MEDPACE®

CORPORATE RESPONSIBILITY REPORT

2025-2026

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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 6,200 people across 44 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 September 30, 2025

A MESSAGE FROM OUR CEO

Dear Employees and Investors,

We are pleased to present our 2025-2026 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 where our most valuable assets – our people – thrive. This requires sensitive attention 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 clinical trial execution to interactions with Sponsors and investors to the way we interact with the world around us. We take 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 in 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,



August J. Troendle



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

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. We maintain 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 ("Board"). We continually educate employees about ethical business practices through regular trainings and annual certifications.

Failure to meet compliance training requirements may subject employees to discipline. Compliance training 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 within the Medpace supply chain. More information regarding our commitment to protecting human rights and combating all forms of human trafficking and human slavery can be found in our Modern Slavery Act Compliance Statement, which is 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 annual Anti-Bribery/Anti- Corruption training to educate them on conducting business in compliance with all related laws and regulations, 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 law, the Code of Business Conduct and Ethics, or any other Medpace SOPs. These mechanisms include 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.

1. Anonymous Whistleblower Hotline Number: (866) 438-7715
2. Dedicated Email: Compliance@Medpace.com
3. Toll-Free Long Distance Phone Number: (877) 394-3528
4. Corporate Compliance Hotline via Microsoft Teams

LEARN MORE



GOVERNANCE

As a publicly traded company, the Board of Directors of our parent company, Medpace Holdings, Inc., meets on a regular basis. We adhere to all applicable laws and regulations pertaining to transparent conduct and lawful operations of public companies. Our Board and its committees provide oversight through independent monitoring of risks and regular meetings with management to discuss the strategic objectives of the company. The Audit Committee monitors risk management with respect to financial statements, accounting, and financial controls. The Nominating and Governance Committee assists the Board in identifying individuals qualified to become Board members, recommends to the Board matters of corporate governance and oversees ESG-related matters, including climate-related risks and opportunities, strategy, and reporting, if applicable. The Board reviews the Corporate Responsibility Report.

The Company's executives provide updates on the overall evolving risk landscape and related controls, as well as a summary of the Company's climate-related risks and opportunities, if applicable. The Chief Compliance Officer reports to the Board of Directors at each board meeting and to senior leadership as necessary. Additionally, the Chief Compliance Officer reports to the Nominating and Governance Committee at each meeting and to senior leadership as necessary, including on environmental initiatives and reporting.

Management is responsible for assessing and managing our day-to-day risk management activities, including short- and long-term risk exposure and mitigation efforts. Management discusses strategic and operational risks at regular management meetings and conducts specific strategic planning and review sessions during the year that include a focused discussion and analysis of the risks facing the Company, including climate-related risks and opportunities, if applicable. Members of our Finance, IT, HR, Legal, and Facilities teams review related processes and procedures to help assess risks, monitor our risk management procedures, and identify new or emerging areas of risk.



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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 ethical 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 the Code and acknowledge their commitment to the ethical 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 processes designed to identify violations of the Code; consistent enforcement of the Code, including clear and objective standards for compliance; and protection for persons reporting any unethical behavior.

2024 First Time Pass Rate For Corporate Compliance Exam:



COMPLIANCE IN THE CONTEXT OF CLINICAL TRIALS

GOOD CLINICAL PRACTICE

We adhere to both the letter and the spirit of the International Council for Harmonisation's (ICH) guidance for 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 prioritize 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 at all stages of a clinical trial.





ETHICAL FRAMEWORK

As a global healthcare leader, we comply with all standards applicable to conducting clinical trials ethically through prioritizing 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 play an active role in our 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 complete training on and demonstrate proficiency in the standards underpinning GCP, including 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 highest extent possible. Medpace provides a full Global Privacy Policy on our website that includes a dedicated email address for the reporting of any actual or suspected privacy concerns.

PRIVACY POLICY

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.

*National Institute of Standards and Technology
**Service Organization Control 2



Some of our controls include:

- Utilizing Security Incident and Event Monitoring (SIEM) software to identify malicious or suspicious activity
- Defining, publishing, and communicating to employees and sub-processors a set of policies for information security
- Reviewing policies for information security at planned intervals or when significant changes occur to ensure their continuing suitability, adequacy, and effectiveness
- Holding employees with access to personal data accountable for maintaining confidentiality obligations
- Establishing an access control policy to ensure minimum access necessary to support the data processing services
- Requiring regular password changes for all employees and removing access for terminated staff
- Requiring multifactor authentication to access systems with personal data
- Limiting physical access to data centers processing personal data to authorized individuals who support the physical equipment or facility which also includes data center physical and environmental protections, 24/7 video surveillance, and requiring visitor pre-authorization and full-time accompaniment
- Destroying physical media using industry standard practices and encrypting backups if using removable tape or other media
- Providing network protections like firewalls, intrusion detection, traffic filtering, and network access controllers to monitor and prevent unauthorized access
- Securing personal data transmitted over the internet and between external networks with industry standard encryption
- Regularly patching computer systems, performing vulnerability scanning, and assuring quick remediations of critical vulnerabilities
- Protecting servers and workstations by deploying and maintaining updated malware protection and end point detection and response systems (EDR)
- Regular training and deployment of phishing tests to enhance awareness of cybersecurity among employees



EMPLOYEE HEALTH AND WELL-BEING

We employ over 6,200 employees worldwide, with the largest population located at our headquarters in Cincinnati, Ohio. Our employees are our most important asset, and we recognize the importance of motivating and rewarding them 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 goal, 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 program that delivers quality and value while also satisfying the diverse needs of our workforce. Some 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, 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 employees to strive for physical, fiscal, and mental well-being for themselves and their family. Although specific benefits and incentives vary between countries, our consistent goal is to enhance the well-being of our employees.



GLOBAL BENEFITS

In the countries in which supplemental health insurance is customary, we provide medical, dental, and vision insurance. In the United States, we have implemented high-deductible health plans while seeding employee Health Savings Accounts (HSA) and provide educational resources to employees to help them make consumer-driven decisions to their healthcare. In pursuit of optimized healthcare services and cost, Medpace has recently expanded beyond our successful healthcare bundles for specific services (e.g., cardiovascular, orthopedics) and has partnered with an external vendor to provide an enhanced, concierge-level customer service to associates requiring healthcare-related support. We recognize the importance in providing financial welfare in times of need by offering life insurance, short-term disability, long-term disability, critical illness insurance, accident insurance, and hospitalization. To offer financial support related to commuting, fitness, childcare, and more, employees in most countries are offered tax-advantaged and government-encouraged lifestyle benefits. In 2025, Medpace has significantly expanded our commuting benefit program, offering financial support to associates facing commuting-related costs. 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. Additionally, Medpace collaborates with some of our financial services providers to support financial literacy and wellness.



EMPLOYEE WELLNESS INITIATIVES

We constantly explore ways that employees and their families can improve their physical and mental health. Offering on-site gyms and exercise classes for our employees continues to be a focus not only in our Cincinnati office but in global locations. Recently, Medpace has begun offering fitness allowances in locations where on-site options are not feasible, such as in China and Scandinavia.

Additional initiatives include biometric screenings, flu shot clinics, wellness fairs and wellness-related events, and Medpace-sponsored and/or subsidized running and walking events. In the US, we sponsor a variety of Cincinnati-based races, including sponsoring and supporting three of the largest races in the city: The American Heart Association's Heart Mini since 2014, the Flying Pig Marathon since 2019, and the Queen Bee Half Marathon since 2019. In August 2025, Medpace hosted our sixth 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 global running events. We are pleased to see Medpace's global employee wellness committees organize group physical activities before and after work, whether it's the Rotterdam Marathon in the Netherlands, the Spartan Race 10K in Japan, after-work yoga in London, or pickleball in Cincinnati.

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 well-being opportunities. Recently, Medpace has expanded our relationship with Cincinnati-area health systems to provide routine blood pressure screenings, mobile mammography, and quarterly Lunch-and-Learns covering topics like women's wellness and mindful eating.



EMPLOYEE SOCIAL

Our global employee social budget provides offices' social committees the opportunity to put on events at the department- and country-level. Medpace has encouraged our employees to find creative ways to meet, socialize, build relationships, and de-stress. Whether at Oktoberfest in sister cities Munich and Cincinnati, FantaEurovision in Milan, Lunar New Year in Asia-Pacific offices, or a Cultural Discovery Potluck in Leuven, regional social committees create social events for everyone.



WORK-LIFE BALANCE

Our highly integrated, full-service operating model is complemented 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 this, we offer country-specific paid time off and leave policies that include, but are not limited to, vacation time, sick time, maternity leave, paternity leave, parental leave, bereavement leave, 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 reenergize after a longer workday to satisfy a project or sponsor requirement or to attend a personal appointment, we offer a global flex time policy that allows for flexibility during working hours. After completing initial waiting periods, we also permit many office-based employees the opportunity to utilize work from home hours.

We are pleased to report that Medpace's model of combining in-office and at-home work locations has been a success since its inception. We continue to focus on balancing the needs of our associates work life flexibility 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.



6,200
EMPLOYEES GLOBALLY



52%
FEMALES AT DIRECTOR LEVEL AND ABOVE AND 35% OF MEDICAL DIRECTORS AND EXECUTIVE COMMITTEE



65%
OF MANAGEMENT GLOBALLY ARE WOMEN



17%
OF US WORKFORCE IS NON-WHITE, INCLUDING 14% OF MANAGEMENT



66%
ALL EMPLOYEES GLOBALLY ARE WOMEN



6.3%
UNCONTROLLED MEDIAN US GENDER PAY GAP [COMPARED TO 16.4% ON A NATIONAL SCALE]*

*Highlights of women's earnings in 2023 : BLS Reports: U.S. Bureau of Labor Statistics – August 1 2024 retrieved December 17 2025

*As of 01-Oct-2025

FOCUS ON EQUITABLE HIRING PRACTICES

We have developed a strong record of hiring and developing associates eager to advance their careers 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 October 1st, 2024, to September 30th, 2025, Medpace headcount grew by ~4%. Women accounted for ~54% of our new hires and ~58% of all management-level roles filled externally. Of these new hires in the US that chose to self-identify their race, ~21% of all new hires identified as non-white and ~14% of all management-level new hires identified as non-white.



FOCUS ON EARLY CAREER TALENT AND RECRUITMENT

As our headquarters' operations continue to grow, we recognize our increasing presence in the Cincinnati community. Our longstanding partnership with the University of Cincinnati and Bearcat Athletics was developed to bring awareness to career opportunities for early career professionals. In 2022, we launched Name, Image, and Likeness (NIL) partnerships with Bearcat Athletics to engage with students across the university. Throughout the three-year existence of these NIL partnerships, numerous students have continued their involvement with Medpace through recurring partnerships, internships, and even moving through the hiring process and accepting full-time roles after graduation.

To further supplement career information and resources, Medpace's careers blog, *Keeping Pace*, was launched on our careers site. *Keeping Pace* regularly features articles on global campus updates, recruitment awareness, employee stories, and more. As we continue to focus on organic growth throughout the organization, this blog highlights important employee stories and connects not only the global population of associates but shares insights with prospective candidates and the general public.

As a full-service CRO, we employ candidates with a variety of backgrounds. Through our partnerships with numerous universities, Medpace is able to identify and support early talent at the collegiate level in internships and co-ops. Without accounting for university year, approximately 25% of students in the Medpace Internship Program in 2023-2024 later joined as full-time associates in their field.

Since 2023, Medpace has strategically selected and onboarded cohorts of interns during fall, spring, and summer semesters. This has been mutually beneficial as it gives university students hands-on exposure 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.



FOCUS ON CAREER DEVELOPMENT

We have a history of identifying talented individuals and training them to excel in our disciplined operating model while instilling 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 facilitate other training activities.

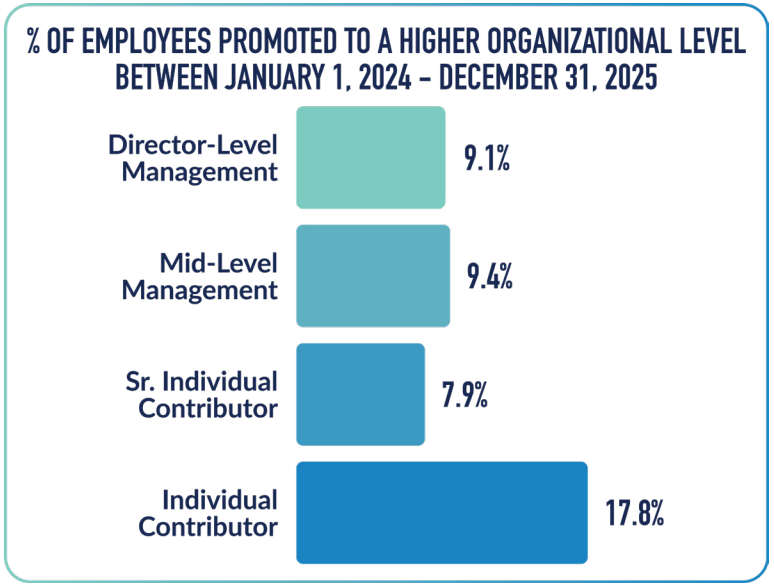
As a recent addition to our Training & Development program, our Associate Clinical Trial Manager (aCTM) track operates as a unique role designed to provide a structured introduction into clinical trial management for both PhD new graduates and candidates currently in a postdoctoral research position looking to transition into the CRO industry. The aCTMs progress through this accelerated track, taking on responsibilities like conducting analyses on study progress, preparing audits, and more. The aCTMs gain valuable exposure to working cross-functionally as well as with our Sponsors, sites, and vendors on cutting-edge drug development. Within 12-18 months of joining the program, high-performing aCTMs transition into the Clinical Trial Manager role, adding opportunity for study and people leadership duties. Given the early success of this career track over the past few years, we have hired > 300 aCTMs in 15 countries. Entering the CRO industry can be challenging without post-education work experience, but Medpace's aCTM track provides early career opportunity for new and recent advanced education graduates to not only enter but join a structured path to develop skills and build a lasting career.

Medpace hires both industry experienced professionals as well as individuals new to clinical research to join our team of Clinical Research Associates (CRAs). Medpace provides comprehensive and ongoing training for CRAs and In-House CRAs through our PACE® Training Program. Professionals Achieving CRA Excellence, or PACE®, prepares CRAs through interactive discussions and hands-on job-related exercises and practicums. Associates have the opportunity to collaborate and network with industry-leading professionals as they learn aspects of the development and approval process for drugs, biologics, and medical devices.

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 182 management-level roles that were newly filled between October 1st, 2024, and September 20th, 2025, approximately 75% of these roles were filled by our pipeline of internal talent, an increase from the 2023-2024 Corporate Responsibility Report.

Of the 137 management-level roles filled by our pipeline of internal talent between October 1st, 2024, and September 20th, 2025, 93 (or ~68%) were filled by women, and of those who chose to self-identify their race, ~24% identified as non-white.

With a continuous focus on offering training & development opportunities for both emerging and tenured leaders in the organization, Medpace offers a Leadership Development Program to all managers around the world. Topics in 2025 include Growth Mindset, Situational Leadership, and Leading Through Change. This is in addition to our new manager training which serves to educate management on company HR policies, practices and processes, and 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.



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 high-quality work over time. We regularly benchmark our employee turnover rate against CRO industry averages and are pleased that we regularly fall below the average rate. Over the last few years, which presented the challenges of a competitive labor market, we have been focused on measures to improve employee satisfaction and retention. The implementation of various compensation and benefit enhancements have supported the goal of improving employee retention. In 2024, several large scale off-cycle base compensation reviews took place, leading to more than 1,000 associates receiving a base compensation adjustment. We are proud that our employee retention rate as of September 30th, 2025, is nearly the highest it has been in the last six years. 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, retain, and allow employees to share in the long-term success of the company they have helped to build. Medpace views equity compensation as a powerful and mutually beneficial award.



FOCUS ON WORKPLACE POLICIES

We follow all applicable labor and employment laws in all jurisdictions where we conduct business and prohibit discrimination in our employment practices and workplaces. 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



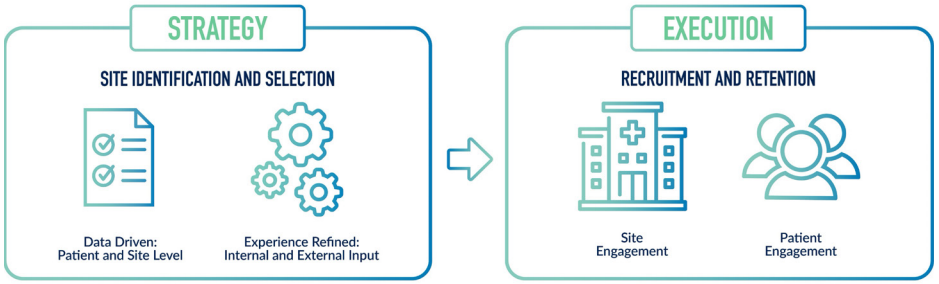
Safety is at the core of our mission. We have a robust incident reporting procedure for work-related injuries and illnesses, and our lab operations follow all additional Health and Safety requirements. Our facilities are equipped with access control systems to maintain proper physical security for our employees and company assets, as well as on-site security personnel at our Cincinnati campus. 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 workplace- and policy-related measures that can be incorporated to further reduce risk for our employees.

	2020	2021	2022	2023	2024
Recordable Injury Case Rate	0.05	0.13	0.15	0.13	0.09
Serious Injury Case Rate	0.00	0.00	0.00	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

PARTICIPANT ACCESSIBILITY AND RECRUITMENT

Participant recruitment and retention remain some of the most challenging hurdles in clinical development. A robust feasibility and recruitment strategy combined with focused participant recruitment and retention teams sets Sponsors up for expedited enrollment and reduced participant dropout. Medpace's predictive feasibility model synthesizes data from both internal and external data sources to guide the selection of the best countries and sites for study participation. This data is further refined through Medpace expert analysis and input from sites and Key Opinion Leaders to align the target participant population with high-performing investigative sites. Once the optimal strategy is defined, our specialized Patient Recruitment and Retention team steps in to execute the plan seamlessly and efficiently.



CUSTOMIZED PARTICIPANT EXPERIENCE

Participant engagement is crucial to the success of a clinical trial. We work closely with sites to provide customized participant and caregiver resources to help remove obstacles during trial participation. Armed with output from our strategic feasibility approach, our in-house Patient Recruitment and Retention team is focused on executing customized recruitment and retention plans, which leads to faster enrollment and fewer dropouts.

- Site-specific study plans are tailored to each Investigator's approach for recruitment
- Customized tactics align with each site's research experience and available resources
- Strategies include methods to meet participant representation goals
- Plans are focused on raising awareness of the indication and study; education for referring healthcare providers, participants, and families; convenience for all stakeholders; and comfort for participants
- Tools, resources, and extensive experience support on-site and decentralized clinical trials

PARTICIPANT REPRESENTATION IN CLINICAL TRIALS

Population representation in clinical research is an important focus throughout the industry. Recruitment and retention strategies encompass study design, site selection and support, and participant outreach and services. It also includes a team philosophy and approach that requires Medpace, the Sponsor, and sites to all work collaboratively toward the goal. All are critical in successfully recruiting and retaining populations that accurately reflect the burden of disease.

One of the biggest hurdles to recruiting a robust participant population is a lack of trust across many underrepresented groups. To earn that trust, Medpace deploys a number of strategies and resources:

- Provide culturally relevant educational materials such as FAQ documents to help communicate key information and a focus on communicating safety profile and risk/benefits to participation
- Encourage staff to include key family members or caregivers in consent discussions, outreach, and study updates
- Considerations for reducing participant burden such as incorporating elements of decentralized/hybrid trials (DCTs) in the study design, leveraging Medpace's in-house Patient Concierge Services (travel and reimbursement) and home and telehealth options when allowed
- Partner with communities to connect potential study participants including schools, churches, community centers, grocery stores, and pharmacies
- Solicit input from community leaders and advocates

"Medpace is dedicated to transforming the landscape of clinical research by prioritizing patient recruitment," says **Miaesha Campbell, Executive Director of Patient Recruitment and Retention**. "We believe that every patient's voice matters and is essential for advancing new therapies and technology. We are committed to connect will all populations, ensuring that our studies reflect the communities we serve, ultimately leading to more effective treatment options."





HEALTH OBSERVANCES

To continue to bring awareness to health conditions, our offices take part in global recognition of observances such as Rare Disease Day and specific health conditions such as Breast Cancer Awareness Month.

Rare disease clinical trials present a unique set of challenges in terms of clinical trial design, regulatory strategy, site selection, participant enrollment, and project management. Teams in many of our global offices participate each year in bringing awareness to the innovative strategies used in identifying and engaging sites and rare disease communities by wearing bright colors.

In honor of Breast Cancer Awareness Month, Medpace's global teams came together to advocate for increased awareness, early screening, and preventative measures against breast cancer, a disease that impacts an estimated 1 in 8 women over their lifetime. Advances in early detection and treatment, however, have dramatically improved survival rates; the National Breast Cancer Foundation reports a five-year survival rate nearing 99% when breast cancer is identified in its early stages. Medpace remains deeply committed to accelerating progress in oncology, leveraging extensive therapeutic expertise to support our Sponsors in the development of transformative cancer therapies.

Medpace encourages our sites to recognize awareness days/months at their site through proactive engagement with the community and patient advocates. Each study will have a tailored plan for community and advocacy engagement.







COMMUNITY COMMITMENT

We are committed to being a good neighbor in not only our Cincinnati community but in all cities in which we operate. We provide financial and volunteer support for a variety of nonprofit organizations worldwide, particularly local health and 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 Madisonville's community-based arts center and the title sponsor of the annual neighborhood's 5K to raise money for community initiatives.



OUR ENVIRONMENT



Our employees, directors, officers, contractors, and temporary workers are expected to support our sustainability objectives. Remaining a responsible corporate citizen requires reducing our impact on the environment whenever possible. We strive to address energy efficiencies, source sustainable supplies, and promote practices that encourage waste reduction. We predominantly operate in an office environment, employing building automation and energy management systems where possible. For example, in our Cincinnati offices, water bottle refill stations have been installed on every floor in each of our buildings to encourage campus-wide use of reusable water bottles.

In addition to our multi-building headquarters located in Cincinnati, Ohio, we operate in a total of 44 countries with 33 offices and four central laboratories. At our Cincinnati campus, we occupy and control six buildings, two of which we own. In Dallas, Texas, we are the sole tenants of the building in which we operate. In our Belgium office, we occupy six buildings and own four of those. The rest of our facilities are in multi-tenant buildings.

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.

We have installed solar generating capabilities at our headquarters campus in Cincinnati as well as at our laboratory in Leuven, Belgium. This combination has resulted in added capacity to generate an estimated nearly 900,000 kWhs 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. Among our recent growth efforts is a parking garage currently under development which will be equipped with a solar canopy covering the entire top level. This addition will provide shade for cars while generating significant solar energy to aid in reducing utility use in our laboratory. It is estimated that this solar canopy will generate more than 1,857,000 kWhs of solar PV energy in year one.





OUR SBTI COMMITMENT

To further our commitment to sustainability and environmental initiatives, we have engaged with the Science Based Targets Initiative (SBTi) to set enterprise-wide science-based targets designed to lower our emissions and promote environmentally friendly processes throughout our operations. As of the date of this Corporate Responsibility Report, Medpace has committed through SBTi to setting near-term emission targets aimed at reducing our value chain emissions in the next five to ten years. Our recent SBTi commitment is just one of the many ways in which we promote sustainability in all aspects of our operations.

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.

MITIGATING AND ASSESSING CLIMATE-RELATED RISK

Leaders from our functional areas meet frequently and are responsible for identifying and managing key risks, including ESG-related issues. For potential climate-related physical risks, the Company carries out an annual risk assessment, which considers potential extreme weather events. Our Business Continuity & Disaster Recovery programs define our strategy and processes for managing disruptive events globally as well as safeguarding our employees, systems, and assets. Our Business Continuity and Disaster Recovery plans prioritize key business processes, identify significant threats to normal operations, and plans mitigation strategies to ensure an effective and efficient organizational response to challenges after an incident. All incidents are assigned severity levels to assist with prioritization, and all critical systems and data assets are covered by backup procedures. Potential risks are assessed at the company-level by internal subject matter experts. These assessments help to identify key issues, the potential impact on people and the planet, and the potential impact of these issues on the Company and performance. Additionally, we continually monitor political, technological, market, and reputational developments to ensure we remain well informed with respect to risks that are relevant to our business.

We continue to enhance our resilience to help ensure preparedness in the event of a significant business disruption. If a risk is identified, the Business Continuity & Disaster Recovery Teams, along with our Executive Management Committee, would recommend approaches to mitigate, accept, or adapt to the identified risk. The Company believes that these processes are sufficient in addressing potential climate-related risks and how they fit into our overall strategy, financial planning, and capital decision-making process, as well as the Company's overall risk management framework.



OUR 2024–2025 AWARDS

CRO LEADERSHIP AWARDS

Medpace received five awards across all categories including Capabilities, Compatibility, Expertise, Quality, and Reliability in 2024.

EAGLE AWARD WINNER

The Society for Clinical Research Sites (SCRS) announced Medpace as the CRO winner of the 2025 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.

WCG PINNACLE AWARD

Medpace was recognized as a 2025 WCG Pinnacle Award recipient for Leadership in Professionalism and Communication based on results from the WCG CenterWatch Global Site Relationship Survey, one of the most comprehensive evaluations of Sponsor and CRO performance from the perspective of investigational sites worldwide. With feedback from over 12,000 global site professionals, Medpace was recognized for consistently high ratings in professionalism, communication, and responsiveness—three of the most influential factors in ensuring quality trial conduct and reliable execution.

APPENDIX

MEDPACE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Recommended Disclosures	Description	Answer, Cross-Reference, Omissions, Explanations
Governance	A. Describe the Board's oversight of climate-related risks and opportunities	Medpace Corporate Responsibility Report "Governance" Medpace Proxy Statement, page 23 Medpace Nominating & Governance Committee Charter
	B. Describe management's role in assessing and managing climate-related risks and opportunities	Medpace Corporate Responsibility Report "Governance" Medpace Proxy Statement, page 23
Strategy	A. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	We have determined that climate-related risks do not present a material risk to our business given the nature of our activities. However, we recognize there are inherent climate-related risks wherever business is conducted and continue to evaluate and monitor our risks associated with climate change. Medpace Corporate Responsibility Report "Mitigating and Assessing Climate-Related Risk" Medpace 2024 Form 10-K, page 27
	B. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Not applicable
	C. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	We have not completed a scenario analysis.

MEDPACE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX (CONTINUED)

Risk Management	A. Describe the organization's processes for identifying and assessing climate-related risks	Medpace Corporate Responsibility Report "Governance" Medpace Corporate Responsibility Report "Our Environment" Medpace Corporate Responsibility Report "Mitigating and Assessing Climate-Related Risk"
	B. Describe the organization's processes for managing climate-related risks.	Not applicable
	C. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Medpace Corporate Responsibility Report "Governance" Medpace Corporate Responsibility Report "Our Environment" Medpace Corporate Responsibility Report "Mitigating and Assessing Climate-Related Risk"
Metrics and Targets	A. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Not applicable
	B. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	We are actively working on calculating greenhouse gas emissions.
	C. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Medpace Corporate Responsibility Report "Our SBTi Commitment"

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