

Agreement Documents: Unless this Purchase Order ("PO") is issued under a written procurement agreement between the buyer company issuing this PO ("Buyer") and supplier named in the PO ("Supplier"), this PO and any attachments are the sole and exclusive agreement of Buyer and Supplier for the products and/or services described in this PO ("Products"). If this PO is issued under a written procurement agreement, the provisions of that agreement will control. Supplier's acknowledgement of this PO or its commencement of performance with respect hereto shall constitute acceptance of all of the terms and conditions hereof. No other document, including Supplier's proposal, quotation, or acknowledgement form or invoice, will be of any effect, unless Buyer has specifically referenced the document in this PO. Supplier's general terms and conditions will not be applicable even if they are part of such document or reference is made to them in such document.

Price; Taxes: The prices stated in this PO shall apply throughout the performance of this PO. If a price is not stated in this PO or a written procurement agreement, the price will be Supplier's lowest prevailing market price. Such prices are fixed (not subject to change) throughout the term of this PO, unless superseded by Buyer executed change PO. Unless otherwise stated in this PO, Supplier is responsible for and will pay all sales, use, and similar taxes. If Supplier performs any Services or provides any Products without approved an PO, where applicable, Buyer will not be obligated to make payment for those deliveries until an approved PO is executed between the parties.

Payment Terms: Buyer will pay all undisputed and properly invoiced amounts within ninety (90) days after receipt of the applicable invoice, provided that in the event Buyer pays any invoice within ten (10) days of receipt it shall receive an early payment discount of two percent (2%) of the invoice amount which shall be applied against such invoice. Upon Buyer's request, Supplier agrees to promptly, but in any event within 15 days of such request, provide reasonable supporting documentation concerning any invoiced amounts. Buyer shall have no obligation to pay any invoice issued more than 90 days after delivery of all of the Products and/or Services stated in this PO. Upon Buyer's request, Supplier will invoice Buyer electronically.

Acceptance/Rejection of Products and/or Services: Payment will not be deemed acceptance of Products and/or Services, and such Products will be subject to inspection and rejection. Buyer may reject Products or Services that do not comply with Buyer's acceptance criteria or applicable specifications or instructions. Acceptance of any part of this PO shall not bind Buyer to accept future shipments of non-conforming Products and/or Services, nor deprive it of the right to return or otherwise reject non-conforming Products and/or Services. At Buyer's option, it may cancel this PO for rejected Products and/or Services, obtain a refund, or require Supplier to repair, replace such products or, in the event of services, re-perform o in a timely manner and without charge. Supplier shall be liable for all costs incurred by Buyer to return rejected Products.

Delivery: Time is of the essence with respect to Supplier's delivery of Products and/or Services. If Supplier fails to deliver on time, Buyer may cancel this PO and purchase replacements elsewhere and Supplier will be liable for actual and reasonable costs and damages Buyer incurs in connection therewith. Supplier will promptly notify Buyer if it is unable to comply with the delivery date specified in this PO.

Packages; Shipping: Supplier will comply with the packaging, labeling and export requirements of Buyer, but in all cases shall ensure that all Products are properly packaged considering their type and expected use. Supplier will comply with the transportation routing guidelines in this PO and shall not use premium transportation unless specifically authorized by Buyer. If not otherwise specified, all Products shall be shipped to Buyer DDP (Incoterms 2020). For Products that will be imported into any other country, Supplier will comply with all import laws and administrative requirements, including the payment of all associated duties, taxes and fees.

Termination: This PO may be terminated by Buyer at any time with or without cause. If Buyer terminates without cause, Buyer will pay Supplier for Supplier's actual and reasonable expenses for work that has been satisfactorily completed as of the date of termination, but in no event will such payment exceed the agreed upon prices.

Warranties: Supplier represents and warrants that: (i) all services furnished by Supplier will be performed in a diligent, efficient and skillful manner and at the highest levels of performance of Supplier's industry; (ii) the Products will conform to the warranties, specifications and requirements in this PO and will be fit for their intended use; (iii) the Products will be new, of good quality, and free from defects in design, material and workmanship for the longer of the time period specified in this PO and Supplier's standard warranty term (if neither specifies, then for one year); (iv) the Products are safe for use consistent with and will comply with the warranties, specifications and requirements of this PO; (v) all Products and deliverables provided by Supplier and their use by Buyer do not and will not give rise to any infringement or misappropriation of any

privacy, publicity, patent, copyright, trade secret, trademark, or other intellectual property or other legal right of any third party; (vi) it will comply with applicable laws and regulations in supplying the Products, including without limitation all import, export, anti-corruption (including the U.S. Foreign Corrupt Practices Act and U.K. Bribery Act of 2010), (vii) environmental and data privacy laws and regulations; (viii) it has and will maintain any permits, certificates, licenses, consents, approvals and authorizations necessary in connection with the delivery of Products or as otherwise required for performance hereunder; (ix) Supplier has, and shall maintain at all times during the term of this PO, sufficient cash flow and financial condition capable of providing the Products and/or Services to Buyer and (x) any Product or data sent to Buyer shall (a) contain no hidden files; (b) not alter, damage, or erase any data or computer programs without control of a person operating the computing equipment on which it resides; (c) contain no key, node lock, time-out, scrambling device, or other function, whether implemented by electronic, mechanical or other means, which restricts or may restrict use or access to any programs or data (d) not contain harmful code. All warranties shall run to Buyer, its customers and the users of the Products or Services.

Intellectual property: Supplier grants Buyer all rights and licenses necessary for Buyer (including Buyer's parent, subsidiaries, and other related legal entities), to use, transfer, pass-through, and sell the Products and to exercise the rights granted under this PO. In addition, Buyer will be the exclusive owner of all deliverables created by Supplier in connection with or during the performance of services provided pursuant to this PO, any works based on or derived from such deliverables ("**Derivatives**"), and any ideas, concepts, inventions or techniques that Supplier may conceive or first reduce to practice in connection with developing the Deliverables ("**Deliverable Concepts**") (the deliverables, Derivatives, and Deliverable Concepts are collectively referred to as, "**Buyer Materials**") and all intellectual property rights therein, including patents, copyrights, trade secrets, trademarks, moral rights, and similar rights of any type under the laws of any governmental authority (collectively, "**Intellectual Property Rights**"). All copyrightable Buyer Materials shall be prepared by Supplier as a "work made for hire" for Buyer, and Buyer shall be considered the author of the Buyer Materials for purposes of copyright. To the extent that the Buyer does not acquire ownership of such copyrights as a work made for hire, and with respect to all other rights, Supplier hereby assigns and agrees to assign upon creation to Buyer all right, title and interest in and to the Buyer Materials and all Intellectual Property Rights therein. To the extent such assignment of rights and ownership is invalid or any of the foregoing rights, including so-called "moral rights" or rights of "droit moral," may be inalienable, Supplier agrees to waive and agrees not to exercise such rights, and if such waiver and agreement are deemed invalid, to grant to Buyer and its designees the exclusive, transferable, perpetual, irrevocable, worldwide and royalty free right to make, use, market, modify, distribute, transmit, copy, sell, practice, and offer for sale and import the Buyer Materials and any process, technology, software, article, equipment, system, unit, product or component part covered by the Deliverable Concepts or a claim of any patent in any part of the Deliverable Concepts. At Buyer's request, Supplier will obtain the execution of any instrument, including from any employee or contractor, that may be appropriate to assign these rights under this paragraph to Buyer or perfect these rights in Buyer's name. Supplier agrees that any copyrightable material prepared for Buyer shall carry on the face thereof in legible form a copyright notice identifying Buyer and the year of publication.

Notification of debarment/suspension (if applicable): By acceptance of this PO either in writing or by performance, Supplier certifies that as of the date of award of this PO neither Supplier, nor any of Supplier's employees or principals performing any services in connection with the PO, is debarred, suspended, or proposed for debarment, or otherwise ineligible to participate in US federal healthcare programs by the U. S. Food and Drug Administration ("**FDA**") or any agency of the U.S. Federal Government or any foreign and applicable equivalent of the FDA ("**Applicable Governmental Authority**"). Further, Supplier shall provide immediate written notice to Buyer in the event that during the performance of this PO Supplier or any of Supplier's employees or principals is debarred, suspended, or proposed for debarment, or is subject to investigation which could lead to debarment, or is declared an ineligible person by the FDA or an Applicable Governmental Authority.

Audit (if applicable): If Supplier is providing Products or Services related to clinical services (e.g. drug storage, shipment, destruction) in connection with a clinical study or trial (a "**Clinical Trial**"), Supplier agrees that Buyer and the sponsor of the Clinical Trial shall have the right, with reasonable notice, to audit Supplier including, but not limited to, examining (and make copies of, as applicable) relevant information, materials, data, records, files, facilities and equipment related to the Products. In addition, Supplier shall promptly notify Buyer in the event Supplier is audited by any regulatory or governmental agency in connection with the Products or the Clinical Trial and shall provide Buyer with copies of all correspondence with such agency. Supplier agrees to promptly take any reasonable steps that are requested by Buyer or a sponsor as a result of an audit and to cure any deficiencies in the Products revealed by such audit.

Anti-Corruption: Supplier shall not take any action that will cause Buyer to be in breach of any applicable laws for the prevention of fraud, bribery and corruption, kick-back or facilitation payments, money laundering or terrorism, including the US Foreign Corrupt Practices Act and U.K. Bribery Act of 2010. Supplier represents that none of its employees, agents, officers or other members of its management are officials, officers, agents, representatives of any government or political party or international organization where they may be in positions of official government authority able to use that position to improperly help Buyer or its clients ("**Clients**") obtain or maintain business or obtain a business advantage. Supplier agrees that it shall not make any payment, either directly or indirectly, of money or other assets, including but not limited to the compensation Supplier derives from this PO (hereinafter collectively referred as a "**Payment**"), to government or political party officials, officials of international organizations, candidates for public office, or representatives of other businesses or persons acting on behalf of any of the foregoing (hereinafter collectively referred as "**Officials**") where such Payment would constitute violation of any law, including the U.S. Foreign Corrupt Practices Act and U.K. Bribery Act of 2010. In addition, regardless of legality, Supplier shall make no Payment either directly or indirectly to Officials if such Payment is for the purpose of influencing decisions or actions with respect to the subject matter of this PO or any other aspect of Buyer's or its Client's business. Supplier shall report any violation of this paragraph promptly to Buyer and agrees to respond to any Buyer inquiries about any potential violations and make appropriate records available to Buyer or its Clients upon request. Supplier shall comply with the principles of Parexel's Supplier Code of Conduct at all times while providing Products or services under this PO. These policies can be found at <https://www.parexel.com/company/compliance-ethics>. Any material breach or violation by the Supplier of the above undertakings shall give Buyer the right to terminate this PO with immediate effect. At any time upon the request of Buyer, Supplier agrees to certify in writing its ongoing compliance with the obligations contained in this paragraph.

Sanctioned Countries Prohibited: The parties agree that nothing contained herein is intended to, nor implies, the provision of Products or services in countries or locations or with individuals or entities that are subject to sanctions imposed by the US, EU, U.K. or United Nations ("**Fully Sanctioned Countries**" means Iran, Syria, Cuba, North Korea and the Crimea, Donetsk and Luhansk regions of Ukraine, or as amended in the future by the US Government or other relevant government authority). The parties agree that the performance of activities under or related to this Agreement, either directly or indirectly, are neither for the benefit of nor shall they be performed in or for end-use within the Fully Sanctioned countries.

Data Protection: Supplier will comply with all applicable national and international laws, regulations and guidelines relating to protection of the personal information, including, to the extent applicable, the Regulation (EU) 2016/679 (General Data Protection Regulation) or GDPR. In the event Supplier is or will be processing any personal data of Buyer, it shall execute and comply with Buyer's standard data privacy terms and all instructions of Buyer with respect to such data. If Supplier will be processing the personal data of European citizens outside of the European Union, then Supplier shall in such connection adhere, as a data importer, to the Standard Contractual Clauses. In the event Supplier discloses any personal data to Buyer hereunder, Supplier hereby agrees that it will only disclose such personal data to Buyer as Supplier has the right to disclose, and agrees that Buyer shall have the right to use such data in connection with its use of the Products as reasonably required.

Indemnification: Supplier agrees to defend, hold harmless, and indemnify Buyer from any claim, demand, loss, expense, including without limitation reasonable attorney's fees and document production costs, damage, or liability whatsoever, even in advance of judgment, that arises from (i) any claim that a Product or deliverable infringes any intellectual property or other legal right of any third party, (ii) the failure of Supplier to comply with its warranties and obligations of this PO, (iii) the negligence or willful misconduct of Supplier, (iv) any defect in any Product of Supplier, and/or (v) any violation of applicable law, rule or regulation by Supplier, including without limitation any applicable data protection law. If a claim of infringement is made, Supplier will, at its own expense, exercise the first of the following remedies that is practicable: (i) obtain for Buyer the rights granted under this PO; (ii) modify the Product so it is non-infringing and in compliance with this PO; (iii) replace the Product with non-infringing ones that comply with this PO; or (iv) accept the return or cancellation of the infringing Product and refund any amount paid. Buyer may return non-conforming Products to Supplier at Supplier's expense.

Limitation of Liability: To the maximum extent permitted by applicable law in no event will Buyer be liable for any lost revenues, lost profits, incidental, indirect, consequential, special or punitive damages.

Insurance (if applicable): Unless expressly waived in the PO, Supplier shall maintain the following insurance coverages as applicable: (i) Workers Compensation and Employers Liability as required by law, (ii) Comprehensive General Liability in the amount of \$1 million or greater (or equivalent in local currency), (iii) Cyber Liability with limits of \$5 million or greater, (iv) if the Supplier is providing professional or clinical

services, \$5 million of Professional Liability (or equivalent in local currency) and (v) if the supplier is providing Products, \$5 million or greater in product liability (or equivalent local currency). Supplier shall furnish Buyer will certificates of insurance upon request.

Assignment: Supplier will not assign its rights nor subcontract its duties without Buyer's written consent. Any unauthorized assignment is void. Supplier acknowledges and agrees that any PO is assignable by Buyer to the Client for which Buyer has been hired to perform clinical services for or such Client's designee and that is a third-party beneficiary to any related PO. Additionally, Supplier acknowledges and agrees that a Client may require certain terms to be flowed down with respect to a subcontractor.

Confidential Information: Supplier may receive, or may have already received knowledge of, or access to, information which relates to the business, operations, products, or plans of Buyer or of its Clients and which is not known to the general public, whether as part of this PO or otherwise (hereinafter "**Confidential Information**"). Supplier will not at any time, without the express prior written consent of an authorized representative of Buyer: (a) use the Confidential Information for any purpose, (b) disclose any Confidential Information to any other person or entity, or (c) use any Confidential Information for Supplier's own benefit or the benefit of any other person or entity. Supplier shall only disclose Confidential Information to those of its employees who have a need to know the information in connection with Supplier's provision of Products and/or services hereunder and, for the avoidance of doubt, Supplier shall be responsible for such employees' compliance with the terms of this provision. Promptly upon the request of Buyer or the termination of this Agreement, Supplier shall return to Buyer, or destroy as directed by Buyer, all Confidential Information in its possession. The foregoing obligations shall not apply to information which Supplier can prove with documentary evidence: (i) was rightfully known to Supplier prior to receipt from Buyer; (ii) is or lawfully becomes generally available to the public; (iii) is acquired by Supplier from a third party who has a lawful right to disclose such information; or (iv) is independently developed by Supplier without use of the Confidential Information. This Section will not be construed to prohibit disclosure of Confidential Information to the extent that such disclosure is required by law or valid order of a court or other governmental authority ("**Required Disclosure**"); provided, however, that Supplier promptly gives Buyer prior written notice of such Required Disclosure, to the extent permitted by the requesting governmental entity. This provision shall survive the termination of this PO indefinitely.

Applicable Laws: This PO is governed by the laws of the country where Buyer is located, except: (i) in Australia, this PO will be governed by the laws of the State or Territory in which the transaction occurs; (ii) in the United Kingdom, this PO will be governed by the laws of England; (iii) in the countries of the European Union, Ukraine, Belarus, Russia, and Norway, this PO will be governed by the laws of Germany; (iv) in South America, this PO will be governed by the laws of Argentina, and (v) in the United States (including if any part of the transaction occurs within the United States), and the People's Republic of China, the laws of the Commonwealth of Massachusetts applicable to contracts executed in and performed entirely within that State govern this PO.

Supplier also agrees to conduct the business contemplated herein in a manner which is in compliance with all applicable laws, regulations and ordinances relating to employee/work force rights and treatment.

Dispute Resolution: All disputes arising of out of or in connection with this PO or the subject matter hereof will be exclusively and finally settled under the Rules of Arbitration of the International Chamber of Commerce (the "**Rules**") before a single arbitrator knowledgeable in the subject matter of the dispute and appointed in accordance with the Rules. The arbitration shall be held in Boston, Massachusetts if the applicable law is Massachusetts or otherwise in London, England. All proceedings shall be in English. The arbitrator's decision and award shall be final and binding and may be entered in any court having jurisdiction thereof. If court proceedings to stay litigation or compel arbitration are necessary, the party who unsuccessfully opposes such proceedings shall pay all associated costs, expenses and attorney's fees which are reasonably incurred by the other party. The arbitrator shall have no authority to award any punitive damages or other damages excluded by this PO. Notwithstanding the above, either party may seek equitable relief for any claim or cause of action arising from this PO.

Equal Opportunity Employer: Buyer is an equal opportunity employer and federal contractor or subcontractor. Consequently, the parties agree that, as applicable, they will abide by the requirements of 41 CFR 60-1.4(a), 41 CFR 60-300.5(a) and 41 CFR 60-741.5(a) and that these laws are incorporated herein by reference. These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. These regulations

require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability. The parties also agree that, as applicable, they will abide by the requirements of Executive Order 13496 (29 CFR Part 471, Appendix A to Subpart A), relating to the notice of employee rights under federal labor laws.

General: Any reproduction of this PO by reliable means will be considered an original of this PO. The United Nations Convention on Contracts for the International Sale of Goods does not apply. If any term or provision of this PO is declared invalid, illegal or unenforceable, the invalidity, illegality or unenforceability thereof will not affect the remaining terms or provisions of the PO. No waiver, consent, change or modification to this PO shall be binding, unless in writing and signed by duly authorized representatives of Buyer and/or Seller, as applicable.

Supplier shall ensure that the provision of Products (services and/or goods) is performed in a manner that gives regard to the protection of the natural environment. Supplier agrees to comply with any and all applicable environmental laws, regulations and ordinances, applicable to the provision of Products (services and/or goods and will comply with all applicable environmentally-related legislation, codes and practices.

Buyer promotes the use of small, disadvantaged and minority owned businesses whenever possible. As such, Supplier agrees to use reasonable efforts to support Diverse Business Enterprises (as defined below) through the direct and indirect purchase of goods and/or services from Diverse Business Enterprises certified by one or more certified agencies recognized by Buyer ("**Certified Spend**"). A list of certification agents is available upon request. Supplier further agrees to report to Buyer, on a quarterly basis, all direct and/or indirect Certified Spend with Diverse Business Enterprises via the standardized online portal then used by Buyer, or as otherwise required by Buyer. "**Diverse Business Enterprise**" shall mean an entity organized under United States laws that provides products or services and is at least 51 percent owned, controlled and managed by an individual or group that is part of a traditionally underrepresented or underserved group, which categories include: minority, women, veteran or LGBT (Lesbian, Gay, Bisexual, and/or Transgender).

Italy: For any Products or Services provided in Italy, the Supplier agrees to the following additional terms. Supplier is aware of the contents of Legislative Decree 8 June 2001, n. 231 ("Statute regarding the administrative liability of legal entities, companies and associations, including those without legal personality, pursuant to Article 11 of Law No. 300 of September 29, 2000"). It acknowledges that Parexel International Srl has adopted an Organization, Management and Control Model pursuant to Legislative Decree No. 231 of June 8, 2001, (the "**Model**") a copy of which is accessible at the following address: https://www.parexel.com/Compliance/Italy_Model_231. Supplier represents and further declares: (a) to be aware of the Model, to fully understand its contents, and to ensure compliance with the Model; (b) that against its pro tempore representatives there has been no final judgement of conviction, no criminal decree of conviction that has become irrevocable, no judgement of application of the criminal sanction upon request pursuant to art. 444 of the Italian Code of Criminal Procedure has been pronounced, nor is any proceeding pending for violations sanctioned by Legislative Decree 231/2001; (c) that pursuant to and for the purposes of Article 1381 of the Italian Civil Code, it ensures compliance with this clause by the personnel it employs or contracts; (d) that pursuant to and in accordance with Article 1381 of the Italian Civil Code, Supplier ensures compliance with this clause by the individuals and legal entities whose services it uses for the performance of this PO; and (e) to constantly verify that the individuals and legal entities it uses for the execution of this PO will comply with the provisions of the law on environmental and occupational health and safety matters. Upon request, Parexel International Srl has the right to assess compliance with these terms and Applicable Laws. Failure to comply with this section constitutes a serious breach of this PO. Should a breach occur, Parexel International Srl will have the right to immediately terminate this PO pursuant to and in accordance with Article 1456 of the Civil Code, in addition to seeking compensation.