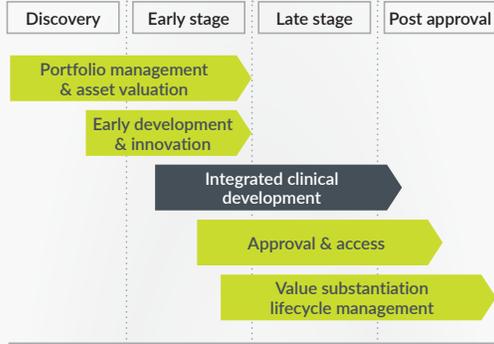


## Who we are

Parexel is a leading global clinical research organization (CRO) providing Clinical and Consulting solutions to the world's life sciences industry. Our **insights**-driven approach, proven **delivery** and **trusted** execution are accelerating the delivery of life-changing treatments to patients – *With Heart*.



## Material topics

Parexel's material topics were identified through a new double materiality assessment conducted in 2025 in line with international standards:

- › Climate change
- › Waste management
- › Employee wellbeing, health and safety
- › Labor and human rights
- › Global inclusion
- › Public health
- › Data privacy and cybersecurity
- › Ethics and compliance

## Aligned with United Nations Sustainable Development Goals (UN SDGs)

In 2022, Parexel signed a commitment letter to join the United Nations Global Compact and made its principles part of our strategy, culture and day-to-day operations. In 2024, we joined the UN Women Empowerment Principles as a signatory member and continue to work to advance the UN SDGs to make the greatest difference based on our expertise, business strategies and social impact efforts.



# Parexel Sustainability and Impact Fact Sheet 2024 highlights

## Our sustainability approach

At Parexel, we challenge ourselves to think differently and continuously integrate sustainability principles into the way we operate, serve and engage. **In 2024, we made meaningful progress across our key areas of focus.**

### 1 Enhancing patient engagement and experience worldwide

We integrate the patient perspective and prioritize meaningful patient engagement at every phase of the clinical trial process. By collaborating with Patient Advocacy Groups (PAGs) and other key stakeholders globally, we ensure the patient voice shapes the research process from trial conception to completion.

**250+** Decentralized Clinical Trials (DCTs) over the past five years, increasing patient access and engagement

Engaged with **120+ PAGs** worldwide – forming 16+ strategic partnerships to support patient communities and raise clinical trial awareness

More than **350 sites and 20,000 investigators** across 25 countries – driving efficiencies for patients, sites and customers through our site alliances model



Launched **first quarterly PAG Forum** with 60 participants across the globe – sharing updates on research impacting patient communities, developing patient-led recommendations for trial improvements and fostering connections to share best practices.

### 2 Actively managing and improving sustainability performance

#### 2024 environmental progress highlights:

**48%** of our office spaces are either LEED- or BREEAM-certified.

**97%** of our preferred suppliers reported sustainability or CSR performance in 2024

**100%** renewable electricity target achieved for third consecutive year

2024 CDP:



Improved from "C" to "**B**" in our Climate Change score



Improved from "B-" to "**A-**" in our Supplier Engagement Assessment score

Our near-term science-based targets have been validated by the Science Based Targets initiative, an important milestone in achieving net-zero GHG emissions across Scopes 1, 2 and 3:

- › Reduce absolute scope 1 GHG emissions 42% by 2030 from 2022 base year.
- › Continue active annual sourcing of 100% renewable electricity through 2030.
- › Reduce absolute scope 3 GHG emissions 25% by 2030 from 2022 base year.

### 3 Advancing opportunities for Parexel's workforce and fostering an inclusive business culture

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

#### Talent Philosophy

Supporting our colleagues in realizing their full potential at all career stages:

- › Innovative precision learning approach focused on data-driven, role-specific talent development
- › Comprehensive "Managers Matter" program to enhance leadership success

#### Wellness

Investing in programs based on local needs to support our colleagues and their families:

Wellness workshops and programs	Healthcare advocacy and condition management support	Confidential 24X7 mental health support, and more!
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#### Safety

Prioritizing the health and safety of our colleagues, customers and patients:

Role established to implement programs and policies supporting colleague health and safety globally	Centralized processes for safety reporting with Service Desk to ensure integrity
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Parexel is proud to support, volunteer and participate in events providing broad public benefit, advancing global health and improving patient outcomes – 2024 initiatives included Leukemia & Lymphoma Society's Light the Night, Rare Diseases Run and the Ronald McDonald House.

### 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.

<b>Enterprise risk management</b>	<b>Product quality and safety</b>	<b>Cybersecurity</b>	<b>Artificial Intelligence (AI)</b>
Completed survey assessing the types of risk and opportunities facing Parexel, gaining insights into various risk areas.	Engaged employees in annual internal Compliance and Quality Awareness Week, encouraging alignment of their daily work and decision-making with our quality focus.	Prioritized security to protect our environment from cyberattacks, aligning functions with MITRE ATT&CK, NIST and ISO frameworks	Established AI principles and implemented strong governance to ensure responsible AI use in our work.

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

For additional information, please see [Parexel's 2024 Sustainability and Impact Report](#) or email us at [Sustainibility@Parexel.com](mailto:Sustainibility@Parexel.com).