



Our Environmental, Social and Governance (ESG) Approach



Keeping the Patient at the Heart of Everything We Do

>>> About Us

Parexel is in the business of improving the world's health. As a leading global clinical research organization (CRO), we provide a suite of biopharmaceutical services that help customers across the globe transform scientific discoveries into new treatments. From clinical trials to regulatory, consulting, and market access, our therapeutic, technical and functional ability is underpinned by a deep conviction in what we do.

Our Company Values



Patients first

We're all patients at some point in our lives, so we always see patients as people, not numbers or results. We remember how important they are to the success of our projects.



Empowerment and accountability

Our passion for the work we do drives us to embrace new challenges. It's how we develop as colleagues and innovate as a company. And most importantly, it enables us to improve the lives of patients. We trust each other to pursue great ideas, admit and learn from our mistakes and keep our commitments.



Respect

Our teams are supportive, compassionate and kind. We foster a work environment that is collaborative and confident. We respect the unique expertise and abilities we all bring and welcome the opportunity to give credit and praise and to reward our colleagues for a job well done. We are proactive and provide performance-based, real-time feedback against individual performance goals to help our colleagues improve their skills and grow as professionals.



Quality

Operational and executional excellence is integral to everything we do. Customers remember the outstanding job we do for them and we never miss the opportunity to make it better.



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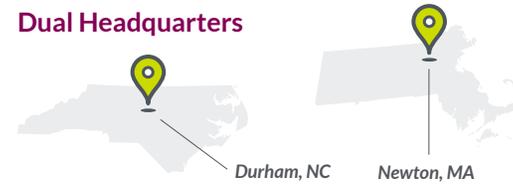
>>> ESG Highlights

Our Company



parexel® **Founded** 1982

Dual Headquarters



Pure-play Phase I-IV CRO supporting customers in **95+ countries**



7,400+ clinical projects over the past five years



Among the **fastest-growing** CROs today

18,000 colleagues

across



41 countries

worldwide

parexel®

>>> ESG Highlights (cont.)

COVID-19 Response

Internal



- > Stopped **non-essential travel** and pivoted to **new approaches** for customer delivery and clinical trials
- > Provided **dedicated hub on company intranet** for the latest resources and information related to COVID-19
- > Provided **PPE** for essential workers, including **masks** for all colleagues
- > Offered **vaccine education** and **paid time off** for vaccinations

External



- > Worked on **200+ COVID-19 projects**
- > Launched **#KeepingPatientsFirst** integrated real-world evidence research platform to support physicians and researchers in better understanding and adjusting treatment in real-time
- > Launched the **COVID-19 Clearinghouse**, an online resource with direct access to publications, datasets, links to active global clinical trials and COVID-19 news

Patients

First Chief Patient Officer in the CRO Industry

demonstrating our Patients-First Focus



10 meetings of Patient Advisory Committee

(December 2019 - April 2021),

focused on greater clinical trial education and awareness and enhancing community trust

30+ patient advisors and caregivers

collaborated with Patient Advisory Committee



Accelerated use of Decentralized Clinical Trials (DCTs)

to treat patients and caregivers as essential members of our team of experts

- > Experience including **160+** decentralized and hybrid clinical trials

>>> ESG Highlights (cont.)

Environment



As a result of space reduction, we diverted
~11 tons of non-hazardous waste,
primarily furniture and equipment, from landfill

EcoVadis score

50 – Bronze, Overall



100% of large pharmaceutical customers

have the ability to review our EcoVadis score

Diversity, Equity and Inclusion



100% of new business/customer proposals

include data on the diversity of Parexel's global workforce as well as information on our corporate diversity programs and clinical trial population diversity.

Citizenship

Donations



- > **>\$300,000+** in donations to patient advocacy groups and industry associations
- > To help battle COVID-19 in India, in 2021 we funded procurement of **100 oxygen concentrators** and launched a **mobile diagnostics lab** in partnership with IISC and United Way

Volunteerism



- > Through the generous volunteer efforts of our colleagues, we had a **positive impact on communities around the world**, from tutoring to food drives to raising awareness of clinical trials and supporting local health-related causes. For example, in 2020, our Patient Innovation Center team donated **400 hours to volunteer programs around the world**.

>>> ESG Highlights (cont.)

Parexel Supports Organizations Driving Global Public Health



Awards & Recognition



Most Innovative CRO (2021)
Triangle Business Journal



Top-3 CRO (2019)
CenterWatch Biannual Global Site Relationship survey



Bronze (2020)
India Workplace Equality Index (IWEI)



Most Favored Provider for Ph I Services (2021)
Top-3 CRO Ph II/III Services (2021)
Industry Standard Research (ISR) Report



Corporate Equality Index (2020 score)
Only CRO listed in 2020 Corporate Equity Index pharmaceutical category for LGBTQ equality
Human Rights Campaign



Top20 Most Innovative Practices (DivHERSity Policies, 2021 and 2020)
Top20 DivHERSity Champions (Large Enterprises, 2021)
DivHERSity



Best Contract Research Organization (Full-Service Provider category) (2020)
Scrip



Best Employers for Diversity (2020)
Forbes



>>> A Letter from our CEO, Jamie Macdonald

More than ever, the past year required us to act with seriousness, empathy and heart as we continue to put patients at the center of everything we do. In the face of unprecedented global demands, we focused on our “Patients-First” business strategy and “We Care” guiding principle that embody our promise to make a difference for patients.

We’re proud to highlight our Environmental, Social and Governance (ESG) progress in this report. With bold leadership and in support of patients, customers and colleagues, we’ve woven ESG across the framework of our business, ensuring the principles are not a separate layer but instead **interwoven into the work we do every day**.



ESG is reflected in the mission of our Patient Innovation Center, which aims to address today’s biggest health-related challenges: **access of care, good health and wellbeing and inequality**. Through this initiative, we are activating patients in the clinical trial process, simplifying the patient journey and expanding access to more diverse patient populations – all the while preserving scientific integrity – which has improved performance, speed, retention and overall drug development.

ESG supports our **commitment to operational excellence**, delivering projects on time and of the highest quality, whether it’s leading the adoption of decentralized clinical trials, reducing our office footprint or scaling back our resource consumption. ESG is also reflected in our strategy to attract and retain industry-leading talent through a **diverse, equitable and inclusive culture that engages, energizes and enables** – most recently through our new Flexible Workforce program that fits with the changing needs of our teams.

ESG is embedded in the care and heart we exhibit each day in the communities within which we work. This encompasses **a range of donations and support where it is needed most**, such as COVID-19 resources in India and launching platforms to support COVID-19 patient care, research and clinical development.



“The past year required us to act with seriousness, empathy and heart as we continue to put patients at the center of everything we do.”



Early in our journey, we remain steadfast in our **commitment to use ESG to guide how we operate and serve**. We are setting more specific and ambitious goals, and will continue to increase transparency and reporting using established frameworks to **hone our ESG focus in four key areas**:

- 1 Patients**
We fight for good health, well-being and health equity.
- 2 Diversity, equity and inclusion**
Our three-pillar strategy focuses on patients, our people and our suppliers.
- 3 Environmental sustainability**
We are reducing our impact on the environment.
- 4 Governance**
We conduct our business with quality and integrity, with every colleague empowered and accountable for applying our Code of Conduct to our work.

Through the dedication of our colleagues across the globe, we navigated a challenging period during 2020-2021 and solidified our vision for the future: **where our patients, workforce and customers can be and do their best**. We believe our ESG priorities will continue to be key to our long-term success and drive how we serve our patients, customers and communities with care and heart each day.

With warmest regards,



Jamie Macdonald
Chief Executive Officer



Alignment with United Nations Sustainable Development Goals

The **UN SDGs** represent complex global challenges, including several that intersect with our ESG priorities. We focus on addressing the SDGs where we can help make the greatest difference based upon our expertise, business strategies and social impact efforts



>>> Patients: At the Heart of Everything We Do

Parexel Patient Innovation Center: Transforming Clinical Development and Commercialization

We are committed to keeping patients at the heart of the clinical, regulatory and market access process and we are the **first CRO to have a Chief Patient Officer**. Through our Patient Innovation Center, we are finding new ways to empower patients to become active participants in the drug development process. We aim to **simplify the patient journey**, to enhance patient satisfaction and compliance with study requirements, along with using patient feedback to reduce their burden.



Our **Patient Insights** service involves patients, caregivers and **Parexel Site Alliance** expert nurses in the protocol design process. Information from all parties is collated and analyzed to identify and address potential practical challenges to study participation, enabling us to improve patient access and experience.

We offer a range of services to reduce patient burden, like supporting them with clear consent support materials, through to fully **virtual DCTs**, where every aspect of the study is delivered to patients in their own homes. Each solution is unique to the needs of the patient population, study goals and geographical nuances. Experts from the **Patient Innovation Center** and functions across the organization collaborate to balance simplifying the patient journey and maintaining the scientific integrity of the study, ultimately ensuring deployment of the best strategy.

At study conclusion, we deploy a closure plan to help patients feel valued and to understand next steps. This includes lay trial results summaries, a “thank you” card of appreciation and ways to transition patients to a **post-study treatment plan**.

Benefits of the Patient Innovation Center

Increased likelihood of launch

Enhanced patient experience

Positive perception of study sponsor and industry

Improved trial performance

Smarter development

Better product value story for payers

>>> Diversity, Equity and Inclusion

Parexel celebrates the diversity of its workforce and patients and ensures an inclusive environment across race and ethnicity, gender, gender identity, sexual orientation, disability, age and other differences.

We foster a culture where our colleagues, customers and patients are able to give their best contribution and agree that, *“This is the place for me.”* Our **Diversity, Equity and Inclusion (DEI) Executive Committee** oversees our three-pillar strategy focused on patients, people and suppliers. This is complemented by four executive-sponsored steering committees – Gender Partnership, Talent Acquisition, Parexel Pride and Multicultural, which includes our BEACON or Black Employee Advisory Consortium subcommittee – and nine regional steering committees.

Patients: Through DEI initiatives Parexel strives to include diverse populations in clinical trials so that approved medications are effective for all, especially those who are most affected by the disease being treated.



Parexel’s global research report, **“Discussions on Diversity”** features patient, academic and physician voices highlighting the importance of diversity and inclusivity in clinical trials



Our **Patient Advisory Council** is focused globally on promoting greater education and awareness about clinical trials, as well as improving trust at the community level



Since 2013, **the Parexel Site Alliance Program** has ensured business partnerships with a diverse community of investigators and access to a diverse global patient population



Parexel is helping to lead the industry toward greater clinical trial diversity, **partnering with industry associations**, including the Society for Clinical Research Sites (SCRS) Diversity Initiative and the Center for Information and Study on Clinical Research Participation (CISCRP) Cross-Sponsor/CRO Collaborative on D&I in Clinical Trials

>>> Diversity, Equity and Inclusion (cont.)

People: Fostering DEI within our business is the right thing to do, creates greater understanding of cultural, racial and ethnic differences and beliefs, and helps us be more innovative, better meet customer needs and anticipate market demands.



Parexel's Global Workforce >



69% of our global workforce is female



46% of VPs across the organization are women
(up 12% since 2018)



39% of our U.S. colleagues identify as non-white



65% of our global colleagues are under 40



“Our culture of inclusion means that everyone is valued, respected, and supported, and this commitment extends beyond our colleagues to include our customers, patients, and partners. Our ‘We Care’ guiding principle and ‘Respect’ core value are not hollow words; they were chosen carefully to speak to who we are as an organization and as a culture.”

– Jamie Macdonald, Chief Executive Officer



Suppliers: Our diverse suppliers and partners ensure the ethical sourcing of products and services, generate economic opportunities for minority communities and encourage marketplace innovation.

- **GOAL | 100% of top-tier suppliers** demonstrate commitment and alignment to diversity, equity and inclusion
- **GOAL |** Increase spending and business with **diverse suppliers**

>>> Our Purpose Drives Culture

Parexel is a diverse, growing, global company where people excel. Our colleagues work in a fast-paced, creative environment where learning is a constant. We provide career and professional development opportunities aligned with our “We Care” guiding principle and people-focused culture.

Human capital

- We measure our **success** in our ability to **attract, develop and retain industry-leading talent.**



~30% of our **job openings**

are filled by internal hires and through development and succession planning

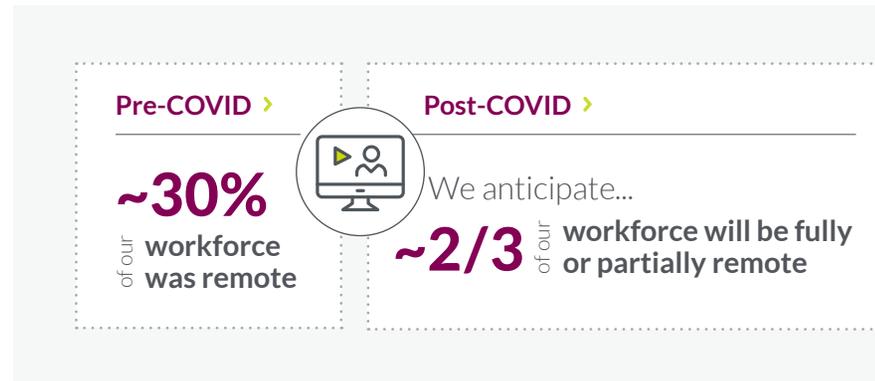
- Colleagues are empowered to be the “**CEO of their own careers**” with **on-demand learning**, including multi-level career development training for all and specific modules at each level for managers, supervisors and project leaders.
- All colleagues are provided education and training on diversity and inclusion, unconscious bias in the workplace, and other topics through our steering committees.

- We have extensive programs to support development of women and people of color in leadership, engagement of men in enhancing cross-gender partnerships, and inclusive leadership skill development:
 - **Forum for Executive Women** – Advanced, one-year, executive leadership development program through Women Unlimited.
 - **Women in Leadership** – One-year development acceleration program, including a four-day kick-off, provided through Linkage, Inc. and Menttium Corp.
 - **Wisdom Circles** – Nine-month leadership program to enhance personal and professional development through structured, peer-based learning.
 - **BEACON** - Black Employee Advisory Consortium subcommittee of our executive-sponsored Multicultural Steering Committee.
 - **Change Makers (formerly “Men Advocating Real Change”)**
 - Multi-day course for leaders to explore gender stereotypes, mutual benefits of equality, and strategies for effective partnership between men and women.
 - **Next Generation Executive Program** - Helps multicultural participants take the next step in their careers through preparation for leadership (designed by The Partnership, Inc.).

>>> Our Purpose Drives Culture (cont.)

Employee benefits

- Our **total rewards package** is designed to **motivate, recognize and reward talent** globally. Our benefit solutions enable accountability, flexibility and choice while satisfying the diverse needs of our colleagues and their families.
- **Flexible work:** Where appropriate and applicable, Parexel offers flex-time policies that allow for flexibility in the hours of work as well as work from home options in **support of a better work-life balance.**



Employee wellness

- For more than five years, our **U.S. wellness program** has helped with **healthy living habits** and supporting employees in efforts to make **positive life changes**, including:
 - Incentive rewards, health coaching, tobacco cessation support, health assessments, personal and team-based challenges, wellness workshops and programs, recipe and meal plans, health advice and tips, in addition to weight loss and fitness discounts and reimbursements.
 - Healthcare-related support, such as healthcare advocacy, expert second opinion, quality and cost comparison and condition management support.



>>> Environmental Sustainability

Parexel strives to advance environmental sustainability, especially as the way we work and engage with patients continues to change. The company's Sustainability Charter is aligned with CERES principles and we are part of the Carbon Disclosure Project and EcoVadis scoring, to provide transparency in our progress. Our Chief Procurement Officer & Head of Corporate Services is accountable for reducing the impact of the majority of our environmental footprint with centralized purchasing, real estate, travel and business continuity.

Operations

Over the last 12 months, we have increased our office space in LEED or BREEAM buildings to approximately 23%. We were awarded LEED certification for our facilities in Bangalore, Hyderabad and Mohali in India; and Berlin and Dublin in Europe.

We are expanding our Flexible Work policy to maximize efficiency in our office locations and provide a path to reduce our physical footprint in 2022 and beyond. We have established baseline metrics so that we can monitor performance in our sustainable efforts as we impact our footprint moving forward. Examples of recent initiatives in place include diversion of obsolete material to landfills, a goal to use 50% or more recycled or reclaimed product in new construction and enhancement of the greening of our supply chain in procurement.

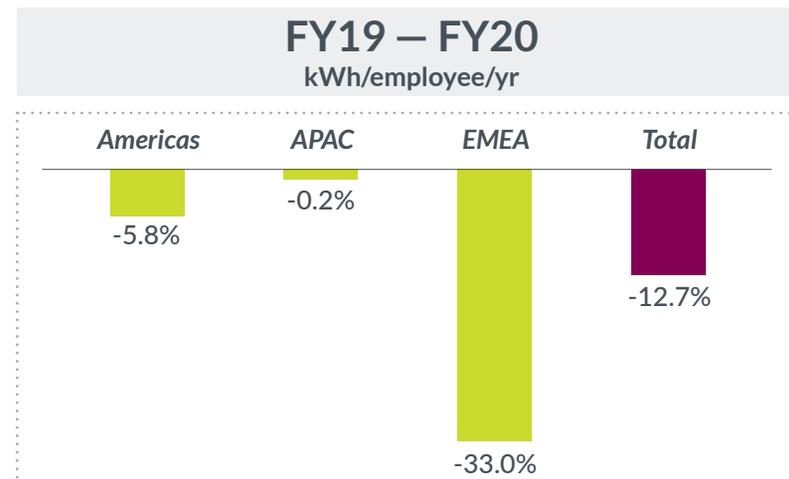


23% of our building square footage is **LEED/BREEAM certified**

Additional environmental sustainability efforts

Our facilities include the use of environmentally responsible cleaning detergents; sustainable office products; energy-efficient light fixtures and sensor/timer-enabled lighting control; low-flow water fixtures; recycling standard office supply waste; and educating colleagues on energy-reduction strategies.

We use **metrics** to govern our power consumption and monitor our impact of company travel. We are in the process of transitioning our fleet of cars to hybrid or electric as feasible.



>>> Environmental Sustainability (cont.)



Procurement

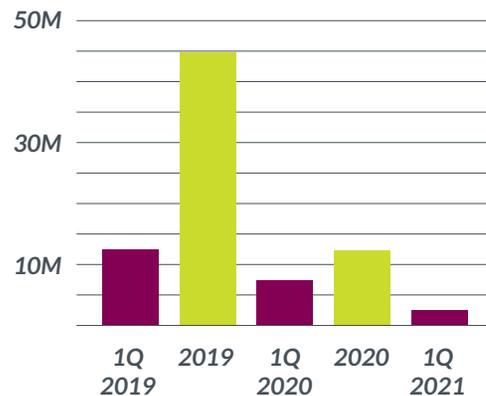
Environmental measures are included as part of our **supplier selection criteria** and **RFI/RFP sourcing processes**, including new revisions of existing agreements.



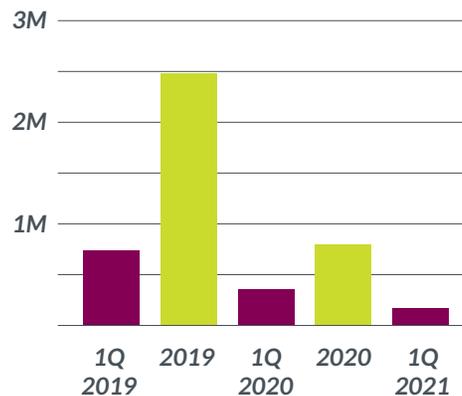
Travel

Parexel's Travel Policy asks colleagues to evaluate **alternative meeting options to air, train and vehicle travel** without compromising their goals. We encourage a hybrid approach of using **video conference** and other **digital technologies** to decrease unnecessary travel.

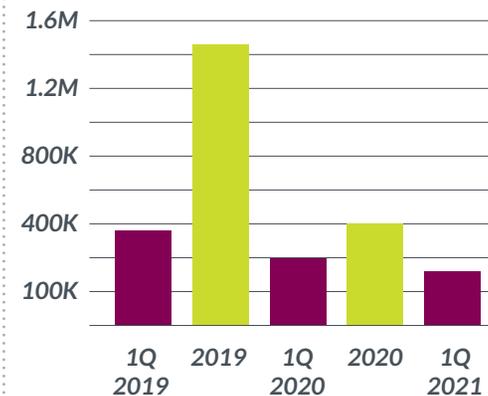
Air CO₂ Total



Hotel CO₂ Total



Car CO₂ Total



>>> Governance



Our Commitment to Compliance and Ethics

Parexel is dedicated to conducting business with quality and integrity and in accordance with all applicable laws and regulations to meet the highest ethical standards.

ESG Governance

Our Chief Executive Officer and Chief Commercial & Strategy Officer lead an internal, cross-functional ESG Oversight and Governance Committee.



Corporate Compliance Program

Our Global Compliance Program is governed by our Board of Directors, which reviews it quarterly as part of the Audit, Finance, and Compliance Committee. Parexel's Chief Compliance Officer (CCO) reports on a dotted-line basis to the Chair of the Audit, Finance and Compliance Committee, leading the Global Compliance team and maintaining accountability for administering the Corporate Compliance Program, which includes:

- › Policies and procedures
- › Training, investigation and reporting of anti-bribery/anti-corruption matters
- › Risk assessments and management
- › Compliance communication, education and training
- › Internal controls
- › Audit and monitoring
- › Vendor management
- › Reporting and investigation processes for compliance matters



>>> Governance (cont.)



Our Code of Conduct and Doing Business the Right Way

Our Code of Conduct is the bedrock of our company and defines the standards by which we work and conduct business. Colleagues are responsible for abiding by our Code and owning the outcome of their actions, no matter the level of difficulty of the choice. Our Code represents our commitment to our patients, colleagues, healthcare professionals, suppliers and stakeholders.

100% of colleagues

are required to complete **annual online training** and certification regarding our **Code of Conduct** and to act with honesty and integrity.

100% of colleagues and contractors

are required to complete **annual online Anti-Bribery/Anti-Corruption training** to ensure compliance with all laws, regulations and codes.

100% of colleagues

have access to our **Speak Up** program either through internal channels or an independent, confidential ethics hotline.



Enterprise Risk Management (ERM)

Parexel has implemented an ERM approach championed by the company's Executive Team and reviewed quarterly by the Audit, Finance and Compliance Committee of the Board of Directors and the company's Executive Leadership Team.

An annual risk survey process is in place with the first assessment done in 2020. It's designed to identify the top risks and guide a global cross-functional Enterprise Risk Management Committee (ERMC) in creating tools, policies, procedures and practices to prioritize and manage enterprise risks.

- > [Code of Conduct](#)
- > [Supplier Code of Conduct](#)
- > [Compliance with Anti-Bribery Laws Policy](#)

>>> Leadership Team and Board of Directors

Executive Leaders and Officers of the Company



Jamie Macdonald
Chief Executive Officer



Peyton Howell
Chief Commercial & Strategy Officer



Sy Pretorius, M.D.
President, Clinical Development
and Chief Medical Officer



John Bell
Chief Quality Officer



Mike Crowley
Chief Administrative Officer
and General Counsel



Greg Rush
Chief Financial Officer



Mary Jo Zaborowski
Chief Information Officer

Board of Directors

Jamie Macdonald
Chief Executive Officer, Parexel

Göran Ando, M.D.
Senior Advisor, EW Healthcare Partners

Kyle Armbruster
Chief Executive Officer, Signify Health

Bob Ellis
Independent Director

John Halsted
Managing Partner,
Pamplona Capital Management

Maykin Ho
Venture Partner, Qiming
Venture Partners

David Werry
Co-founder, President & COO at Well



“At Parexel, we do important work that contributes to improving the world’s health. Our values are centered around our ‘We Care’ guiding principle, a lens that we apply to patients, customers, colleagues, communities and society. We are leading in the areas of diversity, equity and inclusion and are applying the same commitment to areas where we can improve. I am proud of our team and the progress we are making, and we look forward to providing updates in the future.”

– **Jamie Macdonald**, Chief Executive Officer



The Executive Leadership and Board of Parexel would like to thank the 30+ members of our Patient Advisory Committee for their collaboration.