



# PAREXEL'S HIGH PERFORMANCE CULTURE

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**PAREXEL**<sup>®</sup>  
YOUR JOURNEY. OUR MISSION.<sup>™</sup>

**When choosing a company to work for, culture matters. At PAREXEL, our High Performance Culture defines how we work with our coworkers and our customers. It reveals itself in all decisions, big and small, as well as everyday practices.**

**PAREXEL's High Performance Culture is based on our corporate values and represented by five principles and associated behaviors:**

#### **I SAY WHAT I THINK**

At PAREXEL, we speak openly, challenge colleagues when necessary and make potential problems known. We use our expertise to contribute a different point of view and recommend appropriate, innovative solutions.

#### **I OWN THE PROBLEM AND THE SOLUTION**

We are empowered to decide and act for the overall delivery of a successful project. We expect every employee to proactively and decisively address and resolve issues, regardless of their role.

#### **I DELIGHT THE CUSTOMER**

As trusted experts, we are aware of our customers' needs and make decisions as if our customers were sitting next to us. To ensure client satisfaction, we constantly and flexibly seek proactive, profitable solutions.

#### **I DO PROFITABLY**

We consistently identify and create efficiencies, and seek opportunities to continuously improve. Everyone is aware of the impact on PAREXEL's bottom line when making business decisions and acts with consideration for costs and return on investment.

#### **I ENSURE FIRST-TIME-QUALITY**

We deliberately make quality our focus. We understand how our work affects others and take individual and collective responsibility for quality as "One PAREXEL".

**PAREXEL's High Performance Culture means our employees have a voice and make a meaningful impact. No matter the role in our organization, embracing our High Performance Culture and living it daily is critical to the personal success of our employees and the collective success of PAREXEL.**