

MEDPACE

CORPORATE RESPONSIBILITY REPORT

2023-2024



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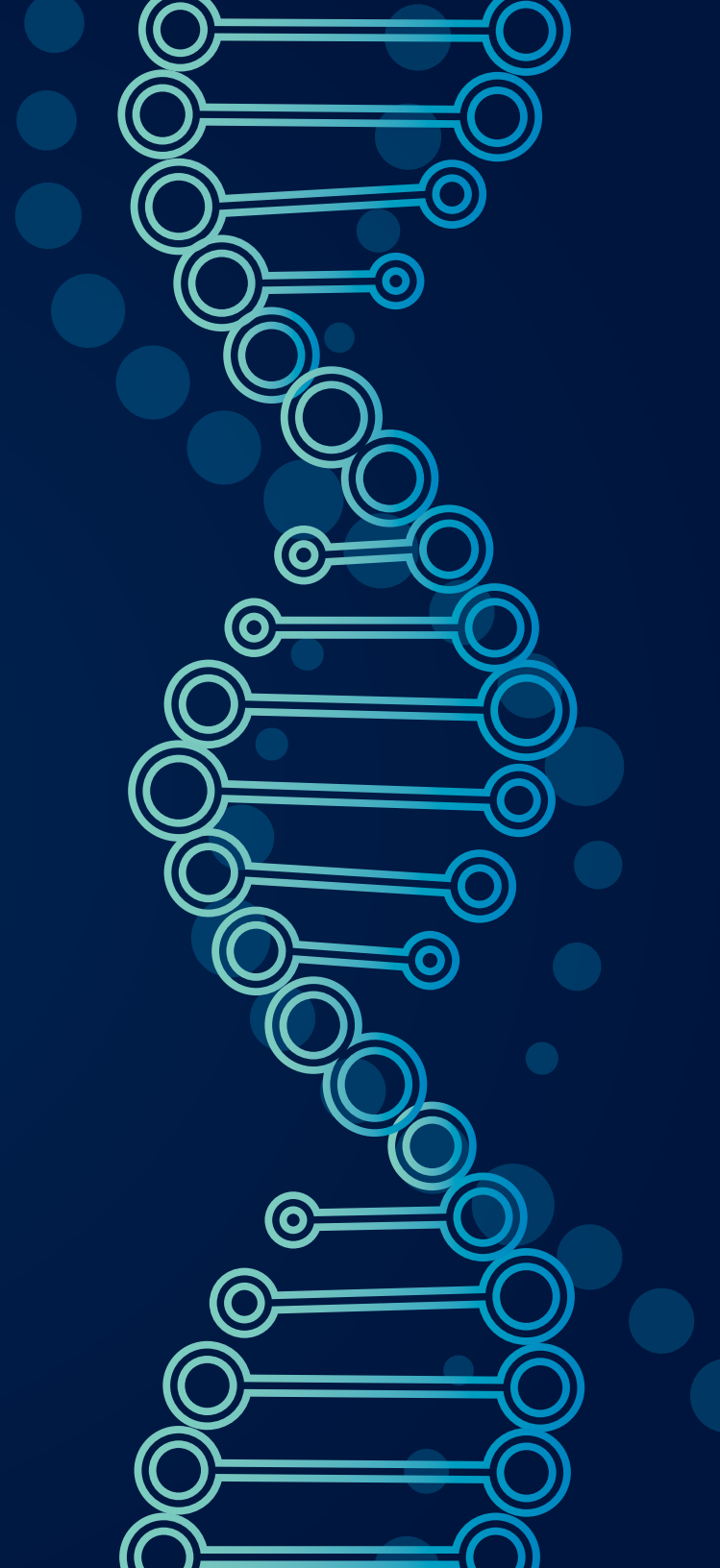
ABOUT MEDPACE

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 5,600 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 June 30, 2023



MESSAGE FROM OUR CEO



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

Dear Employees and Investors,

We are pleased to present our 2023-2024 Corporate Responsibility Report to you and to the public. This report builds on our prior reports 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 our most valuable assets – our people – will thrive. This requires our sensitivity to the needs of our employees, our support partners and vendors, the patients we care for, and 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 in 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 how best to advance our mission. That is an important part of why our employees 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 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 which is 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 employees to discipline. It is a fundamental metric on which we assess all employees.

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 prohibition against forced labor and modern slavery in our operations. These practices are not tolerated in the recruiting of Medpace employees 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 corruption or unethical behavior in any form, including the appearance, in our employees or our operations. All employees 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. 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.



Chief Compliance Officer

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CODE OF BUSINESS CONDUCT AND 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 employees their shared obligation to uphold Medpace’s standards. The document is available in 12 languages to reach our global audience and has been shared with employees. All employees are annually required 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 prohibiting any instances of bribery, corruption, insider trading, trade control/OFAC violations, or harassment and provides guidance for identifying and addressing conflicts of interest. 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 employees, 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.

CYBERSECURITY

We have physical, electronic, and organizational 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. Our dedicated Information Security team is directly responsible for implementing, maintaining, and reviewing these controls.

Some of our controls include:

1. Defining, publishing, and communicating to employees and sub-processors a set of policies for information security
2. Reviewing policies for information security at planned intervals or when significant changes occur to ensure their continuing suitability, adequacy, and effectiveness
3. Holding employees 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 employees 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 who support the physical equipment or facility. This also includes data center physical and environmental protections, 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, and network access controllers to monitor and prevent 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 updated 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

EMPLOYEE HEALTH AND WELL-BEING



We employ approximately 5,600 employees worldwide, with the largest population located at the headquarters in Cincinnati, Ohio. Our employees are our most important asset, and we recognize the importance of motivating and rewarding our employees by not only 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 an environment 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 employees 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 equity, encouraging a sense of shared investment in success. Every year we review competitive benchmarking data and information to ensure alignment between our global compensation and benefits programs and

the external market along with 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 employees 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 employees.

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. In pursuit of optimized healthcare services and cost, Medpace has recently established relationships with several new technology, healthcare system, and third-party administrator organizations to support enhanced healthcare decision-making for our employees (for example: cardiovascular services, orthopedic services, pharmacy benefit

navigation). 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 employees across the globe which offset expenses related to commuting, meals, fitness, childcare, and other living and work-related expenses. With Medpace's headcount expansion, to further improve our employee's buying power, we have identified opportunities to make a variety of goods and services discounts available to employees across the globe. Medpace announced the Medpace

Discount Marketplace in 2023 to bring this to life. 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.

In support of financial literacy and wellness, Medpace's partnership with First Financial Bank in Cincinnati has progressed to provide our employees with an employer-sponsored financial wellness program coupled with quarterly lunch-and-learns covering topics such as personal budgeting, financial planning, homeownership, investment management, and retirement planning.

100%

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

35

COUNTRIES WITH SUPPLEMENTAL HEALTH & WELFARE BENEFITS

24

COUNTRIES WITH SUPPLEMENTAL LIFESTYLE BENEFITS



26

COUNTRIES WITH TRANSPORTATION BENEFITS

12

COUNTRIES WITH SUPPLEMENTAL RETIREMENT BENEFITS

~4

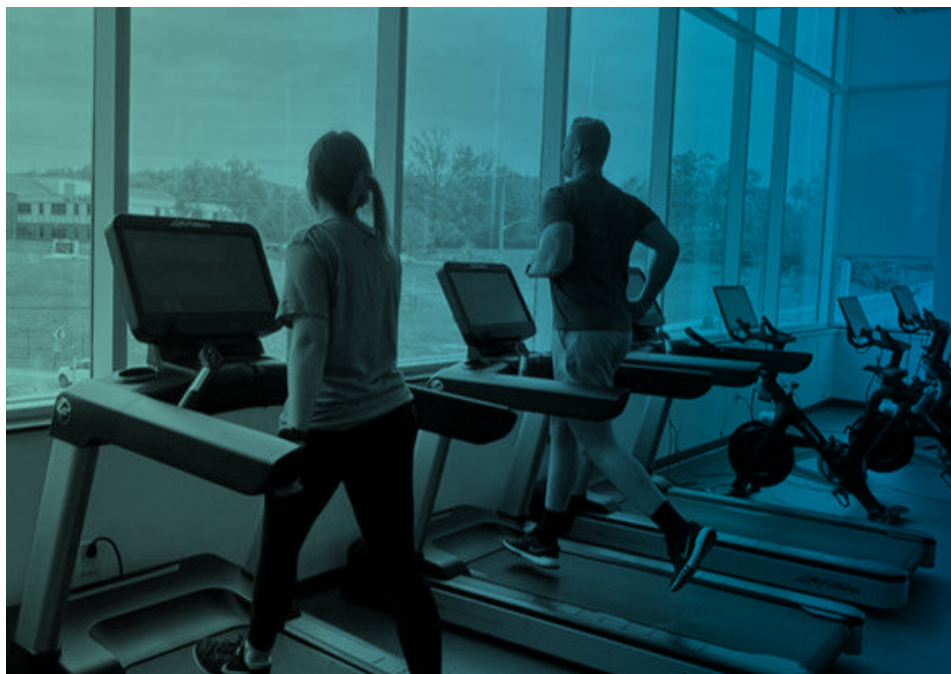
SUPPLEMENTAL BENEFIT SCHEMES PER COUNTRY

EMPLOYEE WELLNESS INITIATIVES

We constantly explore ways in which employees and their families can improve their physical and mental health. Offering gyms on-site for our employees continues to be a focus, expanding recently to new locations (for example, Denver, UK, and Singapore).

Additional initiatives include biometric screenings, flu shot clinics, wellness fairs and wellness-related events, and Medpace-sponsored and/or subsidized runs. In Medpace offices across the globe, we provide both on-site and off-site wellness check-ups and health practitioner consultations. We also regularly ask our health benefit partners to educate employees on health and wellbeing opportunities. In the US, we sponsor a variety of Cincinnati area races and have been a sponsor and supporter to three of the largest races in the city – The American Heart Association’s Heart Mini since 2014 and the Flying Pig Marathon/Queen Bee since 2019. In August 2023, Medpace hosted the 4th annual Medpace 5K.

Employees 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 Sao Paulo, Budapest, Denver, and other locations around the world. We are pleased to see Medpace’s global employee wellness committees organize group physical activities before and after work, whether it be paddle tennis in Milan, Italy or a mud run in Ghent, Belgium.



EMPLOYEE WELLNESS INITIATIVES

EMPLOYEE SOCIAL

Now that in-person social events are safe again, we are pleased to organize and host employee social events around the globe. After an overhaul of our global employee social budget, we have given more flexibility and opportunity at the department- and country-level. Medpace has encouraged our employees to find creative ways to meet, to socialize, to build relationships, and to de-stress. Whether it is Oktoberfest in Cincinnati, San Isidro in Madrid, Chinese New Year in our Beijing and Shanghai offices, or a Cultural Discovery Potluck in Leuven, there is a social event for everyone.



WORK LIFE BALANCE

Our highly integrated, full-service operating model is complimented by robust facilities and technology that enable our employees to effectively collaborate in-person and online. While this central office-based and connected workforce is important to our business model, we recognize the need for our employees 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 employees 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 initial onboarding, we also permit most office-based, salaried employees the opportunity to utilize work-from-home hours and a generous allowance of monthly and annual work-from-home time.

We are pleased to report that Medpace's hybrid work model, mixing in-office and at-home work locations, has been a success since its inception. Over the last year, we have found opportunities to expand this hybrid model to match the expectations of our associates (for example, a shortened eligibility period for management-level associates) with our desire to sustain a healthy level of in-person collaboration.

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.



5,600
EMPLOYEES GLOBALLY



65% OF MANAGEMENT GLOBALLY
ARE WOMEN, AN INCREASE
SINCE THE 2021-2022 CORPORATE
RESPONSIBILITY REPORT



67% OF ALL EMPLOYEES
GLOBALLY ARE WOMEN



51% FEMALES AT DIRECTOR
LEVEL AND ABOVE AND
40% OF MEDICAL DIRECTORS
AND EXECUTIVE COMMITTEE



21% OF US WORKFORCE IS
NON-WHITE, INCLUDING
16% OF MANAGEMENT, AN
INCREASE SINCE THE 2021-2022
CORPORATE RESPONSIBILITY REPORT



4.6% UNCONTROLLED MEDIAN
US GENDER PAY GAP [COMPARED TO
17.9% ON A NATIONAL SCALE]*

FOCUS ON EQUITABLE HIRING PRACTICES

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 employees early in their careers, with a particular focus on early STEM career hiring. From July 1st, 2022, to June 30th, 2023, Medpace headcount grew by ~16%. Women accounted for ~65% of our new hires and ~60% of all management-level roles filled externally. Of these new hires in the US that chose to self-identify their race, ~27% of all new hires identified as non-white and ~27% of all management-level new hires identified as non-white.

*Highlights of women's earnings in 2021 : BLS Reports: U.S. Bureau of Labor Statistics – March 1 2023 retrieved October 4, 2023

FOCUS ON TALENT AND CAREER DEVELOPMENT

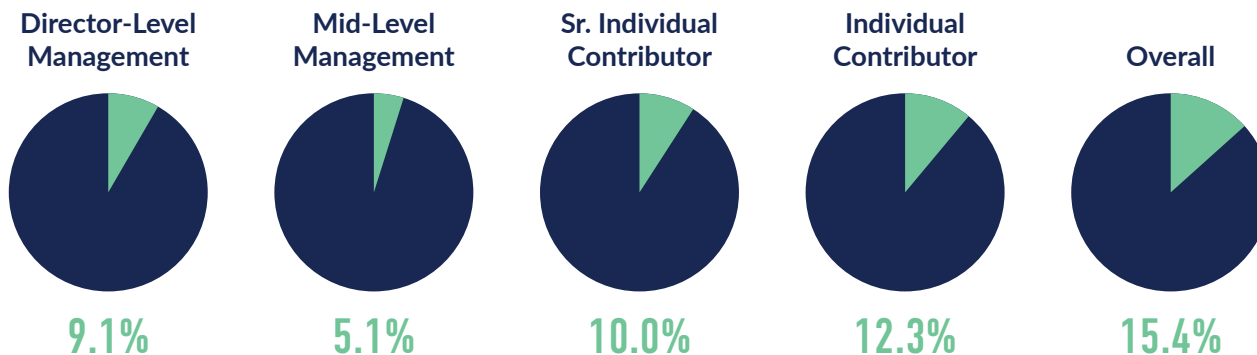
We have a history of identifying talented individuals and training them to excel in our disciplined operating model while instilling within them our corporate culture and philosophy. Training and development teams are deployed across several functional areas and are focused on creating, facilitating, 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 sessions, deliver online training content, proctor online exams, and to facilitate other training activities. In 2023, Medpace strategically selected and onboarded a large cohort of summer Interns. This has been mutually beneficial as it gives university students on-the-job exposure to and experience within the clinical research industry and provides Medpace the opportunity to identify top talent at the early career stage. Programming for this next generation of Medpace talent included senior leadership panels, job rotations and shadowing, and social networking events. We look forward to expanding these opportunities for early career talent across the globe.

As our employees 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 employee performance and development at all levels of the organization. Of the 384 management-level roles that were newly filled in 2022, approximately 54% of these roles were filled by our pipeline of internal talent, an increase since the 2021-2022 Corporate Responsibility Report.

Of the 207 management-level roles filled by our pipeline of internal talent in 2022, 123 (or ~59%) were filled by women, and of those who chose to self-identify their race, ~10% identified as non-white.

With a renewed focus on offering training & development opportunities for both emerging and tenured leaders in the organization, Medpace now offers a quarterly Leadership Development Program to all managers across the globe. Topics in 2024 will include Performance Management, Employee Engagement & Retention, New Manager Success, and Bias & Awareness. This is in addition to our new manager training which serves to educate management on company HR policies, practices, and processes, as well as expectations relating to labor law. We believe that well-rounded management training will further equip our global management teams with the tools they need to succeed and improve the engagement of all employees.

% of Employees Promoted to a Higher Organizational Level Between January 1, 2022 - December 31, 2022



FOCUS ON RETENTION

We value retaining our employees as much as we value recruiting new talent to join our company. Retention of experienced employees 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. During the last few years, in a competitive labor market, we have been focused on measures to improve employee satisfaction and retention. The implementation of various compensation (for example, continuous base pay monitoring, elevated performance bonuses) and benefit enhancements (for example, increased tenure-based PTO) have supported the goal of improving employee retention. We are proud that our employee retention rate as of June 30th, 2023, is the highest it has been in 7 years by a significant margin. We also engage our employees with a formal review and evaluation process twice a year to ensure that performance feedback is given in a timely manner. Medpace equity is awarded to many employees to reward and retain and allow employees to share in the long-term success of the company they have helped 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 employees and maintaining a respectful workplace. All employees are expected to treat each other with the utmost respect and dignity. We address grievances and complaints actively and timely. Anti-discrimination, anti-harassment, and anti-retaliation policies are applicable to all employees 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 or gender identity.



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 employees 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 incorporated to further reduce risk for our employees.

	2018	2019	2020	2021	2022	2023*
Recordable Injury Case Rate	0.29	0.20	0.05	0.13	0.15	0.07
Serious Injury Case Rate	0.00	0.05	0.00	0.00	0.00	0.00

*through June 30, 2023

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 non-profit 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 is located in a transitional neighborhood within the city of Cincinnati, and we provide financial support to the local public elementary and high schools. We are also the lead benefactor of the community-based arts center and the title sponsor to an annual neighborhood 5K to raise money for community initiatives.



OUR ENVIRONMENT

We understand that being a responsible corporate citizen requires reducing our impact on the environment whenever possible based on utilization data from our water bottle refill stations. Our Cincinnati headquarters' commitment to sustainability has saved over 658,000 plastic bottles from reaching landfills. 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 41 facilities globally, nine of which we own and are the sole tenant. The rest of our facilities are in multi-tenant buildings. We predominantly operate in an office environment, employing building automation and energy management systems, where we are able to do so.



OUR ENVIRONMENT

Our global headquarters in Cincinnati occupies a former brownfield 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.

Additionally, we have installed solar generating capabilities at our headquarters campus in Cincinnati, which has resulted in added capacity to generate an estimated nearly 900,000 kWh of solar power annually. This offsets a portion of our electrical consumption with zero emissions power generation and has resulted in reduction of our carbon footprint.



Honeybee hives on the roof of our Denver office



One of four buildings with solar panels on Medpace's campus

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 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 2021-2023 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 2023. 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. 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 January 1, 2022 - June 30, 2023.

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

To learn more about Medpace, visit our website at www.medpace.com

For information on how to join us as a valued member of our team, please visit www.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