

MEDPACE

# CORPORATE RESPONSIBILITY REPORT

2021-2022



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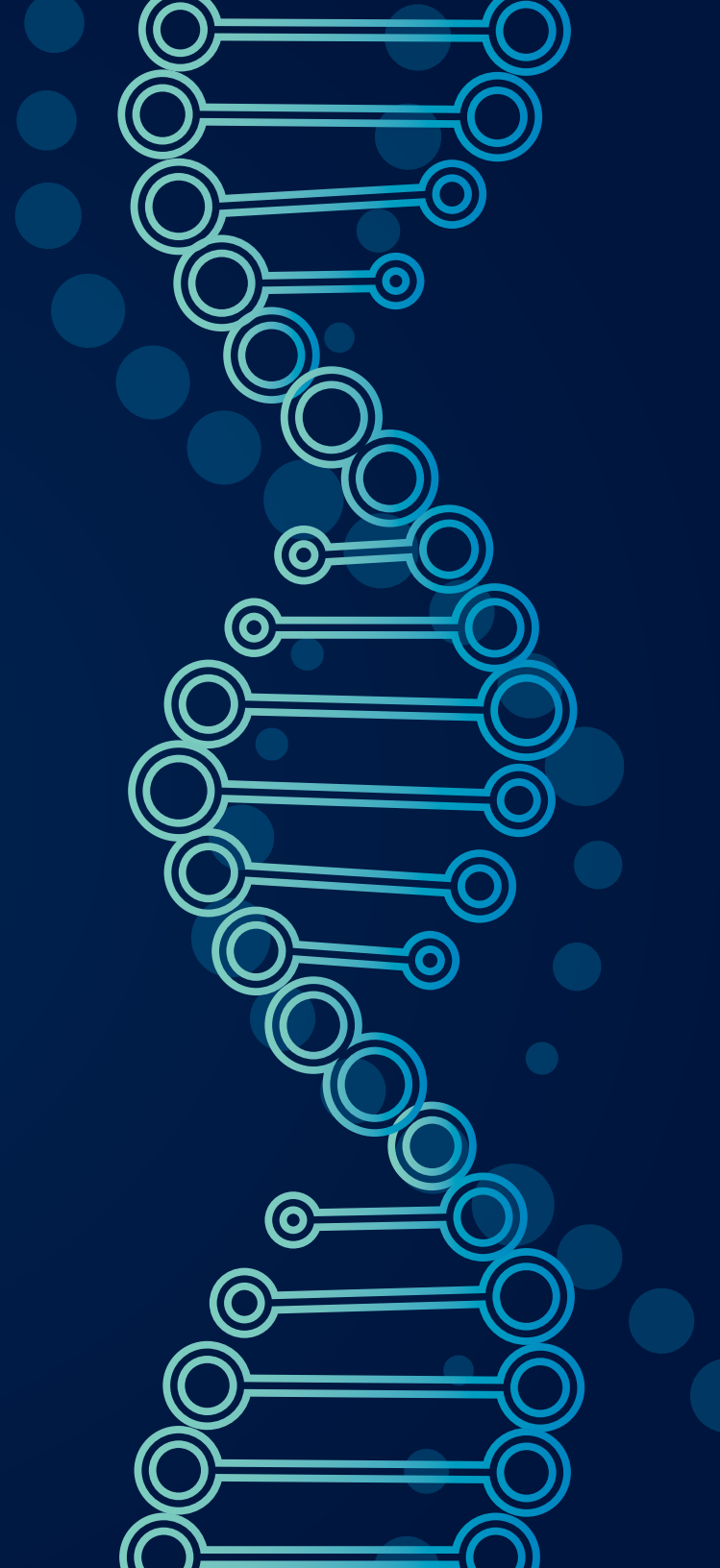
## ABOUT MEDPACE

Medpace Holdings, Inc., and its global affiliates (“Medpace”) is a scientifically-driven, global, full-service clinical contract research organization (CRO) providing Phase I-IV clinical development services to the biotechnology, pharmaceutical and medical device industries. Headquartered in Cincinnati, Ohio, Medpace employs approximately 4,500 people across 41 countries.\*

### MISSION

Medpace’s mission is to accelerate the global development of safe and effective medical therapeutics. In furtherance of this mission and as a CRO, Medpace is a critical link connecting lifesaving innovations in medicine and medical devices with the communities of patients who depend on them. Medpace is committed to engaging with its stakeholders (employees, customers, and vendors) to uphold the highest environmental, social, and governance values while maximizing value to shareholders. As a publicly traded company, Medpace acknowledges the importance of transparency, and is dedicated to ensuring that all aspects of its operations are subject to evaluation and scrutiny in line with its mission and values.

\*As of December 31, 2021



# MESSAGE FROM OUR CEO



**August J. Troendle, M.D.**  
*Chief Executive Officer and Chairman of  
the Board of Directors*

## Dear Associates and Investors,

We are pleased to present our 2021-2022 Corporate Responsibility Report to you and to the public. This report builds on our prior report and demonstrates our commitment to the values embodied in our mission.

At Medpace, our mission is to accelerate the global development of safe and effective medical therapeutics. We pursue our mission through responsibly managing our company and promoting an environment where our most valuable assets, our people, will thrive. This requires we be sensitive to the needs of our associates, as well as all our support partners and vendors, the patients we care for, the communities in which we operate.

Our view of corporate responsibility revolves around prioritizing ethical behavior in all we do, from our approach to executing clinical trials, to our interactions with our sponsors and investors, to the way we interact with the world around us. We have taken a comprehensive approach to corporate responsibility, not only doing what is expected or required of us as a corporate citizen under the laws and regulations with which we must comply, but also looking beyond the mere requirements and assessing what is the right thing to do to advance our mission. That is an important part of why our associates have chosen to work for us, and why our investors have capitalized us. Our success is tied to our mission and our mission is enhanced by operating in an honest, ethical and conscientious manner.

Regards,

A handwritten signature in black ink, appearing to read 'AJT', written in a cursive, flowing style.

**August J. Troendle**



# BUILDING A CULTURE OF COMPLIANCE



## CULTURE OF COMPLIANCE

Ethical behavior starts with culture and is driven by the messages and actions of our leadership. We have always maintained a culture of compliance that requires all employees – including senior leaders - to participate in robust compliance training and competency testing.

We are committed to ethical and compliant business practices by maintaining the highest standards for business conduct, ingrained in our culture and supported by policies maintained by our Chief Compliance Officer who is accountable directly to the Board of Directors. We continually educate employees about ethical business practices through ongoing trainings and annual certifications.

Failure to meet compliance training requirements may subject associates to discipline. It is a fundamental metric on which we assess all associates.

# ETHICS AND COMPLIANCE: OUR GLOBAL COMMITMENT

## HUMAN RIGHTS

We do not tolerate human trafficking, child labor, or modern slavery of any kind in any Medpace operations. While the risk of human trafficking, child labor, and modern slavery are very low in the clinical trial industry, we train every employee in the recognition and elimination of forced labor and modern slavery in our operations. These practices are not tolerated in the recruiting of Medpace associates or clinical trial participants, or in the Medpace supply chain. Our commitment to protecting human rights and combating all forms of human trafficking and human slavery can be found in our Human Rights Statement, available on our website.

## CONDUCTING BUSINESS IN ACCORDANCE WITH ANTI-BRIBERY/ANTI-CORRUPTION POLICIES

We will not tolerate even the appearance of corruption or unethical behavior in our employees or our operations. All associates complete Anti-Bribery/Anti-Corruption training annually to educate them on conducting business in compliance with all related laws, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. Our Chief Compliance

Officer maintains a dedicated email inbox and phone number for the reporting of compliance or corruption-related inquiries and reports, and any confirmed incidents are reported to our Board of Directors.

## SAFE AND CONFIDENTIAL REPORTING

Our employees and contractors are provided with multiple mechanisms to report actual or suspected violations of the Code of Business and Ethics or any other Medpace SOPs, including, as outlined in our [Whistleblower Policy](#), an anonymous whistleblower hotline number and a dedicated email and phone number for the reporting of ethics and compliance concerns. Reports are investigated

and corrective action is implemented where appropriate. We do not tolerate retaliation of any kind against anyone who submits a good faith report.

## GOVERNANCE

As a publicly traded company, the Board of Directors of our parent company Medpace Holdings, Inc. meets on a regular basis and provides detailed financial information to the SEC. Additionally, the Chief Compliance Officer reports to the Board of Directors at each board meeting and to senior leadership as necessary. We adhere to all applicable laws and regulations pertaining to transparent conduct and lawful operations of public companies.



### Corporate Compliance Officer

Stephen Ewald, General Counsel & Corporate Secretary  
Medpace Corporate Headquarters, USA  
5375 Medpace Way  
Cincinnati, OH 45227  
Office # 13115  
Phone (513) 579-9911 ext. 12055  
Fax (513) 579-0444  
[s.ewald@medpace.com](mailto:s.ewald@medpace.com)

# CODE OF BUSINESS CONDUCT & ETHICS

Our Code of Business Conduct and Ethics (the “Code”) serves as the foundation of our global Compliance and Ethics program, and communicates to all associates their shared obligation to uphold Medpace’s standards. The document has been translated in 12 languages to reach our global audience and has been shared with associates. All associates are required annually to review and acknowledge their commitment to the standards that guide us in the operation of our business and advancement of our mission. The Code ensures a culture of excellence by rejecting any instances of conflicts of interest, bribery, corruption, insider trading, trade control/OFAC violations, or harassment. Specifically, the Code encourages honest and ethical conduct, including fair dealing and the ethical handling of actual or apparent conflicts of interest; full, fair accurate, timely and understandable disclosures; compliance with applicable governmental laws, rules, and regulations; prompt internal reporting of any violations of law or the Code; accountability for adherence to the Code, including fair process by which to determine violations; consistent enforcement of the Code, including clear and objective standards for compliance; and protection for persons reporting any unethical behavior.



# COMPLIANCE IN THE CONTEXT OF CLINICAL TRIALS

## GOOD CLINICAL PRACTICE

We adhere to both the letter and the spirit of Good Clinical Practice (“GCP”) in our clinical operations. GCP is the common standard for clinical trials throughout the world, emphasizing respect for the rights, well-being, and dignity of participants in clinical trials. The goal of GCP is to implement practices and procedures that elevate patient safety and well-being above all else, ensuring that clinical trials are conducted with a view toward patient safety and scientifically-valid results. Our compliance with GCP is demonstrated through the use of robust practices and procedures, extensive employee training, regular internal and external auditing, careful vetting of third-party partners, and use of industry-standard documentation procedures from start to finish.

### First time pass rate for Corporate Compliance Exam:



## ETHICAL FRAMEWORK

As a global healthcare leader, we comply with all standards applicable to conducting clinical trials ethically; emphasizing patient safety and ensuring the integrity of all data collection and the administration of clinical research. To this end, our medical therapeutic leads are fully integrated with our clinical operations and are an active part of the project leadership team to ensure the highest medical-ethical standards are maintained throughout the execution of clinical trials we conduct. Further, all associates, whether in a clinical role or not, are required to be trained on and demonstrate proficiency in the standards underpinning GCP, including the proper routing and reporting of serious adverse events.

# DATA PRIVACY AND SECURITY

## RESPECTING DATA PRIVACY

We are committed to protecting the privacy of individuals of all nationalities in the processing of their personal data, recognizing the fundamental rights to lawfulness, fairness, and transparency. We adhere to the principles of data privacy by design and by default, including data minimization to the extent possible. Medpace provides a full Global Privacy Policy on its website, which includes a dedicated email address for the reporting of any actual or suspected privacy concerns.

## CYBER SECURITY

We have physical, electronic, and organization procedures to safeguard and secure personal data stored on all of our systems. These procedures are documented in an annual Security Assessment, and incorporated into our company-wide Data Privacy Impact Assessment. Medpace has aligned with the NIST\* Cybersecurity Framework and is SOC2\*\* certified. There is a dedicated Information Security team directly responsible for implementing, maintaining, and reviewing these controls.

Some of our controls include:

1. Defining, publishing and communicating to staff and sub-processors a set of policies for information security
2. Reviewing policies for information security planned intervals or when significant changes occur to ensure their continuing suitability, adequacy and effectiveness
3. Holding staff with access to personal data accountable for maintaining confidentiality obligations
4. Establishing an access control policy to ensure minimum access necessary to support the data processing services
5. Requiring regular password changes for all staff and removing access for terminated staff
6. Requiring multifactor authentication to access systems with personal data
7. Limiting physical access to data centers processing personal data to authorized individuals supporting the physical equipment or facility, including data center physical and environmental protections and 24/7 video surveillance and requiring visitor pre-authorization and full-time accompaniment
8. Destroying physical media using industry standard practices and encrypting backups if using removable tape or other media
9. Providing network protections like firewalls, intrusion detection, traffic filtering, network access controllers for monitoring and preventing unauthorized access
10. Securing personal data transmitted over the Internet and between external networks with industry standard encryption
11. Regularly patching computer systems, performing vulnerability scanning and assuring quick remediations of critical vulnerabilities
12. Protecting servers and workstations by deploying and maintaining up-to-date malware protection and end point detection and response systems (EDR)
13. Regular training and deployment of phishing tests to enhance awareness of cybersecurity among employees.

\*National Institute of Standards and Technology

\*\*Service Organization Control 2



# ASSOCIATE HEALTH AND WELL-BEING



We employ approximately 4,500 associates world-wide, with the largest population located at the headquarters in Cincinnati, Ohio. Our associates are our most important asset and we recognize the importance of motivating and rewarding our associates not only by providing the opportunity to make a real difference in the health and well-being of people around the globe, but also by recognizing a job well done, and offering a place to grow and thrive. To support this aim, we enable and promote both a healthy lifestyle and a necessary work/life balance.

We recognize the importance of offering our associates and their families high quality benefits as part of their overall compensation and benefits package. We have developed a comprehensive benefits package that delivers quality and value while satisfying the diverse needs of our workforce. Certain employees are given the opportunity to receive grants of Medpace stock, encouraging a sense of shared investment in success. Every year we review competitive benchmarking data and information to ensure the alignment of our global compensation and benefits programs

with the external market and each country's customs and needs. This annual review process includes in-depth discussions with our external benefit administrators, insurers, and consultants to optimize the services, coverage, costs and other aspects of Medpace-provided benefits. Additionally, we encourage associates to strive for physical, fiscal, and mental well-being for themselves and their family. Although specific benefits and incentives may vary country to country, our consistent goal is to enhance the well-being of our associates.

# GLOBAL BENEFITS

In the countries in which supplemental health insurance is commonplace, we provide medical, dental, and vision insurance. In the US, we have implemented high deductible health plans, while seeding employee Health Savings Accounts and providing continuing education on adopting and maintaining a consumer-driven approach to healthcare (for example, telemedicine, provider quality and cost scores, and mail delivery prescriptions). We recognize the need to provide financial welfare in times of need by offering life insurance, short-term disability, long-term disability, critical illness insurance, and accident insurance. There are many tax-

advantaged and government-encouraged lifestyle benefits offered to associates across the globe which offset expenses related to commuting, meals, fitness, childcare, and other living and work-related expenses. For example, in Cincinnati, Medpace has partnered with a local non-profit to provide a location to house a daycare facility accessible to our employees. We continue to work with our childcare provider partners in order to improve the accessibility and affordability of childcare across the globe for associates in our other office locations. This optional benefit offers working parents a close and convenient option for high quality child-care

only steps away from our campus. We recognize that the time and energy required to plan for retirement is significant. Therefore, we provide defined contribution retirement plans in many countries where supplemental employer-sponsored plans are common.

We also believe in the importance of financial literacy, and we recently established a partnership with First Financial Bank to provide employees with convenient banking services and financial education on our Cincinnati campus. The program provides employees with valuable knowledge on personal finances, access to online financial tools and more.



100%

OF COUNTRIES THAT MEDPACE EMPLOYS IN ENJOY SUPPLEMENTAL BENEFIT AND/OR PTO SCHEMES ABOVE STATUTORY REQUIREMENTS

34

COUNTRIES WITH SUPPLEMENTAL HEALTH & WELFARE BENEFITS

24

COUNTRIES WITH SUPPLEMENTAL LIFESTYLE BENEFITS

24

COUNTRIES WITH TRANSPORTATION BENEFITS

12

COUNTRIES WITH SUPPLEMENTAL RETIREMENT BENEFITS

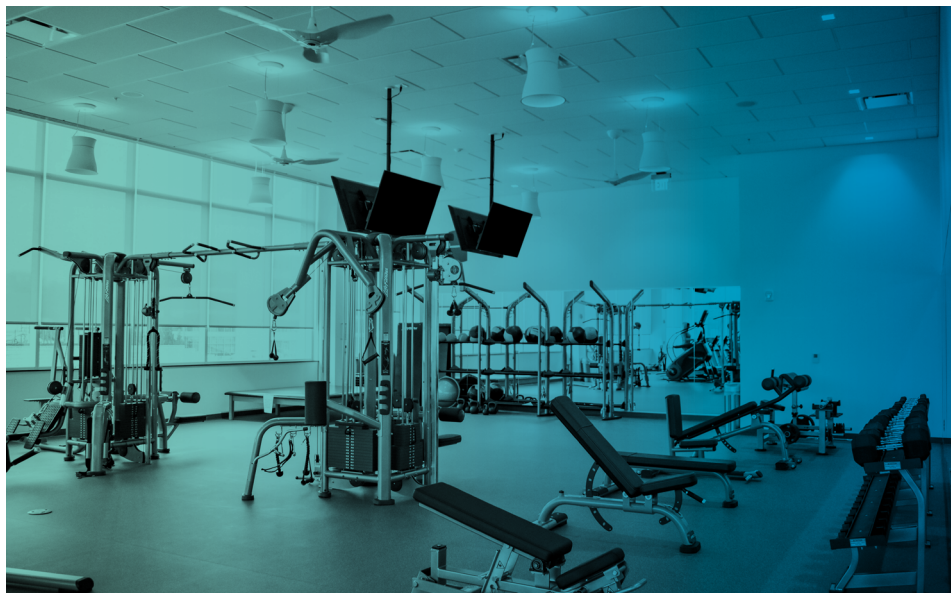
~3

SUPPLEMENTAL BENEFIT SCHEMES PER COUNTRY

# EMPLOYEE WELLNESS INITIATIVES

We constantly explore ways in which associates and their families can improve their physical and mental health. To expand upon our existing health and wellness initiatives, in 2021 we opened a second on-site gym in Cincinnati. Features of the new gym include full weight and cardio equipment, fully equipped changing rooms, and Peloton bikes.

Additional initiatives include biometric screenings, flu shot clinics, wellness fairs and wellness-related events, and Medpace-sponsored and/or subsidized runs. In 2021 we provided on-campus opportunities to receive COVID-19 vaccinations and subsidized vaccine costs in those countries that did not offer free inoculations. In Medpace offices across the globe we provide both on-site and off-site wellness checkups and health practitioner consultation, and regularly ask our health benefit partners to educate associates on health and wellbeing opportunities. In the US, we sponsor a variety of Cincinnati-area races, and have been a significant sponsor for the two largest races in the city – The American Heart Association's Heart Mini since 2014 and the Flying Pig Marathon/Queen Bee since 2019. Medpace is hosting the 3rd annual Medpace 5K in July 2022. Associates are encouraged to be out on the racecourse, supporting the cause and celebrating good physical health. Our global health and wellness budget sponsors and subsidizes associates' participation in races in Rotterdam, Milan, Munich, and other locations around the world. We are pleased to see and hear of our global workforce gathering for group physical activities before and after work, whether it be a yoga group in Lyon, France or a running group in London, UK.





# EMPLOYEE WELLNESS INITIATIVES

Our highly integrated, full-service operating model is complimented by robust facilities and technology that allow our associates to effectively collaborate in-person and online. While this central office-based and connected workforce is important to the business model, we recognize the need for our associates to balance their work and personal life. To support an appropriate balance, we offer country-specific paid time off and leave policies that include, but are not limited to, vacation time, sick time, maternity, paternity, parental, bereavement, and other relevant policies. We regularly work directly with associates and their management teams to ensure compliance with company policies and global labor laws as they relate to time off. Whether flexibility is needed to re-energize after a longer work-day, to satisfy a project or sponsor requirement, or to attend a personal appointment, we offer a global flex time policy that allows for flexibility in the hours of work. After completing an initial six month period of employment, we also permit most office-based, salaried employees the opportunity to utilize work-from-home hours, with a generous allowance of monthly and annual work-from-home time.

**Employee Social** – While employee social events may look different, Medpace continues to

create opportunities for employees to socialize, build relationships, and de-stress during difficult times. In the past year, Medpace has continued to sponsor outdoor races, hold mobile/virtual happy hours, provide desk-drop goodies, and has even gotten creative with at-home photo contests.

**Work Life Balance** – As Medpace has begun the transition back to the office, we have remained focused on balancing the safety of our associates, the benefits of in-person team collaboration, training, and development, and the personal and professional needs of the employees. Medpace has instituted a new Remote Work policy allowing for greater flexibility in work location. Medpace has also expanded the sick time PTO provision in the US.



# PEOPLE ARE WHAT MATTER

## FOCUS ON PEOPLE

Attracting, developing, retaining and advancing talent at all levels is a key component to sustaining our organic growth and continuing our mission. We strive to maintain a culture of diversity and inclusion in which people from all backgrounds can fully contribute to the growth and success of our business.



**4,500**  
EMPLOYEES GLOBALLY



**64%** OF MANAGEMENT GLOBALLY  
ARE WOMEN, INCREASING BY  
**5%** OVER LAST 3 YEARS



**67%** OF ALL ASSOCIATES  
GLOBALLY ARE WOMEN



**52%** FEMALES AT DIRECTOR  
LEVEL AND ABOVE AND  
**38%** OF MEDICAL DIRECTORS  
AND EXECUTIVE COMMITTEE



**17%** OF US WORKFORCE IS  
NON-WHITE, INCLUDING  
**12%** OF MANAGEMENT



**2.3%** UNCONTROLLED MEDIAN  
US GENDER PAY GAP [COMPARED TO  
**17.7%** ON A NATIONAL SCALE]\*

## FOCUS ON GENDER EQUITY

We have developed a strong record of hiring and developing women at all levels of the organization. As part of our growth strategy, we methodically look to hire associates early in their careers, with a particular focus on early STEM career hiring. In 2021, Medpace headcount grew by ~24%. Women accounted for ~67% of our new hires in 2021 and accounted for ~67% of all management-level roles filled externally, proportionate to the overall hiring distribution. Of the new hires in 2021 in the US that chose to self-identify their race, ~27% of all new hires identified as non-white and ~23% of all management-level new hires identified as non-white.

\*U.S. Bureau of Labor Statistics. (2021, September 1). Earnings of full-time workers. U.S. Bureau of Labor Statistics. Retrieved March 28, 2022, from <https://www.bls.gov/opub/reports/womens-earnings/2020/home.htm#:~:text=In%202020%2C%20women's%20earnings%20ranged,percent%20of%20what%20men%20earned.>

## FOCUS ON TALENT AND CAREER DEVELOPMENT

We have a history of identifying talented individuals and training them to excel in our disciplined operating model, while instilling within them our corporate culture and philosophy. Training and development teams are deployed across several functional areas and are focused on creating, facilitating and evaluating the success of training programs. We have invested in the development and implementation of a global learning management system which is universally used to record regulatory compliance, capture attendance at instructor-led training session, deliver online training content, proctor online exams, and to facilitate other training activities. Our managers attend instructor-led training sessions throughout the year, ranging from a session dedicated to new managers to an annual refresher. These sessions are meant to educate management on company HR policies, practices, and processes, expectations relating to labor law, and development of managerial technical and behavioral skills.

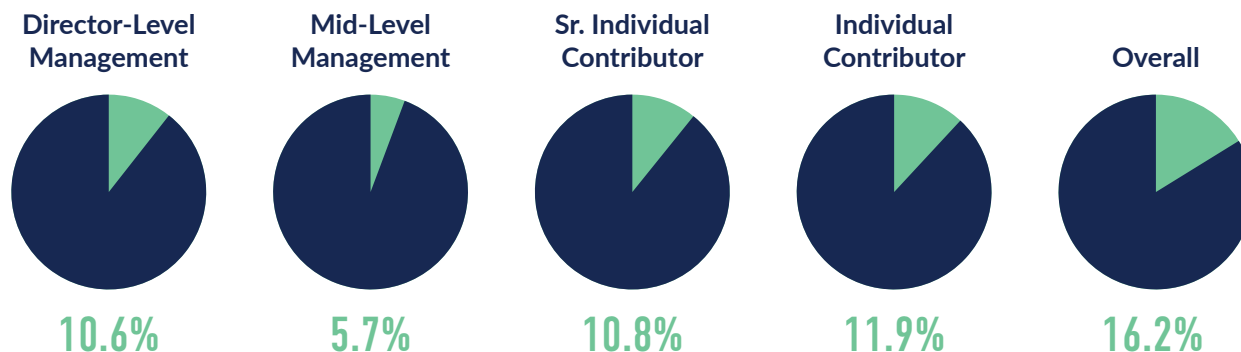
As our associates develop knowledge and skills that will contribute to the wider Medpace mission and business success, we believe in rewarding strong performance with compensatory and non-compensatory recognition. We have a robust career path and

compensation structure that acknowledges associate performance and development at all levels of the organization. Of the 442 management-level roles that were newly filled in 2021, approximately 53% of these roles were filled by our pipeline of internal talent.

Of the 144 management-level roles filled internally in 2020, 102 (or ~71%) were filled by women, and of those who chose to self-identify their race, 11% identified as non-white. In 2021 67% of employees globally were women, representing 64% of management and 52% of director level and above positions. In addition, of our U.S. based employees, in 2021, approximately 17% are non-white, including 12% of management.

During the annual management training sessions in 2020 and 2021, we have increased guidance related to generational differences, cultural differences, and overall workplace inclusivity best practices. As Medpace remains focused on growing the business, we are proud to have increased our rate of internal talent development and recognition in the last 12 months. We believe that these talented individuals will be the future leaders of the organization.

### % of Associates Promoted to a Higher Organizational Level Between January 1, 2021 - December 31, 2021



## FOCUS ON RETENTION

We value retaining our associates as much as we value recruiting new talent to join our company. Retention of experienced associates is essential to maintaining our growth and our high quality over time. We regularly benchmark our employee turnover rate against CRO industry averages and are pleased that we regularly fall below the average rate. We also engage our associates with a formal review and evaluation process twice a year. In addition, we implemented a continuous feedback process for all associates and managers to allow for regular informal praise and coaching. We award Medpace equity to many associates to reward and retain and allow associates to share in the long-term success of the company they have help to build.



## FOCUS ON WORKPLACE POLICIES

We follow all applicable labor and employment laws in all jurisdictions where we conduct business, and prohibit all forms of discrimination in our employment practices. We are committed to the fair treatment of all associates and maintaining a respectful workplace. All associates are expected to treat each other with utmost respect and dignity. We address grievances and complaints actively and timely. Anti-discrimination, anti-harassment, and anti-retaliation policies are applicable to all associates and are set forth in our Code of Conduct. We are committed to providing equal opportunity and fair treatment to all individuals on the basis of merit, without regard for gender, race, color, creed, religion, family status, age, national origin or ancestry, physical or mental disability, medical condition, veteran status, citizenship, sexual orientation, gender identity, or any other protected group status.

# FOCUS ON SAFETY

Safety is at the core of our mission. We have a robust incident reporting procedure for work-related injuries and illnesses, and our lab operations follow all additional Health and Safety requirements. Our facilities are equipped with access control systems to maintain proper physical security for our associates and company assets, as well as on-site security personnel in key offices. In addition to physical security, we have programs and training in place for First Aid, CPR and Fire Wardens for safe evacuations. An analysis of our US safety statistics can be found below. We are proud of our extremely low incident rates and remain committed to continuously monitoring campus- and policy-related measures that can be incorporate in order to further reduce risk for our associates.

	2016	2017	2018	2019	2020	2021
Recordable Injury Case Rate	0.40	0.06	0.29	0.20	0.05	0.13
Serious Injury Case Rate	0.13	0.00	0.00	0.05	0.00	0.00

Recordable Injury: A work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid

Serious Injury: A work-related injury that results in days away from work

Case Rate Calculation: # of Recordable or Serious Injury Cases x 200,000 / estimate total work hours





# COMMUNITY COMMITMENT

We are committed to being a good neighbor in Cincinnati and everywhere that we have a presence. We provide financial and volunteer support for a variety of nonprofit organizations worldwide – particularly health and local community-related efforts. We sponsor many popular community fitness events that raise money for charities focused on clinical research and improving health outcomes. Our corporate headquarters are located in a transitional neighborhood within the city of Cincinnati and we provide financial support to the local public elementary and high schools, are the lead benefactor of the community-based arts center, and the title sponsors to an annual neighborhood 5K to raise money for community initiatives.



# MAKING A DIFFERENCE

## FOCUS ON PEOPLE

Over the last year alone, we contributed more than \$697,000 to worthy causes and charities,\* including a major donation to Cincinnati-based Matthew 25: Ministries in support of their efforts to assist the people of Ukraine. Donated funds will be used by Matthew 25: Ministries for the acquisition, processing, tracking, maintenance, warehousing, preparation, and distribution of donated aid to people in need, and for costs associated with the oversight and administration of these activities. Matthew 25: Ministries has ensured that 100% of the funds designated for “Ukraine Relief” will be used for the purpose intended. Medpace’s gift will ensure that at least 10 containers of essential and critically needed aid with an average fair market value of approximately \$250,000 each are shipped to partners in Ukraine and the surrounding areas to assist people.

\*As of March 15, 2022





# OUR ENVIRONMENT

We understand that being a responsible corporate citizen requires reducing our impact on the environment whenever possible. In all locations, we strive to address energy efficiencies, source sustainable supplies and promote practices that encourage waste reduction. We operate across the globe, with offices and laboratories in more than 30 countries. In addition to our multi-building headquarters, we have 40 facilities globally, nine of which we own /are the sole tenant. The rest of our facilities are in multi-tenant buildings. We predominantly operate in an office environment, and where we can employ building automation and energy management systems, we have done so.





# OUR ENVIRONMENT

Our global headquarters in Cincinnati occupies a former brown-field site that has been environmentally remediated and transformed into a modern, green campus. The site was expanded in 2020 with the opening of our fifth building, a state-of-the-art seven story office tower built with practical environmental standards and employee comfort in mind. Features such as LED lighting, optimized HVAC, water-saving fixtures, recycling, central trash receptacles and extensive natural light are practical and cost-effective ways to minimize environmental impact. We source goods and services in an environmentally sustainable way, using recyclable single-use items whenever possible and providing employees with reusable water bottles and cups to minimize disposable trash.

In 2021, we began a capital project to install solar generating capabilities at our headquarters campus in Cincinnati. Once completed, we will have added capacity to generate an estimated nearly 900,000 kWh of solar power annually. This will offset a portion of our electrical consumption with zero emissions power generation and result in reduction of our carbon footprint.



# OUR ENVIRONMENT

## RECYCLING AND WASTE

We employ waste management and disposal programs which comply with applicable standards. For instance, our laboratories adhere to comprehensive regulatory requirements regarding waste management. Across our businesses, we strive to minimize environmental impacts from waste and recycle wherever and whenever possible.

## HANDLING OF BIOLOGICAL AND HAZARDOUS MATERIALS

As a company involved in the handling of hazardous waste from medical testing and sample processing, we employ rigid operating standards and robust safety equipment to protect employees and the public from harm. Employees engaged in the handling of hazardous materials and investigational products are rigorously trained on and held accountable for compliance with proper handling and disposal procedures. Our Safety Officer and laboratory management team keep records of regulated hazardous waste removal and monitor ways to reduce volume. All hazardous waste containers are clearly identified and labeled, and controls are in place to reduce or prevent biological exposure.



# OUR 2021 AWARDS

## CRO LEADERSHIP AWARDS

Medpace received five awards across all categories including Capabilities, Compatibility, Expertise, Quality, and Reliability across all three groups of respondents (Big Pharma, Small Pharma, and Overall (combined Big and Small Pharma)).

## EAGLE AWARD FINALIST

The Society for Clinical Research Sites (SCRS) announced Medpace as a finalist for the 2021 SCRS Eagle Award. The SCRS Eagle Award honors one sponsor and one CRO that exemplify a site-focused approach to clinical trial management and have demonstrated outstanding leadership, professionalism, integrity, passion, and dedication to advancing the clinical research profession through strong site partnerships.

## FORBES AMERICA'S BEST MID-SIZED COMPANIES

Medpace was recognized by Forbes as one of America's Best Mid-size Companies in 2021. This top 100 ranking is based on earnings growth, sales growth, return on equity and total stock return for the latest 12 months available and over the last five years.

## LINKEDIN TOP COMPANIES - CINCINNATI

Medpace has been ranked 10 on the 2021 LinkedIn Top Companies list in Cincinnati. Now in its 5th year, LinkedIn's Top Companies list ranks the 25 best workplaces to grow your career. The Top Companies are based on unique LinkedIn data, each revealing an important element of career progression: ability to advance, skills growth, company stability, external opportunity, company affinity, gender diversity and educational background.





# DISCLOSURES

## ABOUT THIS REPORT

Unless specifically noted otherwise, all the information in this report pertains to Medpace Holdings, Inc. and its subsidiaries as of the period July 1, 2020 - December 31, 2021.

## FEEDBACK

We welcome your input, questions and suggestions for improvement regarding this report or Medpace's approach to corporate responsibility.

Please email us at [compliance@medpace.com](mailto:compliance@medpace.com)

To learn more about Medpace, you can visit our website at [www.medpace.com](http://www.medpace.com)

To get information on how to join us as a valued member of our team, please visit [medpace.com/careers](http://medpace.com/careers).

## LEGAL DISCLOSURES

Information provided in this report may include forward-looking statements about Medpace Holdings, Inc. and its subsidiaries that involve a number of risks and uncertainties. All statements contained in this presentation that do not relate to matters of historical fact should be considered forward-looking statements, including without limitation statements regarding our anticipated financial results and effective tax rate used for non-GAAP adjustment purposes. In this context, forward-looking statements often address expected future business and financial performance and financial condition, and often contain words such as "expect," "anticipate," "intend," "plan," "believe," "seek," "see," "will," "would," "target," "forecast," "may," "could," "likely," "anticipate," "project," "goal," "objective," similar expressions, and variations or negatives of these words.

We have made every attempt to be accurate in making these forward-looking statements, however it is important to bear in mind that actual results may differ materially from what is indicated in any forward-looking statement. Readers should consider any forward-looking statements in light of all the various factors and circumstances that could cause actual results to vary. We assume no obligation and expressly disclaim any duty to update these forward-looking statements in the future, except as may be required by applicable laws and regulations.

MEDPACE