

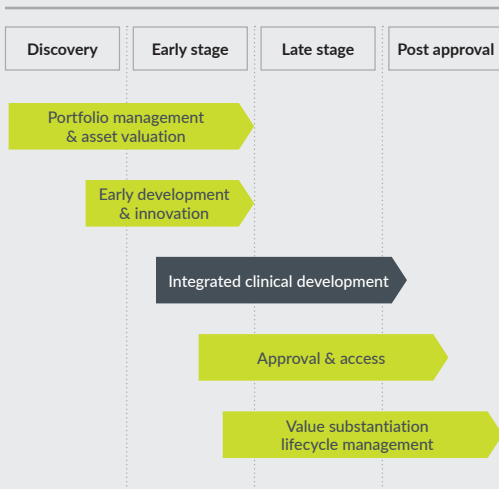
Environmental, Social and Governance (ESG) fact sheet

2023 highlights



Who we are

Parexel is among the world's largest clinical research organizations (CROs), providing the full range of Phase I to IV clinical development services to help lifesaving treatments reach patients faster.



Our sustainability approach

At Parexel, we challenge ourselves to think differently and integrate sustainability principles into the way we operate, serve and engage. We do this so that we can manage risk, create value for our stakeholders and ensure a long-term, resilient and responsible business.

ESG focus areas

- 1 Enhancing the engagement and experience of patients worldwide
- 2 Advancing opportunities for Parexel's workforce and promoting diversity and inclusion
- 3 Actively managing and improving sustainability performance
- 4 Operating with integrity and the highest standard of ethics, values and compliance

1 Enhancing the engagement and experience of patients worldwide

We are committed to providing patients equal access to clinical trials for all study phases, eliminating barriers to access and participation, ensuring trials are more inclusive, diverse and reflective of the communities we serve.



75+ Patient Advocacy Groups engaged around the world, with **14+** strategic partnerships in support of patient communities and clinical trial awareness

First CRO to introduce dedicated Chief Patient Officer



250+ Decentralized Clinical Trials conducted since 2018, improving patient access and engagement and reducing our environmental footprint

2 Advancing opportunities for Parexel's workforce and promoting diversity and inclusion

"We Care" reinforces our commitment to cultivating an environment where every individual feels valued, respected and supported.



Diversity, equity and inclusion



These are not just ideals but foundational elements that drive our mission.

45.6% of VPs and above across Parexel's organization are women, up from 33.5% in 2014

16.4% of women VPs and above in the U.S. are women of color, from 8.6% in 2014

Joined **Disability:IN** and participated in their global inclusion index pilot and the **Human Rights Campaign's 2023 Corporate Equality Index**

Talent philosophy

Our Talent Philosophy supports our colleagues in realizing their full potential at all career stages.



Performance



Behaviors



Differentiation



Accountability



Transparency

85% retention of talent in 2023

98.83% of full-time employees received a year-end review

18.8% of our talent were promoted in 2023

Employee safety

Health and safety of our colleagues, customers and patients is a top priority.



We **designed centralized processes** for safety reporting with a new Service Desk ticketing form for integrity.

Material topics

Our material topics were identified through a materiality assessment conducted in 2022 in line with international standards. Our topics include:

- ✓ GHG emissions
- ✓ Energy management
- ✓ Human rights & community relations
- ✓ Data security
- ✓ Access & affordability
- ✓ Product quality & safety
- ✓ Employee health & safety
- ✓ Employee engagement, diversity & inclusion
- ✓ Supply chain management
- ✓ Business ethics

Aligned with the United Nations Sustainable Development Goals

Parexel is committed to the UN Global Compact, making principles of the SDGs part of our company strategy and culture.



Additional information about Parexel's ESG strategy can be found in the company's 2023 ESG report. If you have questions, please email CorporateCommunications@Parexel.com.

3 Actively managing and improving environmental performance

We're committed to ambitious environmental goals to foster climate resiliency through the implementation of a comprehensive and multifaceted strategy.



➤➤ In July 2024, SBTi validated Parexel's commitment to reduce absolute Scope 1 GHG emissions 42% by 2030 from a 2022 base year — as well as the company's commitment to continue active annual sourcing of 100% renewable electricity through 2030 and to reduce absolute Scope 3 GHG emissions 25% by 2030 from a 2022 base year.

Disclosed to CDP for the 10th consecutive year and maintained our **EcoVadis Silver rating**, with Parexel's environmental program ranking in the **top 7% of organizations in the scientific research and development category**.



47% of our global operations located in **LEED®** or **BREEAM®** buildings

15% emission reductions with the electrification of the company car fleet, with **96% of domestic travel in Germany using 100% green energy**



For the second consecutive year, a **100% renewable energy goal was achieved**

92% of our preferred suppliers reported ESG or CSR performance

4 Operating with integrity and the highest standard of ethics, values and compliance



Ethics and integrity are the foundation of Parexel's operations and are essential to our continued success. We encourage our employees to conduct business with honesty, transparency and respect.



Enterprise risk management

Enhanced our third-party risk management process and launched a new business-directed guidance site.

Cybersecurity

Prioritized security and ensured that our environment is protected from cyberattacks.

- Functions aligned with NIST and ISO frameworks
- Zero known security breaches or incidents in 2023 impacting our operations
- User awareness training is in place for all colleagues

Product quality and safety

Introduced the Parexel Precision Pathway, an end-to-end operational approach for clean data delivery that drives efficiency, quality and predictability for our teams and stakeholders.

➤➤ **100% of employees** are required to complete Code of Conduct, Anti-Bribery and Anti-Corruption, Speak Up Program and Global Sanctions Training.

Artificial Intelligence

Established Artificial Intelligence (AI) principles and an AI Steering Committee to ensure we are applying AI responsibly to our work.