

Parexel Reports U.K. Gender Pay Data

In accordance with United Kingdom (U.K.) legislative requirements, Parexel has published its U.K. gender pay data for 2024, 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 those Parexel entities required to report under U.K. law. Parexel has several legal entities in the U.K., but only one meets the 250-employee reporting threshold. Our compensation philosophy and practices are uniform across all our legal entities. Therefore, we feel that the metrics encompassing all our U.K. employees provide a better representation of our gender pay data.

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.

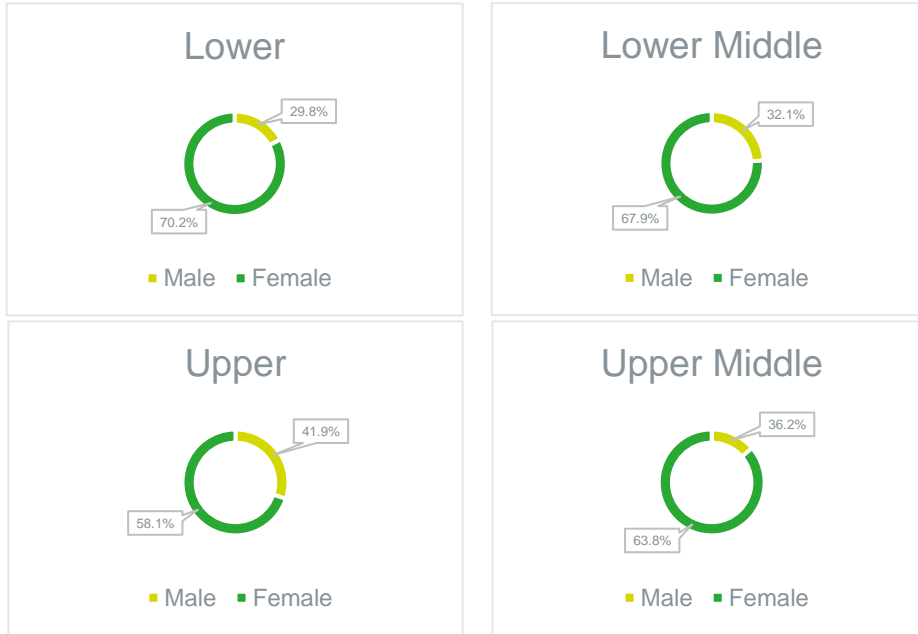
At Parexel, we have a strong commitment to gender equality and diversity, which was recognized by the global nonprofit organization Catalyst when it names Parexel a 2022 Catalyst Award winner. Catalyst recognized Parexel for its Leveraging Gender Partnership to Advance Women in Leadership initiative that has evolved the company culture to one where women have the right resources and training to succeed. Our commitment is formalized through our Diversity, Equity & Inclusion initiatives and programs such as Women in Leadership and Wisdom Circles.

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. The U.K. regulations also require reporting organizations to break down their hourly workforce into quartiles, which show the relative proportions of males and females at different pay progressions within the organization. We have included our quartile data in the graphic below.

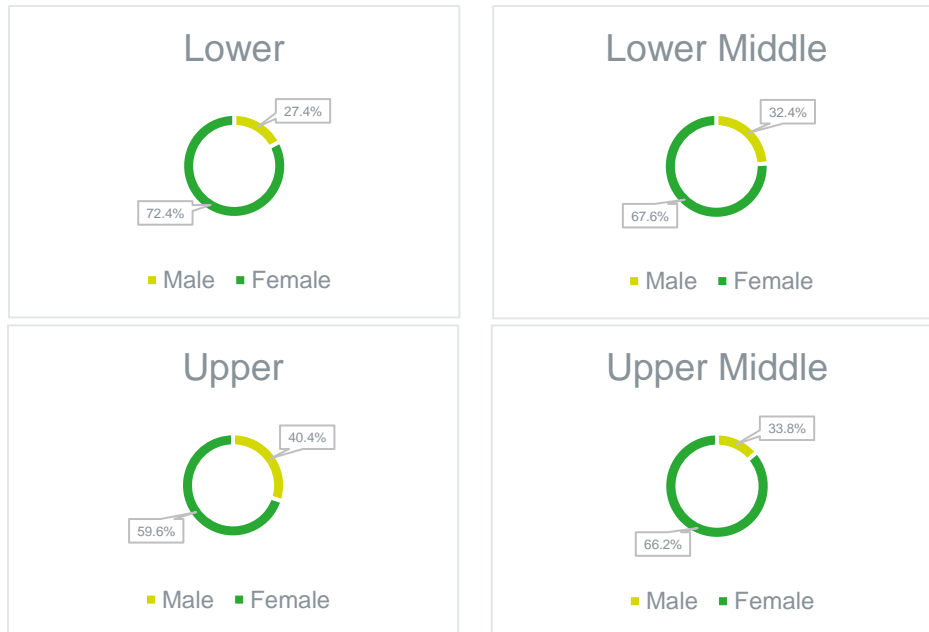
Gender Pay Metric	Parexel International Limited (UK)	Parexel International Limited (All UK Entities)
Mean Difference Hourly Rate	17.3%	16.7%
Median difference hour rate	29.3%	26.4%
Mean difference bonus amount	41.0%	40.4%
Median difference bonus amount	19.3%	13.3%
% of males receiving bonus	54.7%	56.9%
% of females receiving bonus	45.2%	49.4%

Gender Distribution by Four Equally Sized Pay Quartiles

Parexel International Limited (UK)



Parexel International Limited (All UK Entities)





Parexel International

www.parexel.com

Sarah Daniels

Sarah Daniels

Senior Director, Human Resources



Parexel International Corporation

2520 Meridian Pkwy, Durham, NC 27713, USA

+1 919 544-3170 Offices across Europe, Asia, and the Americas www.parexel.com