

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 2023, 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.

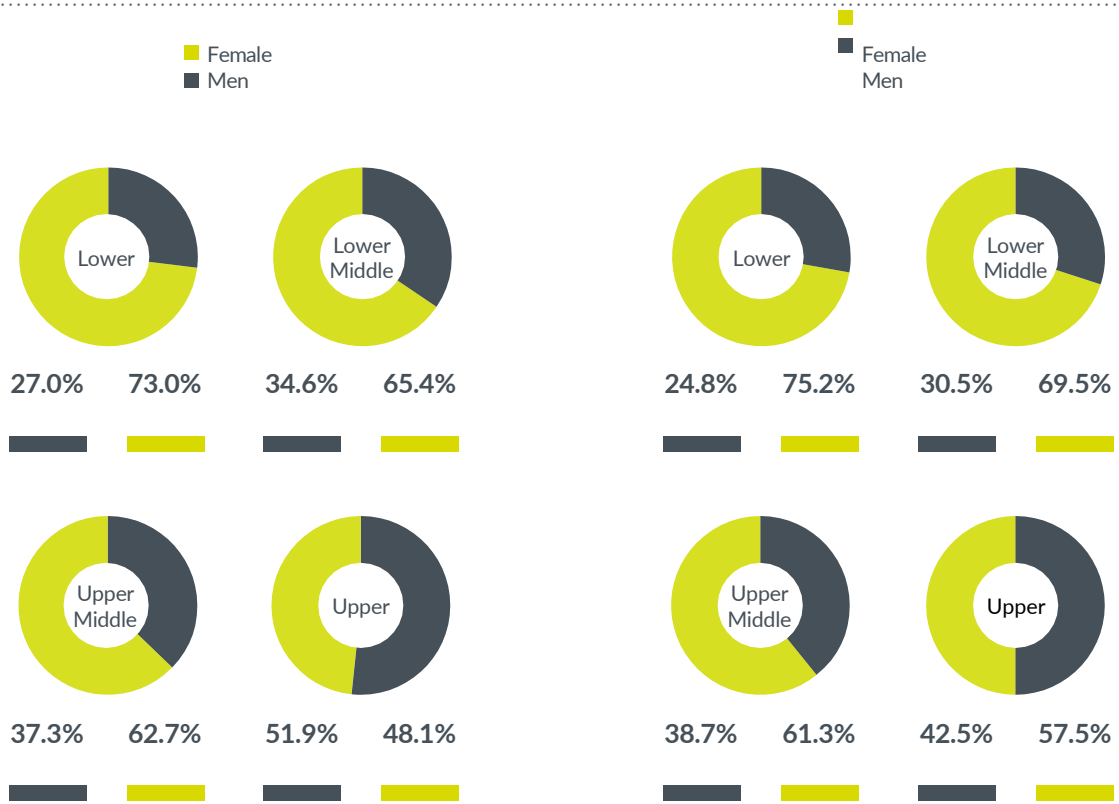
The U.K. regulations also require reporting organizations to break down their hourly workforce into quartiles, which show the relative proportions of males and females at different pay progressions within the organization. We have included our quartile data in the graphic below.

Gender Pay Metric	Parexel International Limited (U.K.)	Parexel International (All U.K. Entities)
Mean Difference Hourly Rate	+22.2	+18.3
Median Difference Hourly Rate	+34.0	+29.2
Mean Difference Bonus Amount	+24.7	+23.5
Median Difference Bonus Amount	+17.7	+24.7
% of Males Receiving Bonus	+68.0	+68.7
% of Females Receiving Bonus	+50.5	+51.8

Gender Distribution by Four Equally Sized Pay Quartiles

Parexel International Limited
(U.K.)

Parexel International
(All U.K. Entities)



Signed:

Sarah Daniels

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