

Parexel Reports Ireland Gender Pay Data

In accordance with The Gender Pay Gap Information Act 2021 legislative requirements, Parexel has published its Ireland gender pay data for 2025, which measures the average difference in pay between men and women across a company's workforce.

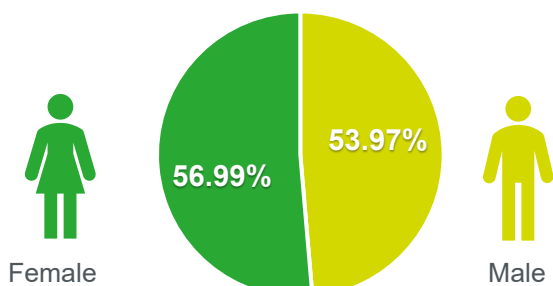
The graphics below display the average and median gender pay differences for the Parexel entity: Parexel International (IRL) Limited.

The gender pay information reported below is the difference in total average earnings between men and women. It is not a comparison by job and does not account for job levels, qualifications, experience, specific positions or other factors that determine pay. Accordingly, this data does not measure equal pay.

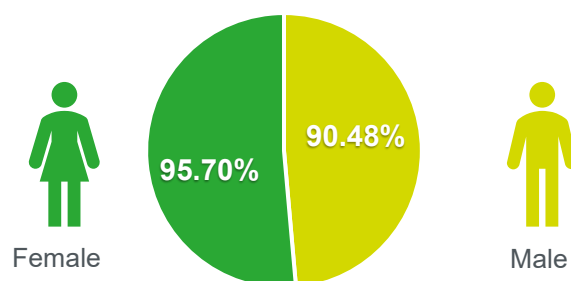
At Parexel, we have a strong commitment to gender equality and diversity. Our commitment is formalised through our Diversity, Equity & Inclusion initiatives and this commitment extends to competitive and equitable pay to ensure we are attracting and advancing a diverse workforce across the globe that is passionate about helping to prevent and cure disease.

Gender Pay Gap Metric	Pay Gap
Mean Difference: Hourly Rate	13.32%
Median Difference: Hourly Rate	2.88%
Mean Difference: Bonus Amount	55.48%
Median Difference: Bonus Amount	1.19%

Percentage receiving Bonus

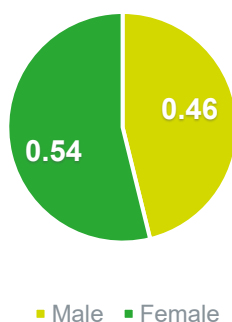


Percentage receiving Benefit In Kind

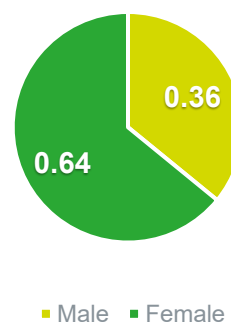


Gender Distribution by Four Equally Sized Pay Quartiles

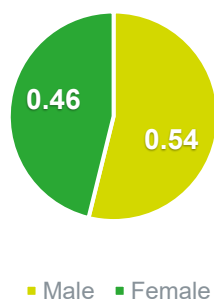
Upper



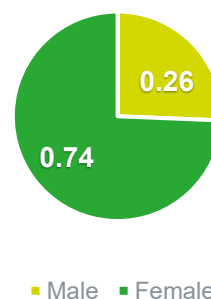
Upper Middle



Lower Middle



Lower



Signed:

Sarah Daniels

Sarah Daniels

Senior Director, Human Resources

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