



2016 SUSTAINABILITY FACT SHEET

PRA Health Sciences is committed to promoting ethical corporate citizenship and sustainability in all our activities. We focus on the environmental, social, and governance (ESG) risks and opportunities of top concern to our business and stakeholders, and we communicate our sustainability progress annually. We are pleased to summarize here key highlights from our 2016 Sustainability Report.

Sustainability Governance

PRA's Corporate Sustainability Committee is responsible for integrating sustainability into our corporate strategy and for ensuring strong performance. As part of our leadership efforts in 2016, we:

- Conducted a **materiality analysis** to identify PRA's most relevant ESG issues;
- Established new **sustainability metrics**, tracking processes, and accountabilities;
- Issued a Sustainability Policy confirming our commitment to **anti-corruption, anti-bribery**, business ethics, human rights, supplier conduct, and environmental protection;
- Completed **ESG assessments of key suppliers** representing 42% of our annual spend.

PERFORMANCE SNAPSHOT

MSCI Rating

BB (Score range: AAA – CCC)

MSCI is a provider of investment decision support tools that assesses companies based on their risk exposure and their ability to manage risks, relative to peers.

Data as of July 2017

CDP 2017 Climate Score

C- (Average score is a D, on an A to D- scale)

CDP runs a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. PRA's score is benchmarked against more than 4,800 companies.

Data as of November 2017

EcoVadis Score

50/100 (Average score is 41/100)

| | | |
|-------------------------|----|-------------|
| Environment | 40 | Outstanding |
| Labor Practices | 50 | Advanced |
| Fair Business Practices | 60 | Confirmed |
| Sustainable Procurement | 50 | Partial |
| | | None |

EcoVadis is a rating and collaboration platform that PRA uses to measure and guide improvement in our sustainability performance.

Data as of December 2017



To focus PRA's sustainability efforts between now and 2020, we have aligned a new set of corporate goals with three United Nations Sustainable Development Goals that directly relate to our core business and capabilities.



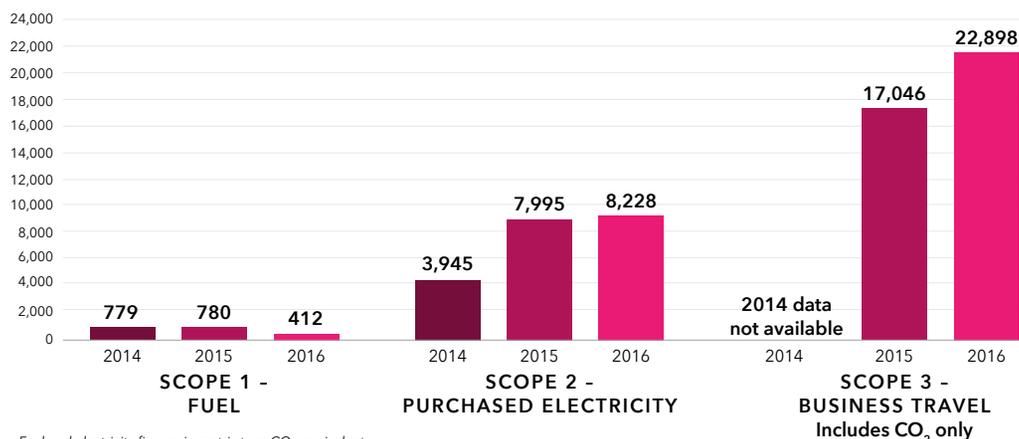
Environmental Stewardship

PRA Health Sciences is committed to limiting our environmental footprint and to reducing our greenhouse gas (GHG) emissions. In 2016, we:

- Expanded our emissions reporting to **100% of our facilities** by square footage—surpassing our goal of reaching at least 75%
- Instituted **adaptive monitoring**—a risk-based analysis that determines whether clinical research associates (CRAs) should visit trial sites—which we have found to reduce total business travel (the largest source of our GHG emissions) by approximately 35% over the life of a given study
- Administered an **annual survey to facilities** to monitor environmental resource consumption, track GHG emissions, and identify opportunities for impact reductions

Moving forward, PRA will mitigate our direct and downstream environmental impacts, including through biohazardous waste reduction and safe drug disposal.

2014-2016 GHG EMISSIONS BY SCOPE



Fuel and electricity figures in metric tons CO₂-equivalent.

Fuel emissions include facilities that will report 2016 data in 2017 data collection period. 2016 total is likely closer to 800 metric tons.

Only actual electricity emissions were reported in 2014.

Business travel figures in metric tons CO₂.

Business travel includes air, rail and car travel.



Human Connection

To maintain PRA's pipeline of highly-skilled employees, in 2016, we:

- Recruited more than 100 high-potential college graduate students into our in-house, **accelerated training programs** for entry-level roles
- Made 989 hires through our **Talent Ambassador Program**—a referral system in which employees use their personal networks to help recruiters fill open positions
- Transitioned nearly 600 qualified internal professionals into CRA roles following completion of a 10-week curriculum through our **Bridge Program**

By 2020, PRA's goal is to increase female representation in our senior leadership positions (Vice President-level and above) to 40%, up from 31% in 2016.

To develop increased engagement with our trial participants, employees, and community members, in 2016, we:

- Combined social media intelligence queries with real-world claims data to inform **new patient/caregiver protocol designs**, including awareness and recruitment strategies
- Launched Wavelength, a **thought leadership blog** dedicated to telling interesting and relatable stories about health, medicine, and participation in clinical trials
- Expanded our PRA Cares initiatives, offering employees more ways to support **community and charitable efforts**

