

ARTICLE

Endpoint's Commitment to a Sustainable Future

How Endpoint Is Driving Change in Clinical Trials

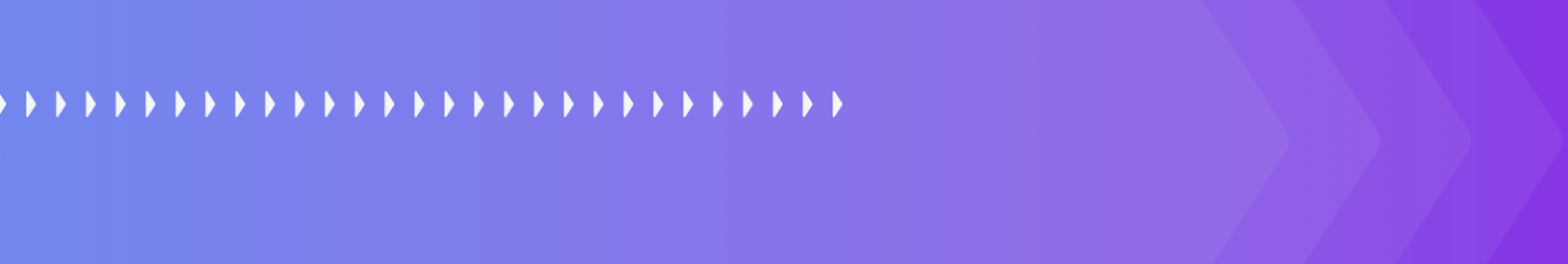


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I. Executive Summary: Our Commitment to Sustainability

At Endpoint Clinical, we operate with a fundamental belief: the pursuit of better patient outcomes must never come at the expense of our planet's well-being. Since 2009, we have been dedicated to delivering trusted clinical trial management solutions, with our advanced randomization and trial supply management (RTSM) technology serving as the quiet backbone for countless studies. Today, that same commitment to operational excellence extends to environmental stewardship.

Sustainability isn't an afterthought or a compliance checkbox for us—it's a core value and strategic priority woven into the fabric of everything we do. Our mission of enabling safe clinical trials to help improve patient lives is inseparable from our responsibility to protect the environment that sustains those lives. We believe that truly innovative clinical trial solutions must be both operationally superior and environmentally responsible.

As we continue to evolve our RTSM platform and expand our global reach, we're proving that cutting-edge clinical trial technology and environmental consciousness aren't just compatible—they're essential partners in building a healthier future for all.

II. The Driving Forces Behind Our Sustainability Journey

Global Context: An Urgent Call for Action

The world is at an environmental crossroads. Global carbon emissions continue to rise, with atmospheric CO2 levels reaching unprecedented highs. Ocean temperatures are increasing at alarming rates, contributing to ecosystem disruption and extreme weather events that threaten communities worldwide. The window for meaningful climate action is narrowing, and the consequences of inaction are becoming more visible with each passing season.

These environmental challenges directly impact the healthcare sector and the patients we serve. Climate change affects disease patterns, exacerbates health disparities, and threatens the very infrastructure that supports medical research.

As a company dedicated to accelerating clinical trials, we cannot ignore the reality that environmental degradation undermines the long-term health outcomes we work so hard to improve.

Industry Influence: Aligning with Our Customers' Climate Goals

The biopharmaceutical industry is experiencing a sustainability revolution. Leading pharmaceutical companies—our valued customers—have made bold commitments to achieve net-zero emissions across their operations and supply chains.

This industry transformation goes beyond corporate social responsibility; it's becoming a business imperative. Regulatory bodies are beginning to consider environmental impact in their assessments, **investors are demanding ESG accountability**, and patients increasingly expect the companies developing their treatments to demonstrate environmental stewardship.

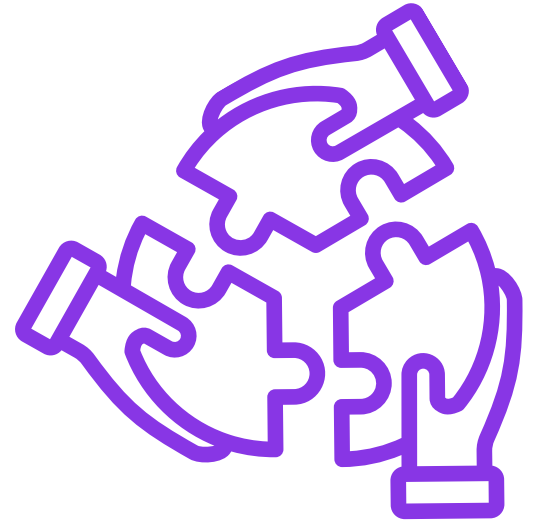
Our customers don't just want efficient RTSM solutions—they want partners who can help them achieve their sustainability goals without compromising on quality, speed, or reliability.

Moral Imperative: The Future We Must Avoid

The patients who depend on clinical trials—cancer patients seeking breakthrough treatments, children with rare diseases, and elderly populations managing chronic conditions—deserve better. They deserve a world where medical innovation and environmental responsibility work hand in hand to create lasting, sustainable health solutions.

III. Our Approach: Consultative and Collaborative

- ▶ We engage with our customers, vendors, employees, and industry partners to identify opportunities where environmental improvements can enhance rather than hinder clinical trial operations. This collaborative approach has revealed surprising synergies: digital randomization systems that improve efficiency also eliminate paper waste; cloud-based infrastructure that enhances scalability also reduces energy consumption compared to on-premises servers.



Our sustainability initiatives are embedded across every department—from our development teams who design energy-efficient software architectures, to our customer success teams who help clients optimize their supply chain logistics, to our facilities teams who implement green building practices. This cross-functional collaboration ensures that environmental considerations are integrated into our decision-making processes rather than treated as separate initiatives.

IV. What Endpoint Is Doing

▶ Remote-First Policy: Redefining How We Work

Our remote-first approach predates the global pandemic, reflecting our early recognition that distributed teams can be more effective, more inclusive, and more environmentally responsible. By minimizing business travel and embracing virtual collaboration tools, we've significantly reduced our carbon footprint while improving work-life balance for our employees.

The numbers are compelling: **by reducing business travel by 75% compared to industry averages, we've eliminated approximately 200 tons of CO2 emissions annually.** But the benefits extend beyond environmental impact. Our remote-first culture has allowed us to recruit top talent regardless of geographic location, leading to more diverse teams and better solutions for our global customer base.

► Green Offices: Sustainable Infrastructure

In our **North Carolina headquarters**, we've implemented comprehensive green building practices that serve as models for sustainable office operations. The property is committed to

- Energy-efficient lighting and heating/cooling systems
- Utilizing renewable energy sources wherever possible
- Maintaining strict waste reduction standards through paperless operations, digital resources, reduced single-use items, and minimal packaging

Our office furnishings are carefully selected from certified sustainable materials with low carbon footprints, and we've named our conference rooms and offices after local plants and trees native to North Carolina, serving as daily reminders for our team to think green.

Our **Bangalore development center** demonstrates our commitment to local community engagement through partnerships with local artists who have provided painting and furnishings throughout the facility. The office features

- Energy-efficient lighting and climate control systems
- Paperless workflows
- Strategic partnerships with local vendors for office supplies who share our commitment to sustainable practices

These investments create healthier, more productive work environments for our teams while reducing operational costs and demonstrating our environmental commitment to employees, partners, and visitors alike.

Sustainable Vendor Engagement: Values-Based Partnerships

We've transformed our vendor selection process to prioritize partners who share our commitment to sustainability. This extends to every aspect of our business.



► Our promotional materials

Our environmental values are reflected by using recycled and biodegradable materials for business cards and brochures, sustainable branded items made from renewable resources, and strategic partnerships with vendors who maintain their own environmental certifications and sustainability commitments. In addition, we prioritize digital-first engagement by using QR codes and tap-enabled business cards in place of traditional paper literature and printed cards, further reducing our environmental footprint.



► Trade shows and industry events

At trade shows and industry events we prioritize rental booths and displays over single-use materials, utilize digital marketing collateral to minimize printing, and work with local suppliers for catering and event supplies.



► Carefully selected technology partners

Endpoint carefully selects technology partners who share our environmental priorities, including cloud service providers committed to renewable energy sources, software vendors with documented and transparent sustainability practices, and hardware suppliers who offer energy-efficient equipment along with comprehensive take-back and recycling programs.



► Internal Sustainability Organization: Dedicated Leadership

We've appointed a dedicated Sustainability Champion to lead and drive our organization's environmental strategy. This individual serves as the central figure in aligning sustainability initiatives across departments. In addition to guiding strategic direction, the Sustainability Champion will oversee our annual sustainability reporting, ensuring transparency and accountability in our environmental commitments.

V. Ethics, Transparency, and Representation

► Building Diverse, Sustainable Teams

Our commitment to sustainability extends to our HR practices, recognizing that environmental stewardship and social responsibility are interconnected. Our global workforce reflects this commitment:

Our global footprint of **650** full-time staff spans **10** countries with local hiring practices that reduce relocation-related emissions while bringing cultural diversity that enhances our sustainability solutions.

Our workforce reflects our inclusive values: **48%** of our team is female, including **42%** of leadership positions, with representation from many different nationalities and comprehensive diversity programs promoting equitable access to opportunities.

► Transparency: Open Reporting and Accountability

At Endpoint, we believe that authentic sustainability requires radical transparency.

To ensure the credibility of our disclosures, our sustainability data is verified by independent third parties such as EcoVadis, providing objective assessment and benchmarking against industry best practices.

We actively engage stakeholders through open communication channels, and regular opportunities for feedback, fostering a culture of accountability and continuous improvement. By participating in industry benchmarking initiatives and maintaining open dialogue, Endpoint empowers stakeholders to evaluate our performance and holds ourselves to the highest standards of environmental stewardship.

VI. Partnerships and Participation

Endpoint actively participates in organizations and coalitions that advance sustainability in healthcare and clinical research:

Industry Organizations:

We are fully aligned with the **United Nations Sustainable Development Goals (SDGs)** and the **FasterForward Programme**, dedicating focused efforts to ensure our initiatives contribute meaningfully to global sustainability objectives. Our sustainability strategy is designed to drive measurable impact across environmental, social, and governance dimensions, reinforcing our commitment to responsible business practices. Our sustainability performance is evaluated through **EcoVadis scoring**, providing third-party assessment of our environmental and social responsibility practices.

Academic Partnerships:

Our ongoing intern program provides opportunities for students to contribute to sustainability research while gaining practical experience in clinical trial technology. Endpoint partners with academic institutions, including **San Diego State University (SDSU)** in San Diego, CA, and the **Birla Institute of Technology & Science (BITS)** Pilani in India to support graduate research programs focused on sustainable healthcare technology, facilitate research collaborations studying the environmental impact of clinical trials, and deliver guest lectures and workshops on sustainable business practices in clinical research.

Community Engagement:

Endpoint's Patient-Centric Trial Design Advocacy reflects our core commitment to ensuring no patient misses a dose, demonstrating our dedication to patient safety and access. We also maintain partnerships with patient advocacy groups and community health organizations to improve trial accessibility and education, while collaborating with organizations focused on representation in trials to promote inclusive recruitment and community-informed trial design.

Through educational outreach initiatives, we host webinars, workshops, and podcasts to raise awareness about clinical research careers and trial participation opportunities, and we collaborate with academic institutions and nonprofits to support STEM education programs that inspire the next generation of clinical research professionals.

These partnerships amplify our impact far beyond our direct operations, contributing to systemic changes that benefit the entire clinical research ecosystem.



VII. Conclusion: A Call to Action

Our journey toward sustainability isn't just about reducing our own carbon footprint—it's about reimagining how clinical trials can be conducted in harmony with planetary health.

The same qualities that have made us a trusted RTSM partner—operational vigilance, continuous support, and innovative solutions—now drive our environmental stewardship.

We invite our customers, partners, vendors, and employees to join us in this critical mission. Whether you're a pharmaceutical sponsor looking to reduce your trial's environmental impact, a vendor interested in sustainable partnership opportunities, or a talented professional seeking to join a company that values both innovation and environmental responsibility, we want to work with you.

The clinical trials of tomorrow must be not only safer and faster, but also more sustainable. Together, we can ensure that the treatments we help bring to market contribute to a healthier future for both patients and the planet.



Our shared purpose remains unchanged: to deliver innovative, high-quality solutions that accelerate clinical trials and help bring lifesaving treatments to patients, faster. But now, that mission is powered by an equally strong commitment to sustainability—because a healthier future for patients must include a healthier planet for all.

Ready to learn more about how Endpoint Clinical can support your sustainable clinical trial initiatives?

Contact us today

Discover how our RTSM solutions can help you achieve both operational excellence & environmental responsibility.