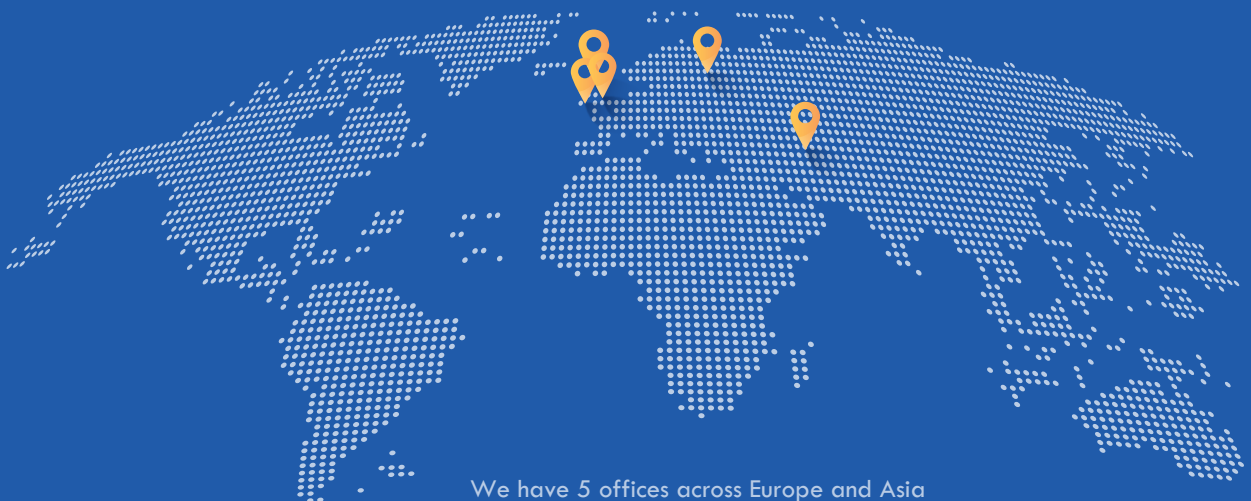




The Employee Owned Biostatistics CRO

Who are Plus-Project?

- ➔ **Biostatistics CRO: Clinical, Pre-Clinical, RWE, Medical Affairs, Payer expertise**
- ➔ **Established in 2014**
- ➔ **Employee-Owned since December 2019**
- ➔ **> 100 FTE (2:1 ratio Programming:Statistics)**
- ➔ **Quality Partners in Eastern Europe**
- ➔ **Operating models: FSP, Internal Reporting, and Consultancy**



We have 5 offices across Europe and Asia

Pursuit of Excellence in Everything We Do

.....

We, at Plus-Project, believe that Employee Ownership (EO) is the ultimate investment in our people and is the central tenet in our pursuit of excellence. Adopting EO maintains our independence and ensures decisions are in the interest of the employees and clients without external influence.

Plus-Project is led by our Founders and managed operationally by a highly experienced Leadership Team, the same as any other CRO. Our Leaders are custodians and come from within, assuring Leadership has core skills aligned with our workforce.

We are proud of Plus-Project: our company culture, values and ethos, our team, and of everything we have achieved.

What does EO mean for our clients?

.....

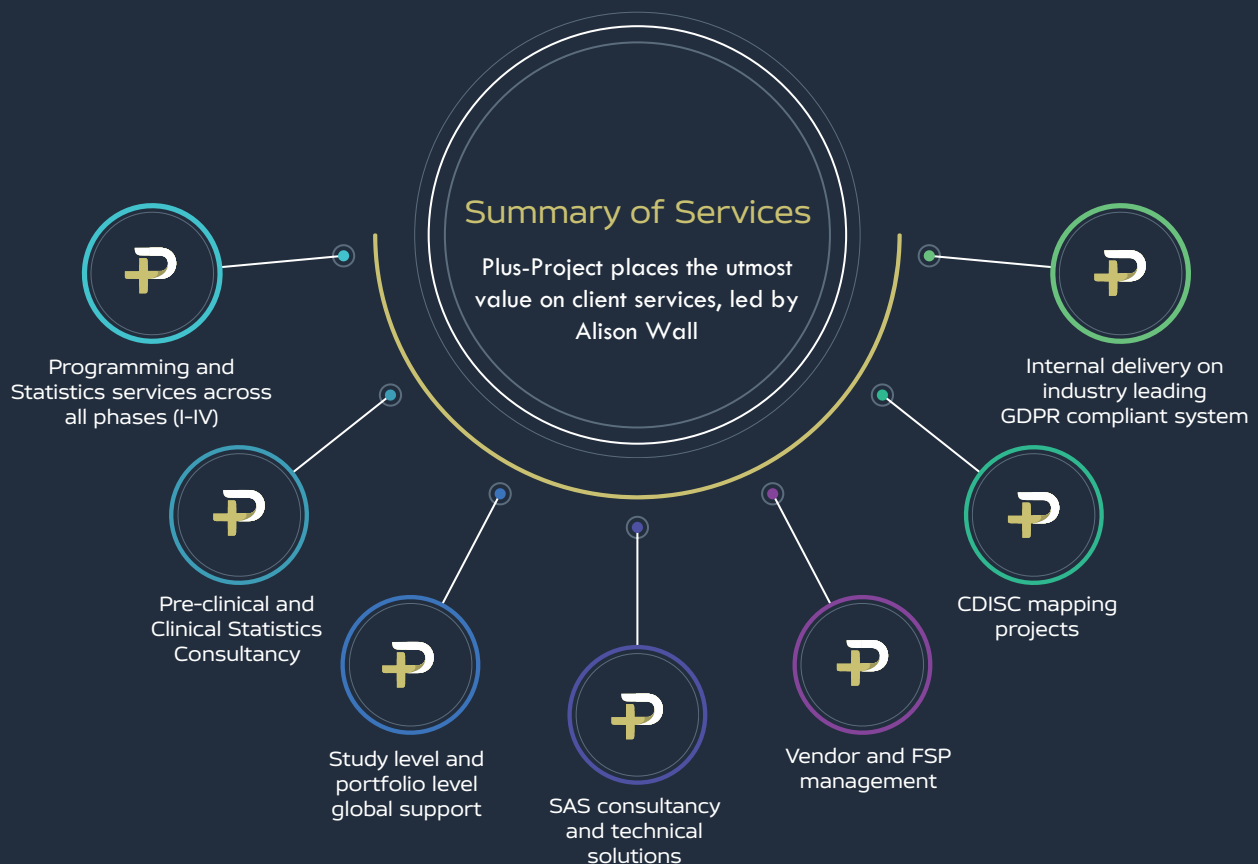
- ⇒ **Clients can be certain that Plus-Project will remain under our current ownership**
- ⇒ **Lack of external shareholders supports competitive pricing and high value, cost-effective resource**
- ⇒ **EO allows us to attract and retain the best candidates across the industry globally**
- ⇒ **Excellent client experience consistently demonstrated by client metrics and feedback**



Services

Plus-Project has a reputation for excellence. We have extensive experience in Functional Service Provision (FSP) including Resource Management, Project Delivery, Account Management and Governance. We foster successful client relationships through open and honest communication, full transparency, and excellent working relationships. We provide highly skilled stable teams and service excellence, which is evident through multi-year MSA extensions and continued repeat business since inception.

- ⇒ **FSP Preferred Supplier to multiple large pharmaceutical companies**
- ⇒ **Strategic Partner in Oncology, Anti-infectives, Respiratory, HIV and Immunology**
- ⇒ **Experts in submissions delivery and regulatory response**
- ⇒ **Preferred Partner for delivery of complex business critical studies and rescue studies**
- ⇒ **Developers of bespoke software utilising latest technologies**
- ⇒ **Representatives in industry bodies**
- ⇒ **Demonstrated ability working on client systems and Plus-Project internal systems**



All work can be performed on client systems or Plus-Project's fully audited internal systems

Programming and Statistics Capabilities

Programming Capabilities

CDISC Gold Members since formation



Experience

- Average 10 years SAS and R industry experience
- SDTM and ADaM including RECIST
- Breadth of TA experience including Oncology, Respiratory, CV and Infection



Subject Matter Experts

- Clinical trial programming (I-IV), RWE, safety and publications
- Submission experience including US, EU, China and Japan
- Lead / contribute to creation of ISS / ISE, define files, cSDRG, ADRG
- Regulatory response



Technical expertise

- Programmers / Senior Programmers SAS Base certified
- ~90% of team have working knowledge of R
- A&R tools creation
- SAS development projects

Statistics Capabilities

CDISC Gold Members since formation



Experience

- Average 14 years industry experience
- 100% CDISC working knowledge
- 100% Oncology TA experience



Subject Matter Experts

- Protocol and study design
- Statistical methodology
- Submission / Regulatory response
- Payer / Medical Affairs / RWE



Technical expertise

- 50% R proficient, 100% working knowledge
- MSc and PhD trained; 2 CStat
- 100% P2/P3 experience; 60% submission experience



Sustainability

Employee Ownership is a sustainable version of capitalism, promoting employee profit share, ethical supply chains, and enhancing communities.

Plus-Project embraces ethical business practices and corporate responsibility demonstrated through our commitments to carbon emission reductions and sustainability initiatives.



We support inclusion and supply chain diversity, engaging with our local communities and the wider STEM sector.

Our recent charitable donations include



Love Oliver, UK



Idylla Fundacja, Poland



Weston Park, UK



Kidscan, UK



The Hope Hub, UK



Simba, UK



IMONQ Foundation, Armenia



Helen & Douglas House, UK



Leeds Women's Aid, UK



Francis House, UK



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