

# Aon's Life Sciences Industry Capabilities

Aon's industry expertise enables us to meet the needs of clients at every stage of their evolution.

The life sciences sector is undergoing a tremendous amount of change, including a resurgence in key competitive, regulatory and workforce risks. At Aon, we partner with biotechnology, medical device, pharmaceutical and research firms to help them achieve their mission of improving and protecting the lives of patients through our end-to-end solutions in health and benefits, human capital, governance, risk and retirement.

## Aon partners with life sciences firms to solve their biggest challenges

	<p><b>Digital Advancement:</b> Pursue a digital and analytics agenda to improve productivity, R&amp;D and capture new value pools (e.g., online patient engagement).</p>	<ul style="list-style-type: none"> <li>• Cyber risks</li> <li>• Supply chain risk management</li> <li>• Talent skills assessments</li> <li>• Intellectual property</li> </ul>
	<p><b>Innovative Treatments:</b> Shift toward new and innovative treatments, with a focus on personalized medicine; continue to mature product portfolios.</p>	<ul style="list-style-type: none"> <li>• M&amp;A solutions</li> <li>• IP management</li> <li>• Attract and retain talent</li> <li>• Supply chain risk management</li> <li>• Reputational risk management</li> </ul>
	<p><b>Emerging Market Growth:</b> Increasing importance of emerging market; litigious environment and social inflation; complex regulatory environment with ongoing legislative updates.</p>	<ul style="list-style-type: none"> <li>• Talent location analysis</li> <li>• Global benefits</li> <li>• Governance services</li> <li>• Commercial launch opportunities</li> <li>• Credit solutions</li> </ul>
	<p><b>Innovative Pricing:</b> Ongoing pricing pressure from players with emergence of innovative pricing models; operational inefficiencies; maintain margin with increased pricing pressure.</p>	<ul style="list-style-type: none"> <li>• Alternative risk transfer</li> <li>• Parametric solutions</li> <li>• Supply chain risk management</li> <li>• Market access funding solutions</li> </ul>
	<p><b>Competitive Landscape:</b> Entry and expansion of non-traditional players; increasing competition for talent; changing perception of employee value proposition; competitive landscape and active M&amp;A marketplace.</p>	<ul style="list-style-type: none"> <li>• Competitive assessment</li> <li>• Total rewards optimization, including health and benefits</li> <li>• Retirement de-risking</li> <li>• M&amp;A solutions</li> <li>• ESG assessments</li> </ul>

"Aon's global life sciences data allows us to remain competitive with the market and take a fiscally responsible and legally compliant approach to our human capital decisions."

*Vice President of HR, U.S. commercial biopharmaceutical company*

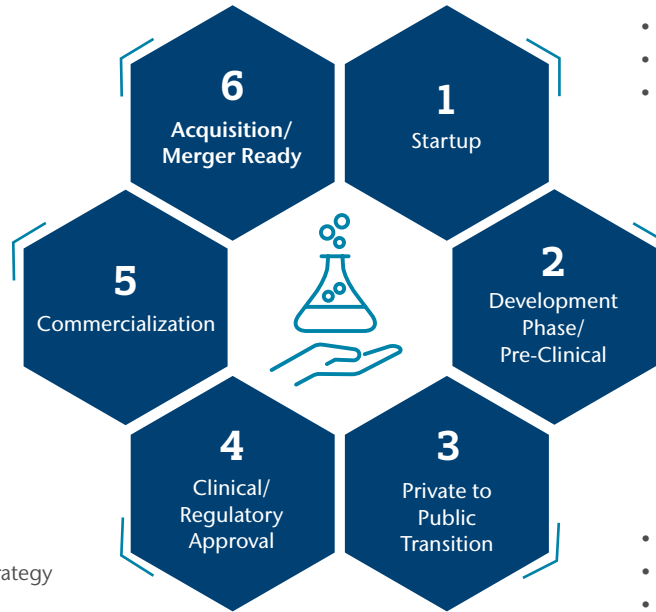
# Supporting clients at every stage of development

Our work is grounded in a deep understanding of what life sciences clients need as their organizations grow and mature.\*

- M&A solutions
- Total rewards optimization
- Communications

- Product liability
- Supply chain risk management
- Claims consulting
- Builder's risk
- Sales incentive plans
- Equity guidelines
- Pay equity
- Enterprise risk management
- Program and TCoR optimization
- Credit solutions

- Governance review
- Compensation transition strategy
- Talent assessments
- Workforce optimization
- Diversity, equity and inclusion analysis



- Initial compensation reference points
- Executive compensation review
- Establish job definitions and leveling criteria

- Assessment of cash and equity compensation plans
- Worker's compensation
- General liability
- Intellectual property
- Clinical trials
- Cyber risk solutions
- Initial health and benefits engagement

- Salary structure design
- Equity retention analysis
- Incentive plan design
- Disclosure preparation
- Retirement and benefit plan design
- D&O for initial public offering

\*Note: The list of activities above is not intended to be exhaustive.

## Aon's deep industry knowledge is grounded in a wealth of experience

Aon's human capital solution serves more than



**1,100+**  
life sciences clients

Aon's risk, retirement and health solutions serve over



**400+**  
life sciences clients,  
including 8 of top 10 largest pharmaceutical firms

Aon assisted with around



**60%**  
of life sciences initial public offerings in 2020

Aon's market share includes



**85%**  
of the Nasdaq Biotechnology Index companies

## We're here to empower results

Contact our team today to learn more about our life sciences industry.

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For more information about our life sciences industry capabilities, visit [aon.io/lifesciences](http://aon.io/lifesciences)

**AON**  
Empower Results®