

CORPORATE SOCIAL RESPONSIBILITY POLICY

1. INTENT

PAREXEL International (India) Private Limited (the “Company”) has formulated this corporate social responsibility policy (“**CSR Policy**”) to provide required guidelines and procedures for the Company when making contributions and donations (collectively, “Contributions”) under the Indian Companies Act 2013 and the rules framed thereunder (collectively, “**Act**”). This CSR Policy is intended:

- (a) to facilitate appropriate and approved Contributions;
- (b) to actively support the national development initiatives to ensure sustainable change; and
- (c) to engender a sense of empathy and equity among employees of the Company to motivate them to give back to the society.

2. CORPORATE SOCIAL RESPONSIBILITY CONTRIBUTIONS

The Company’s CSR Contributions shall be in accordance with Schedule VII to the Act (as amended from time to time), including, but not limited to, to qualified organizations that address the following:

- (i) the eradication of hunger, poverty and malnutrition;
- (ii) the promotion of education;
- (iii) the promotion of health and fitness;
- (iv) the promotion of gender equality and the empowerment of women; and
- (v) such other areas as the Company’s Board may from to time decide provided the same is permissible under the Act.

3. CORPORATE SOCIAL RESPONSIBILITY BUDGET

- 3.1 The Board shall endeavor that the Company spends the mandatory amount prescribed in the Act (presently, 2% of the average net profit made during the immediate three preceding financial years) for CSR Contributions pursuant to this CSR Policy (“**Annual CSR Budget**”).
- 3.2 The Board may, in its sole and absolute discretion, carry forward unutilized amount of Annual CSR Budget for spending it on CSR Contributions in future years.
- 3.3 The Company may collaborate or pool resources with group companies, other organizations or companies to undertake CSR Contributions, or any other non-profit

organization, if required.

4. GOVERNANCE STRUCTURE

4.1 **Role of the Board of Directors** - The Board of Directors of the Company (“**Board**”) will be responsible for:

- (a) approval of the CSR Policy of the Company;
- (b) disclosing the content of the CSR Policy in the Directors’ report;
- (c) placing the CSR Policy on the Company’s website;
- (d) ensuring that the Contributions included in the CSR Policy are undertaken by the Company;
- (e) ensuring that the Company endeavors to spend, in every financial year, the Annual CSR Budget in pursuance of this CSR Policy;
- (f) ensuring that the Company gives preference to the local areas around its operations for spending the amount earmarked for CSR projects; and
- (g) ensuring that it specifies the reasons in its report for not spending the allocated amount in case the Company fails to spend such amount.

4.2 **CSR Committee and its Role** - The CSR Committee of the Board comprises of Mr. Sureshkumar Reddy Parvathareddy, Director and Mr. Douglas Alexander Batt, Director and Mr. Josef Hieronymus von Rickenbach. Mr. Sureshkumar Reddy Parvathareddy is chairman of the CSR Committee.

The responsibilities of the CSR Committee are:

- (a) to formulate and recommend the CSR Policy for approval of the Board.
- (b) to monitor the CSR Policy from time to time and to recommend the changes in the CSR Policy to the Board for approval.
- (c) to recommend CSR Contributions to be undertaken by the Company for approval of the Board.

5. MONITORING MECHANISM

5.1 Organizations receiving funding will be required to provide with details on the status of the CSR Contributions including details concerning the project deliveries, costs incurred, and in a manner requested by the Company from time to time.

5.2 A summary of these reports shall be tabled before the meetings of the CSR Committee.

5.3 The Company reserves the right to suspend payments to an organization that delays and/or fails to provide to the Company’s satisfaction the details concerning the use of the funding given by the Company.

5.4 The Company shall be free to publish information about the funding including the details of the beneficiary if it so desires or if so required under the Act. All organization and/or beneficiaries receiving funding from the Company pursuant to this CSR Policy agree to all the terms and conditions of this CSR Policy.

6. REPORTING MECHANISM

The Company shall publish its annual report on CSR Contributions in its Directors' Report in the manner prescribed under the Act. This CSR Policy will also be available on the website of the Company.

7. COMPLIANCE WITH ANTI-CORRUPTION LAWS

Contributions must not be made for the purpose of influencing a government official, private person, or to a political party or in respect of any other situation where the Contribution could be considered a bribe or otherwise in violation of any anti-corruption or anti-bribery laws.