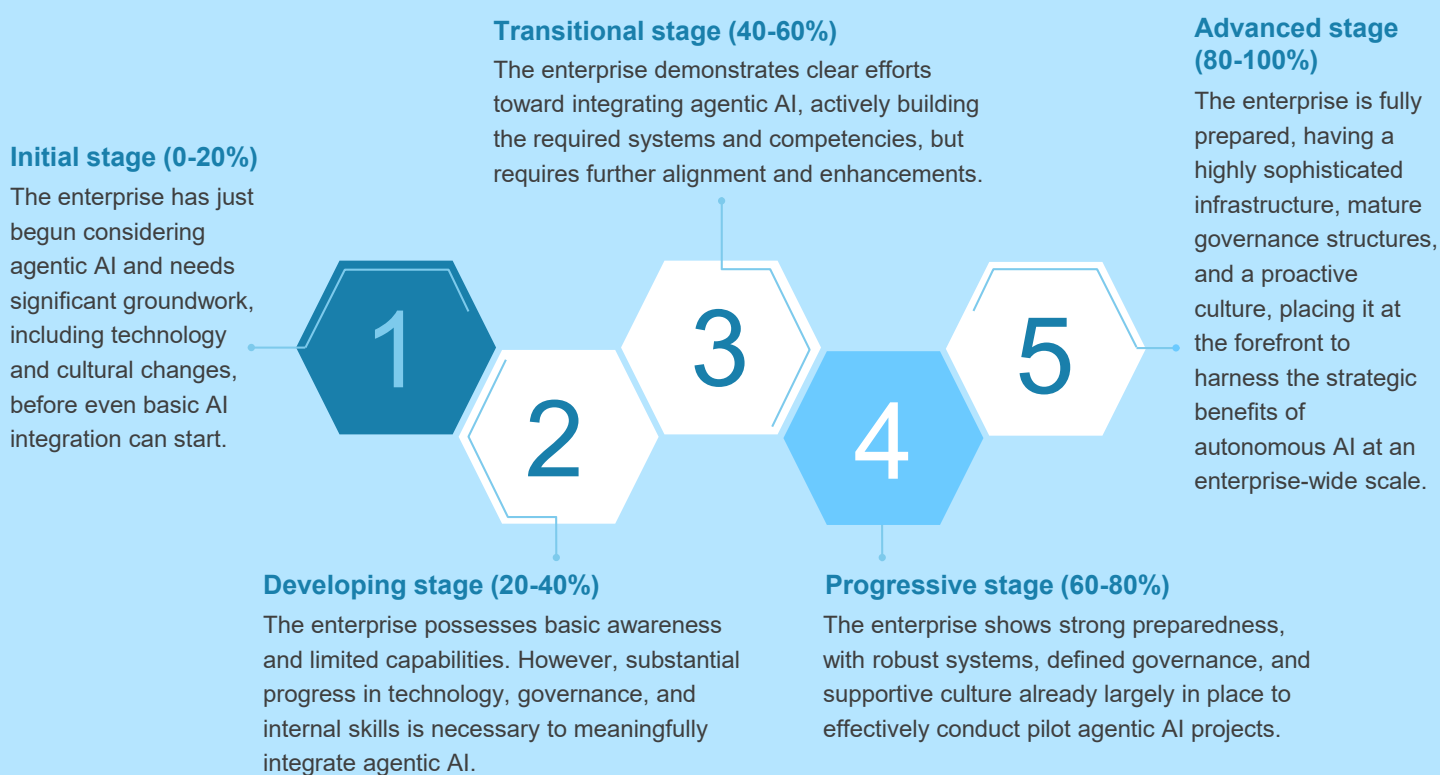
How is it calculated?

Autonomy quotient score is calculated based on the scores (1-5) that enterprises assign to each parameter based on their assessment of internal capabilities. The rating definitions based on parameter scores are provided in the Appendix.

Observed score = sum product of input scores by the enterprise and the weightage for each parameter.

Maximum score = 5 (as maximum score that can be given is 5 for all parameters and the weightages are a total 100%).

The resulting autonomy quotient can be interpreted and categorized into stages of readiness:



Hence, using the autonomy quotient, enterprises can effectively assess their current preparedness stage, identifying areas that require proactive improvements and appropriate immediate next steps. This approach enables them to strategically address gaps, facilitating smoother integration of agentic AI systems into their workflows, enhancing efficiency, and strengthening their competitive advantage.

The human-AI partnership model

As enterprises increasingly integrate AI into their workflows to achieve greater efficiencies, a growing concern about AI replacing human roles rather than enhancing them has emerged among the workforce. This misconception often overshadows AI's true role: a collaborative partner designed to reduce manual workloads and amplify human strategic capabilities. Rather than supplanting human judgment, AI systems complement and augment human expertise, creating powerful, integrated teams.

Exhibit 9 shows how blending human creativity, ethics, and context with AI's speed and analytical power consistently produces smarter, faster, and more trusted solutions than either could achieve alone.

Exhibit 9: Why human-AI teams consistently perform better?

Source: Everest Group (2025)

Collaboration area	Human strength	AI strength	Combined advantage
Adaptive decision-making	Intuition and real-world judgment	Instant multi-scenario analysis	Timely and flexible decisions, enhancing agility
Communication	Ability to interpret complex data and audience empathy	Generates rich, complex data and analytics	Clearer, actionable insights for stakeholders and better engagement
Ethical oversight	Alignment with values, empathy, and social norms	Unbiased rule enforcement at scale	Responsible, fair decisions, sustaining trust in AI
Contextual insights	Deep domain knowledge and contextual understanding	Pattern recognition across huge datasets	Highly accurate and contextually appropriate recommendations
Innovation	Creativity and lateral thinking	Exhaustive option-testing and precision	Unique, innovative breakthroughs and rigorous validation

About 80% of enterprises say that roles that blend deep analytics with domain expertise best reflect the changes in workforce dynamics in the digital and AI era.³

³ According to a survey conducted by Everest Group (details in Appendix)

“Agentic AI empowers humans. They kick off the process and vet the reasoning, so we see a lot of upskilling, extended capabilities, and more productivity.”

– AI and ML Lead at a leading multinational pharma

Workforce 2.0: adapting skills for AI integration

The human-AI synergy is transforming workforce dynamics by automating repetitive tasks, routine data processing, and other less strategically intensive processes and enabling humans to focus more effectively on complex problem-solving, creative thinking, and high-level decision-making.

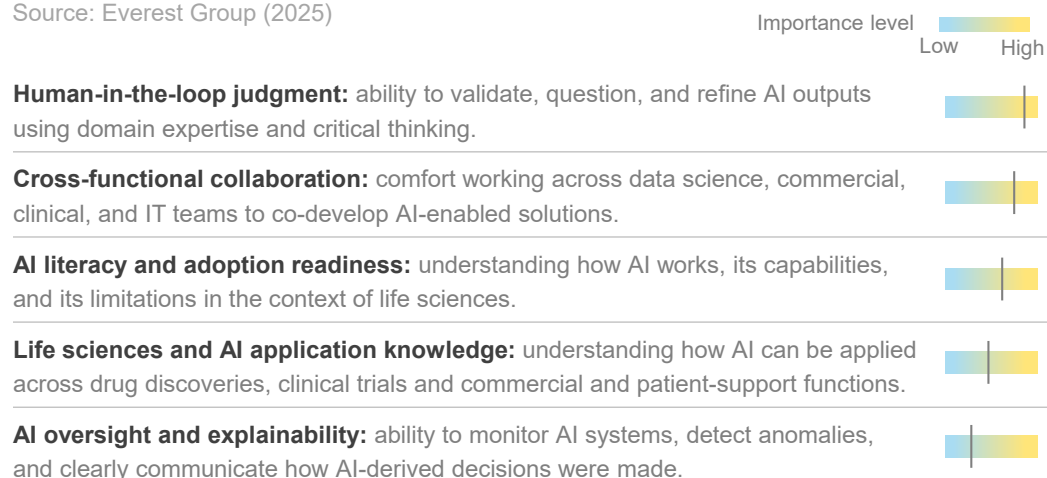
Enterprises are increasingly recognizing the importance of adapting workforce skills to align with AI integration:

- Building teams that **combine technical expertise with strategic business decision-making** highlights the need for professionals who can bridge analytical capabilities and business goals
- Similarly, creating **data-centric roles that blend analytics with domain expertise** is a high priority, emphasizing the growing importance of specialized knowledge in leveraging AI effectively
- Furthermore, strengthening **cybersecurity and regulatory compliance skills**, encouraging **continuous learning cultures**, and shifting employee roles toward digital strategy and responsible AI management are key areas gaining attention

Enterprises are thus investing strategically in developing these competencies, enabling their workforces to effectively navigate and capitalize on AI’s transformative potential. Exhibit 10 highlights skills that will become essential in the AI era, as per the survey.

Exhibit 10: Skills that will become essential in the AI era

Source: Everest Group (2025)




From debt to deployment: a six-point fix plan

Life sciences enterprises are proactively embracing transformative technology advances. However, it requires strategic planning and meticulously organized steps to effectively harness this transformative potential.

Understanding how industry leaders effectively use AI to gain a competitive advantage is essential. By identifying and adopting proven strategies, best practices, and organizational approaches, enterprises can strategically navigate their AI journey. Exhibit 11 highlights the defining traits of early AI adopters who strategically leveraged it to drive measurable impact and are now leading this AI forefront. By taking intentional actions on these themes, other enterprises can follow suit to unlock meaningful success.

Exhibit 11: Key differentiators of AI leaders

Source: Everest Group (2025)

 believing it to be a significant factor



93.33%

Visionary leadership and strategic commitment to AI transformation.



93.33%

High-quality, curated datasets and robust data management practices.



80%

Proactive establishment of risk management, ethical guidelines, and regulatory compliance for AI.



73.33%

A clear, actionable AI strategy with well-defined use cases.



73.33%

Continuous talent development and a high-caliber workforce in AI and related fields.

Deep dive: key steps to master adoption

Enterprises entering the agentic AI era must focus on several key strategic pillars to enable successful and meaningful integration of agents in their workflows:

1 Secure executive sponsorship and set a north-star AI roadmap

A clear, well-resourced mandate from leadership creates organizational confidence and enthusiasm, aligning every function behind a shared AI future . Key considerations to achieve and sustain executive commitment to translate agentic AI ambitions into tangible enterprise impact include:

- Visible C-suite endorsement that signals AI is a strategic priority, not an experiment
- Dedicated funding and resources proportionate to the scale of intended transformation
- Consistent, top-down communication that articulates the purpose, benefits, and expectations of AI
- Integrated change management approach to surface concerns early and mitigate resistance
- Unified vision for AI-driven growth that links business objectives, risk appetite, and cultural values

About 47% of enterprises have witnessed that companies with leadership buy-in for AI-driven decision-making experience competitive advantages such as efficiency gains and revenue growth.⁴

2 Modernize data and tech foundations

Establishing a robust AI infrastructure supported by good-quality, curated datasets is fundamental for successful agentic AI adoption. Enterprises should adopt an iterative approach, progressively improving data quality and adding new sources over time while simultaneously advancing AI initiatives. Here are some essential data and security prerequisites for seamless agentic AI integration:

⁴ According to a survey conducted by Everest Group (details in Appendix)

- Clean data: a clean, standardized data pool as per the data's use case needs and reliability validation
- Robust metadata and lineage: detailed tracking of data origin and transformations to ensure reproducibility and audit readiness
- Scalable infrastructure: cloud-native or hybrid infrastructure that scales up for heavy training jobs and scales down for low-latency inference
- Security and privacy: encryption and differential privacy safeguards for patient data safety and regulatory compliance
- Continuous iteration: real-time monitoring of pipelines and models to catch data issues and iteratively improve the data requirements for the model

“If your underlying data is not good, nothing can be done; data trust is the key.”

– Executive Director, Data and Analytics Enablement, Insights and Decision Science at a Top 10 Swiss-based pharmaceutical multinational

3 Define RoI metrics and prioritize high-value use cases

Linking spend to concrete returns and visible gains not only safeguards margins but also builds a transparent value narrative for boards, investors, and health authorities, reinforcing both competitive edge and proven financial impact. The following points lay out the highest-impact approaches to rigorously measure and maximize RoI:

- Define clear, business-aligned KPIs and performance metrics for AI projects
- Conduct AI investments' periodic RoI assessments and cost-benefit analyses
- Invest in ongoing training and skill development for teams working with AI
- Integrate AI insights into key business decision-making processes
- Establish a baseline of current performance before launching AI initiatives

About 73% of enterprises say that while implementing agentic AI solutions is expensive, they believe it justifies the RoI it can deliver.⁵

⁵ According to a survey conducted by Everest Group (details in Appendix)

4 **Prepare people: upskill, communicate, and manage change**

An AI-literate, adaptable workforce is the key link between promising technology and realized value. Without capable people to interpret insights, supervise decisions, and refine workflows, even the most sophisticated agentic systems cannot deliver sustainable impact:

<ul style="list-style-type: none">• Creating mentorship programs, cross-functional teams, and promoting continuous learning will enable smoother AI adoption, reduce friction in operational integration, and enhance overall organizational agility.• The table below demonstrates the workforce-focused enablers that respondents consider the most essential to accelerate adoption.	
Strategies	% of respondents citing high importance
Develop clear communication channels to share AI transformation's benefits and opportunities	87%
Launch cross-functional pilot projects that give teams hands-on experience with AI solutions	73%
Implement real-time feedback systems to continually adjust training programs and address emerging workforce challenges	67%
Create incentive and recognition programs to reward innovation and early adoption of AI practices	53%
Offer flexible, self-paced e-learning and simulation-based training specifically tailored to AI tools and techniques	47%

About 67% of enterprises believe that investing in employee training and change management is an important step toward transition.⁶

6 According to a survey conducted by Everest Group (details in Appendix)
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5 Build a unified governance, ethics, and compliance framework

A robust governance framework protects the enterprise from ethical, legal, and reputational risks while sustaining long-term trust in AI decisions. Here are five impactful governance strategies to balance AI autonomy with compliance:

- Define clear governance policies that delineate roles, responsibilities, and decision boundaries for both AI autonomy and compliance
- Embed risk management processes directly into the AI development life cycle to identify and mitigate potential compliance gaps early
- Establish a cross-functional oversight committee (including legal, compliance, IT, and business leaders) dedicated to AI ethics and governance
- Develop flexible guidelines that allow AI to innovate but also keep it accountable to the principles of system trustworthiness, human oversight and accountability, beneficence, equity and ethics, and continuous learning
- Integrate continuous monitoring and periodic audits to track AI performance and compliance in real time

6 Start with smart pilots; plan for enterprise scale

Implementing small pilot projects within specific functions is a key step for enterprises to successfully adopt agentic AI. Pilot initiatives allow enterprises to gather feedback in controlled, manageable environments, facilitating iterative refinements before broader deployment. The following approaches can help organizations design low-risk, high-impact gen AI pilots that chart a clear path to scaled deployment:

- Narrow, function-specific pilot scopes that keep risk and complexity manageable
- Rapid feedback loops to capture practical insights and refine models and processes
- Early identification of operational and regulatory challenges in a safe environment
- Objective benchmarks and success criteria that make pilot results transferable and credible
- Documented lessons and readiness checkpoints that pave a clear path to scaled deployment

“Increasing pilot initiatives is one of the top three strategic shifts to implement agentic decision-making capabilities in existing AI workflows.”

– Head, Information Solutions Lab at a large European biopharma

While these immediate actions lay the foundation to integrate agentic AI into enterprise workflows, leading organizations distinguish themselves by demonstrating the confidence to trust autonomous AI to drive outcomes once considered beyond reach. This mindset shift transforms AI from a tactical tool into a strategic catalyst for breakthrough innovation and sustained competitive advantage.

Conclusion

Agentic AI represents a defining moment for the life sciences industry, offering a shift from incremental improvements to transformative impact. By enabling autonomous decision-making and execution, it addresses long-standing inefficiencies tied to manual processes, siloed data, and slow, hierarchical decision-making. Organizations that embrace this shift can unlock faster innovation cycles, enhance precision, and improve agility across drug discoveries, clinical development, regulatory compliance, and commercial operations.

Success in this journey depends not only on technology capabilities but also on leadership commitment, ethical governance, workforce readiness, and strategic use case prioritization. Enterprises must balance ambition with realism, starting with focused pilots, aligning investments with measurable ROI, and continuously improving data quality and AI infrastructure. Simultaneously, cultivating a culture of human-AI collaboration is essential to enable each to contribute their unique strengths.

Those who act decisively today will shape the future of life sciences. With a thoughtful, phased approach, enterprises can build resilient, intelligent systems that not only respond to today's challenges but also anticipate tomorrow's opportunities, positioning themselves as leaders in a new era of AI-driven life sciences innovation.

Appendix

The inputs are based on an Everest Group survey of 15 AI/ML senior executives and directors. The respondent profile includes:

- By buyer size: large enterprises (47%) | SMBs (53%)
- By geography: North America (80%) | Europe (20%)

Exhibit 12 describes how enterprises can score their internal capabilities for each parameter of the autonomy quotient. These ratings can help enterprises picture where they stand today and the specific gaps, they must close to reach full agentic AI maturity.

Exhibit 12: Rating definition for autonomy quotient parameters

Source: Everest Group (2025)

Parameter	Basic (1)	Developing (2)	Competent (3)	Proficient (4)	Best-in-class (5)
Data quality and accessibility	Scattered, unreliable data	Basic integration and cleaning starts	Central data platform emerging	Real-time accessible enterprise data	Unified and high-quality data source
Strategic vision and C-level support	No clear AI strategy or executive sponsors	Emerging executive sponsorship	C-suite defines AI roadmap and KPIs	AI central to corporate strategy	C-suite fully committed; budgets allocated
AI infrastructure and deployment	Ad hoc, limited AI resources	Basic cloud/GPU experiments	Central AI platform and MLOps in place	Robust, automated MLOps pipelines	Autoscaling, continuous AI deployment
Decision governance and compliance	No AI governance	Initial AI governance discussions	Governance committees and policies active	Fully integrated AI governance	Proactive, fully automated compliance
Workforce AI literacy and change	Workforce unaware and resistant	Early AI awareness and training	Broad AI training across teams	High AI proficiency, workforce ready	AI-native workforce and culture
AI's workflow integration	Manual processes or traditional IT-driven	Pilot AI integration in workflows	Workflows actively embedding AI steps	Most key workflows AI-ready	AI embedded fully in workflow design
Ecosystem and provider partnerships	Insular, limited external engagement	Initial provider/partner exploration	Strategic partnerships forming	Broad strategic AI partner ecosystem	Industry-leading ecosystem engagement

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