

medidata

joins

DASSAULT
SYSTEMES

CREATING A BETTER WORLD

2019 SUSTAINABILITY REPORT

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WHO WE ARE



ABOUT THIS REPORT

2019 was a year of significant progress for Medidata. In October, we were acquired by Dassault Systèmes, a large software company headquartered in France. This sustainability report represents our stakeholders' highest priorities and the business activities of Medidata as an independent brand. We highlight opportunities moving forward as we merge our initiatives and programs with Dassault Systèmes, whose 3DEXPERIENCE platform is positioned to lead the digital transformation of life sciences in the age of personalized medicine.

This report has been prepared in accordance with GRI Sustainability Reporting Standards: Core Option for the year ending Dec. 31, 2019. Our previous report was published on Sept. 23, 2019, and is available on our website, www.medidata.com.

Medidata is headquartered in New York City and has offices in seven countries around the world: China, Germany, Japan, Republic of Korea, Singapore, United Kingdom and United States. Our products and services are available globally. Medidata serves the healthcare sector, as defined by the Global Industry Classification Standard. Medidata helps pharmaceutical, biotech, medical device companies, and academic researchers accelerate value, minimize risk, and optimize outcomes.

 **350 Hudson Street, 9th floor**
New York, NY 10014

 **212.918.1800**

 **www.medidata.com**

LETTER FROM OUR CO-CEO



2019 was a milestone year for Medidata. As we celebrated our 20th anniversary as a company, we joined Dassault Systèmes. Now we are able to provide the life science industry with an integrated business experience platform for an end-to-end approach to research and discovery, development, clinical testing, manufacturing and commercialization of new therapies and health technologies. This acquisition marks a significant transition for Medidata, and an important opportunity to advance our mission and promote our values on a global scale. Simply put, it allows us to bring smarter treatments to more patients, more quickly.

While we continue to integrate with Dassault Systèmes, we look forward to increasing our impact. This report illustrates the progress we are making at Medidata to realize our vision in every aspect of our business. Our commitment to better healthcare for patients extends to weaving sustainability into the fabric of our business strategy as a whole. Medidata has identified three areas where we are well positioned to have the greatest impact: improving diversity in clinical trials, empowering patient advocacy, and finding treatments for rare diseases. These initiatives — combined with our attention to diversity and belonging, and to mitigating our environmental impact — reflect our deep commitment to integrity, partnership, tenacity, nimbleness, humility, inclusiveness, and care.

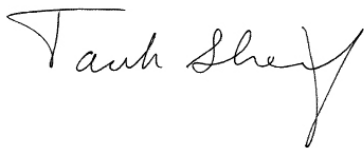
Additionally, we are pleased to report progress on our strategic priorities of improving patient access to care; giving students access to education in science, technology, engineering, and mathematics (STEM); and enhancing diversity and equality in our workplace.

In our second year of activating these strategic priorities, we worked with our philanthropic partners to provide more than 4,000 patients access to care. Our goal is to provide 15,000 students with access to STEM education, and by the end of 2019 Medidata had already reached nearly 1,750 students. In addition, we formalized the strategic charters and operating governance

of our seven Business Resource Groups (BRGs) and reached overall employee participation of 30 percent. The 2019 BRG partnership results have shown a five percent increase in overall employee engagement for employees who are involved in our BRGs.

The COVID-19 pandemic has made our mission more critical than ever. As the world continues to deal with this novel coronavirus and its consequences, we will continue to innovate and use our technology to break down the barriers that hamper patients from participating in clinical trials and prevent underrepresented groups from accessing care. New platforms like [myMedidata](#) are emblematic of our patient-centric approach. Medidata technology is helping life science companies introduce virtualization technologies into their crucial research and clinical trials for new vaccines, therapeutics, medical devices, and diagnostics.

These are extraordinarily complex and uncertain times, which require creativity and collaboration. We know we cannot solve challenges alone. This report reaffirms our commitment to the UN Global Compact and its Ten Principles, which align closely with our business strategy, culture, and daily operations. Together — Medidatians, customers, partners, and peers — we can create positive change in our community and in our world.



Sincerely,

Tarek Sherif

**Co-CEO, Medidata and Chairman of Life Sciences,
Dassault Systèmes**

**“MEDIDATA HAS IDENTIFIED
THREE AREAS WHERE WE
ARE WELL POSITIONED
TO HAVE THE GREATEST
IMPACT: IMPROVING
DIVERSITY IN CLINICAL
TRIALS, EMPOWERING
PATIENT ADVOCACY, AND
FINDING TREATMENTS
FOR RARE DISEASES.”**

ABOUT MEDIDATA

OUR COMMITMENT TO SUSTAINABILITY

As a mission-driven technology company, we firmly believe in using what we build to change the world for the better. In 2018, Medidata committed to integrate sustainability into our overall business strategy, marking a fundamental shift in our corporate social and environmental responsibility initiatives. Our CSR program is dedicated to engaging our value chain, giving back to our community, and positively impacting Medidata and the larger world.

OUR CORE BUSINESS

Medidata is leading the digital transformation of life sciences, creating hope for millions of patients. Medidata helps generate the evidence and insights to help pharmaceutical, biotech, medical device and diagnostics companies, and academic researchers accelerate value, minimize risk, and optimize outcomes. More than one million registered users across 1,500 customers and partners access the world's most-used platform for clinical development, commercial, and real-world data. Medidata, a Dassault Systèmes company, is headquartered in New York City and has offices around the world to meet the needs of its customers.



OUR PRODUCTS

The Medidata platform supports biopharmaceutical and medical device companies as well as Contract Research Organizations (CROs) and academic research centers in bringing drugs and devices through the clinical development process using its Rave SaaS subscription and supporting professional services. In addition to Rave, Medidata's Acorn AI division uses data, data science, advanced analytics (incorporating AI and ML), and consulting services to accelerate clinical development and commercialization of pharmaceuticals and medical devices. These businesses are powered by the Medidata Rave Clinical Cloud™ — a cutting-edge platform that standardizes and unifies data that paves the way for reinventing research. Together with our customers and partners, we achieve better outcomes for patients, significantly reduce drug development costs, and accelerate cycle times to deliver targeted treatments to patients more quickly — all while maximizing revenue opportunities.

OUR SUPPLIERS

Our supply chain delivers on our business goals and impacts many facets of our company globally. It ensures our offices are great places to work and enables our technology and services, demonstrating our influence in the communities where we operate and the markets that we serve. Given our significant procurement budget, we understand how important our supply chain partners are, not only in terms of quantifying our overall impact but in managing sustainability across the company. In 2019, we renewed our efforts to track supplier diversity and sustainability, and more closely evaluate our procurement processes. As a result of our acquisition by Dassault Systèmes, we are updating our policies to align with the broader goals and capabilities of our expanded organization, including our commitment to responsible procurement and contracting with diverse suppliers — such as women-, minority-, LGBTQ-, and veteran-owned — and small or local businesses.



OUR APPROACH

STAKEHOLDERS

Until Medidata became a wholly owned subsidiary of Dassault Systèmes on Oct. 28, 2019, we engaged with stakeholders who directly impacted our operations — including our employees, customers, and shareholders — throughout the year.

We connect with our employees biannually by way of our engagement survey and our pulse surveys. These help us understand what is important to them and ensures we are creating programs that make them successful. Additionally, we also hold quarterly town halls where employees can ask questions directly of our Co-CEOs.

Our interaction with customers is ongoing and represents an essential component of our shared progress. We gain insight during regular meetings and provide required disclosures through the RFP process. Frequent interaction ensures we anticipate needs, assess customer requests, and deliver optimal value.

Prior to being acquired, we engaged with our investors quarterly during earnings calls and annual governance

meetings. Since our acquisition, the company's shareholders are our new stakeholder. As we began to integrate our business with Dassault Systèmes, we have worked closely with our parent company's leadership teams on a strategic, financial, and operational basis to ensure we obtain information on what is material to shareholders and communicate successfully our mutual aims.

In 2019, we recognized and elevated another crucial stakeholder: patients. We at Medidata believe understanding patient needs is central to everything we do. It's critical for designing customer solutions and evolving our offerings — and significantly differentiates us in our industry. For example, our Product team emphasized patient-centric design to create a process for using novel Design Studio sessions to understand the patient experience before, during, and after clinical trials. These sessions were held with patients quarterly to infuse our development process with their direct insights.

OUR COMMUNITY



Employees

- Our annual MediMic survey and as-needed Pulse surveys let employees share feedback and concerns anonymously. Our Leadership and People teams use the results and insights to customize employee programming.
- We hold Quarterly Town Halls to give employees the opportunity to interact directly with our Co-CEOs.
- Medidata Express, our corporate intranet, is an open forum for employees to communicate and share interests.
- We offer employees numerous volunteer opportunities to demonstrate our values and connect with our broader community.



Investors (prior to acquisition)

- Our Investor Relations team met regularly with our shareholders to ensure we understood their concerns.
- We held quarterly earnings calls and annual governance meetings to discuss progress and strategy.



Shareholders (post acquisition)

- We have conducted strategic planning meetings and operational integration to align with global organizational priorities and communicate them to shareholders.



Customers

- We hold customer meetings to assess needs and requests related to sustainability, and regularly report progress.
- We develop CSR Reports as needed, which offer valuable insight into how we can support and align on strategic priorities.



Patients

- We conduct quarterly Design Studios to incorporate patient priorities, concerns, and feedback into product development.

MATERIALITY

At Medidata, we have traditionally completed our materiality assessment by engaging representatives from all stakeholder groups to identify and understand high-priority topics. We applied the same methodology for this report and found that the themes most relevant to stakeholders and material to our business were consistent with past years. In this year's report, we expanded our focus on patient advocacy and product development initiatives, elevating patients as a stakeholder category.

We've defined the reporting boundary for all topics as factors within our operational control. The following chart displays how each topic relates to Medidata, its stakeholders and business activities, and how it aligns with the GRI's Reporting Principles. The high priority topics, each of which is described in depth throughout this report, are most material to our business as a global technology company operating in the life sciences and healthcare industries. We have also assessed each of the medium- and low-priority topics, and discuss those that impact some aspects of our business.

TOPIC ASSESSMENT



Our Business

HIGH PRIORITY MATERIAL TOPICS

Anti-Corruption

MEDIUM PRIORITY MATERIAL TOPICS

Economic performance

Procurement practices

Anti-competitive behavior

Tax

LOW PRIORITY MATERIAL TOPICS

Market Presence

Indirect economic impact



Our People

Employment

Training and education

Customer privacy

Child labor

Forced or compulsory labor

Diversity and equal opportunity

Non-discrimination

Supplier social assessment

Security practices

Human rights assessment

Local communities

Public policy

Socioeconomic compliance

Freedom of association and collective bargaining

Labor/Management relations

Occupational health and safety

Rights of indigenous peoples

Customer health and safety

Marketing and labeling



Our Planet

Emissions

Energy

Water and effluents

Effluents and waste

Supplier environmental assessment

Materials

Biodiversity

Environmental compliance

GOVERNANCE

When Medidata was acquired by Dassault Systèmes in 2019, it became the organization's third largest brand. Consequently, our governance structure has changed significantly; we no longer have our own Board of Directors. Our Leadership Team remains fully responsible for strategy and decision-making on economic, environmental, and social impact issues related to Medidata. This team reports into Dassault Systèmes' Executive stakeholders, who are accountable to the Dassault Systèmes Board of Directors. As we become more integrated into our new parent company, we are working hard to align decision-making processes, streamline our approach to governance, and ensure progress on our strategic priorities.



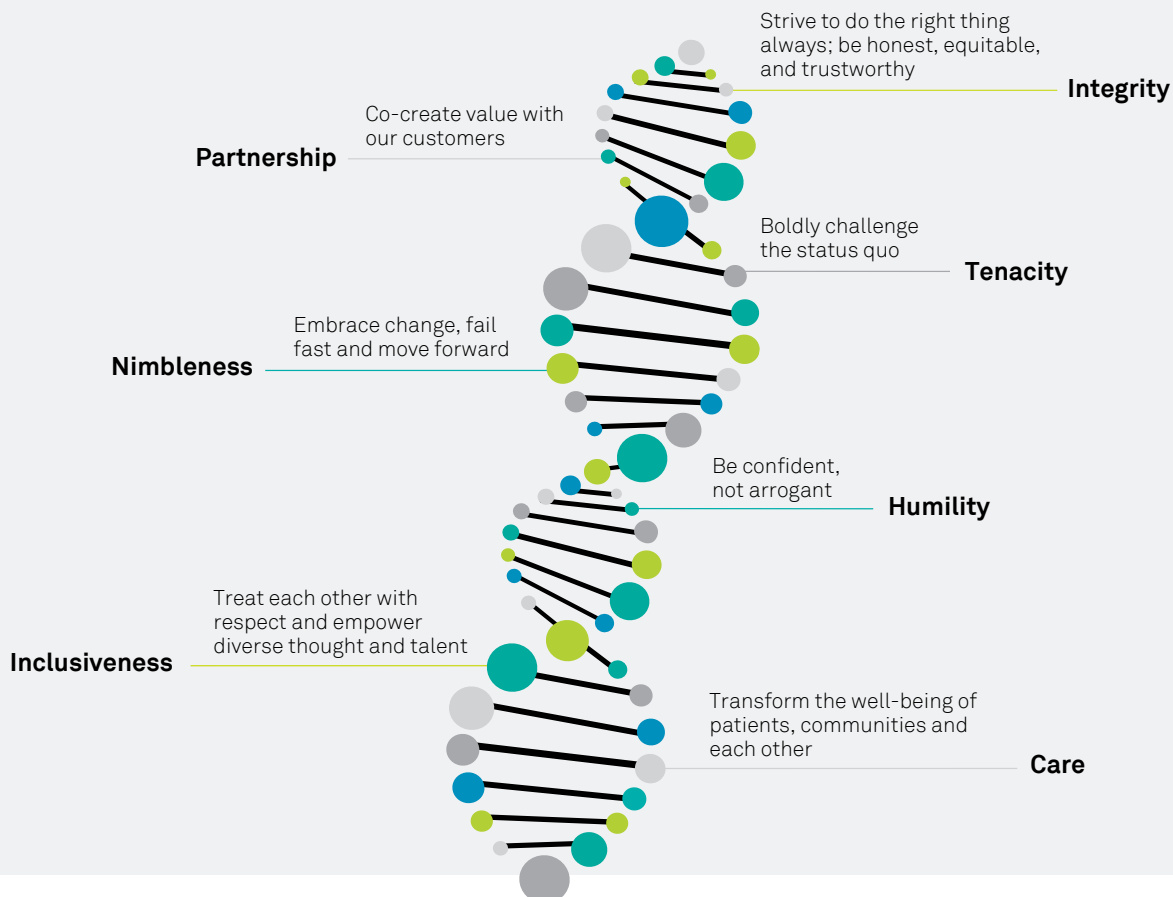
ETHICS

Medidata adheres to the highest standards of ethical business conduct. Our Code of Business Conduct & Ethics describes our company values and requirements, and is the foundation for all company policies, procedures, and guidelines. We expect all employees of Medidata to follow these tenets; we also expect Medidata's contractors and consultants to abide by its principles in connection with their work for Medidata.

Medidata conducts business ethically, honestly, and in full compliance with all applicable laws, rules, and regulations — including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and other laws designed to prevent corruption. Our Code of Business Conduct & Ethics ensures we hold ourselves and our business practices to the highest standard. The Code sets requirements for business conduct and is a foundation for our company policies, procedures, and guidelines, all of which provide additional guidance on expected behaviors.

CORE VALUES

These are the values and principles most important to Medidata:



ANTI-CORRUPTION

Medidata manages anti-corruption by going beyond regulatory compliance. We do not tolerate bribery or corruption, which could do lasting damage to Medidata's brand and reputation, and severely diminish customer and shareholder confidence. As such, Medidata does not accept corruption in any of its business dealings due to the potential risk it poses to our business and our societal license to operate.

To discourage corruption, Medidata prepares its employees to recognize and respond to relevant situations that may arise while conducting business. Every Medidata employee is required to take an anti-corruption training course within 30 days of hire. Every employee may report concerns about compliance with Medidata's anti-corruption policy to their supervisor, the Legal Department, or through anonymous channels.

We also offer annual ethics training and require all employees, including our leadership team, to read and acknowledge our code of conduct. In addition, we offer numerous anti-corruption and ethics trainings to our employees, including, but not limited to:

- Code of Business Conduct and Ethics*
- Overview of Medidata Regulated Content Management
- Global Privacy Policy and eLearning
- Global Data Privacy Policy
- Reporting Privacy Incidents
- Clinical Regs and ERES Overview
- Anti-Phishing Training Course
- Salary History and Recruitment Laws
- Preventing Workplace Harassment (4 courses)
- Anti-Corruption Compliance **
- Unconscious Bias

* Training available in English and Japanese

** Training available in English, Chinese, Japanese, and Korean

These policies and procedures enable consistent assessment of corruption risks in all our offices and operations around the globe, and to date have proven to be effective. We did not identify any corruption activities involving our company in 2019.

CUSTOMER PRIVACY

Customer privacy also is a top priority at Medidata. As a tech company, we recognize the trust our customers place in us to ensure data privacy, security, and protection. In 2019 we did not experience any data breaches, thefts, or losses of customer data, and we continue to reinforce our internal policies, procedures, and systems against these threats. We are proud to report that we did not receive any complaints regarding customer privacy, and our partners remain satisfied with our performance in these critical areas. Further, Medidata is compliant with applicable regulations as well as numerous third-party standards. Additional details about our management approach for customer privacy, including policies and processes relative to protecting customer data, can be found in our SOC2+ Report at <http://www.medidata.com/trust>.

LABOR POLICIES

All Medidata employees, including interns, are required to be at least 16 years old and possess certain skills for each position, in accordance with federal regulation. We do not participate in child labor nor expose employees to hazardous work. We do not participate in forced or compulsory labor in any of our operations. We do not have a management approach for Child Labor or Forced or Compulsory Labor as neither of these practices is accepted at Medidata.

OUR PEOPLE



MEDITATIONS

Our employees are undoubtedly our greatest asset. When we consider the social and environmental impact of our business, we recognize that our people make the difference — throughout our entire company and into our community. Meditations bring the innovation, tenacity, and passion necessary to advance our mission. Each and every day, our employees work together to disrupt the status quo, support our customers and find solutions to bring better treatments to patients around the globe.

We at Medidata support, nurture, and develop our people. We listen to our employees and engage on the issues that matter most to them, from patient advocacy and diversity in clinical trials to giving back to our communities and reducing our carbon footprint. We believe that empowering our employees through meaningful work ensures our collective impact for the good.

BENEFITS

Medidata provides our employees with best-in-class benefits while ensuring we're fiscally responsible. We offer our full-time regular employees across the globe health insurance, life and disability income benefits, retirement, and other tax-advantaged accounts when culturally appropriate. We also stress work-life balance by offering generous paid-time-off policies, including unlimited time off when possible, as well as enhanced paid leaves for employees to care for themselves or their families (all regular employees are eligible for leave benefits, prorated based on hours worked). Medidata also offers a Wellness Program, and a suite of services to support employees' mental, physical, emotional, spiritual, and financial well-being.

EMPLOYEE DEVELOPMENT

Medidata employees not only “LEAD Smart,” but are “TEAM Smart” and “MEDIDATA Smart.” We invest over \$1 million per year in employee learning and development that aligns with the 16 Skill Builders we believe make employees, teams, and the larger organization successful. We use a variety of metrics to drive our program creation, including engagement surveys, talent review outputs, and insights from performance check-ins.

We offer a comprehensive selection of courses and workshops (delivered both internally, externally, and on-demand by subject-matter experts) covering management fundamentals, leadership principles and professional development competencies. We focus on themes and topics that will drive good business decisions and meet people where they are. Since the onset of COVID-19, for example, we have developed resources specific to working from home, presenting virtually, managing a remote team, change management, and overall wellness. We also offer our managers instruction in Compassionate Leadership, while individual employees can enroll in classes on the Journey Forward.

In addition to the learning sessions offered over the course of the year, all employees are required to complete an individual development plan outlining their career interests, skill strengths, and development needs. Managers discuss this plan over the course of the year during three check-ins with each employee. This allows for more frequent conversation and opportunity to revisit and/or pivot goals and development areas.

Our management approach for employment, training and education ensures our programs are meeting or exceeding employee development goals while remaining cost effective. To guide our programming, we regularly consult employee survey responses and talent review outputs to identify relevant topics. We offer all our employees regular performance reviews, which we track and measure through check-ins in our Human Resources Information System, “Workday”. In addition to evaluating improvements in employee performance, we look to feedback from both employees and managers to monitor our approach’s effectiveness.

EXPERIENTIAL LEARNING

One of our most innovative leadership development initiatives is our Social Innovation Lab (SIL). A think-tank style program, the SIL matches our high-potential talent with social entrepreneurs to solve challenging systemic problems in the life science industry, such as creating a new financial model for drug repurposing clinical trials or increasing diversity in clinical trials. We also have integrated the learning components mentioned above into this program. At the start of the program, employees meet their managers to discuss goals specific to the SIL. They also identify Skill Builders on which to focus, and we provide additional training and support. We track their progress over time, with a manager check-in halfway through and at the end of the program.

EMPLOYEE ENGAGEMENT

We invest heavily in programs that support and drive the employee experience, providing our people with many opportunities to engage and connect to our mission. We use a data-driven approach, collecting feedback from every employee to create a program built upon their recommendations and feedback.

Each year, we launch a search and application process throughout our offices for employees interested in sitting on our Employee Engagement Councils. The councils consist of 2-4 team members in each office who serve as experience ambassadors and help drive their office's programming. Our councils also act as focus groups, ensuring we are aware of local customs and cultures and able to regionalize and localize our approach. We do this because we believe global must go local. While we have a global strategy, we want our offices to be able to create programs tailored to inspire employees in their own communities.

We take data from various reports, surveys, and employee feedback sessions and create a global strategy that is then adapted for the local culture. Every office organizes its own parties, cultural celebrations, volunteer opportunities, and wellness activities while always connecting to our mission. Employees help us decide which local organizations to affiliate with and how to best impact the local community as we focus on our STEM Education and Access for All programs.

VOLUNTEERISM

Medidata celebrates volunteers and incorporates volunteering into our culture. We are extremely fortunate at Medidata, and believe we have an obligation to give back to the communities where we operate.

Taking a community-based approach to volunteerism, we work with our Engagement Councils to identify local philanthropic partners. Then we focus on building partnerships that are long lasting, which is the best way to increase our impact. We also understand that one of the best ways we can give back is by providing our employees with opportunities to use their expertise to drive change.

SKILLS-BASED VOLUNTEERING

In the Social Innovation Lab (more info on page 26), we pair employees with nonprofit organizations to work on projects that make a difference. Together, they come up with innovative solutions to help patients. All our projects are designed to find solutions for patients with rare diseases for whom there are no clinical trials, or for those who cannot access potentially life-saving treatments only available through trials. The Social Innovation Lab offers employees opportunities to learn something new, use their skills outside of their daily scope-of-work, drive real change, and learn more about the life science industry.

MISSION-ALIGNED VOLUNTEERING

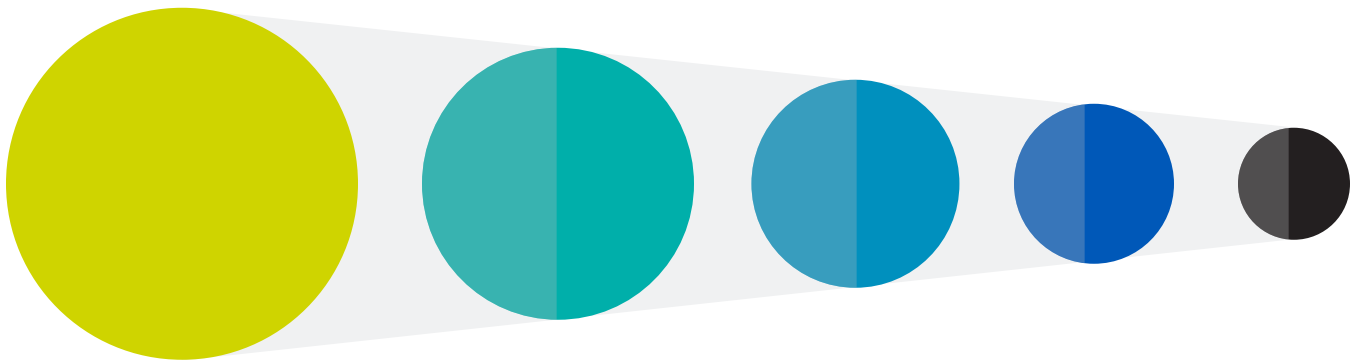
In addition to patient-focused volunteer programs, we also offer a number of opportunities to engage with our community through our Business Resource Groups (more info on page 20). Each BRG partners with a nonprofit related to its mission, sharing ideas, promoting its work, and partnering on key initiatives.

DIVERSITY & BELONGING

At Medidata, we are deeply committed to becoming a more diverse and inclusive company and creating a sense of belonging for **all** employees. Diversity & Belonging (D&B) is a high priority for our business and our employees.

Our program, which began in Q4 2017, focuses on three demographics: Women, Black and/or African American, and Latinx/Hispanic. In 2018, we built the foundation by creating Business Resource Groups, committing to the CEO Action on Diversity pledge and identifying partnerships with external nonprofit organizations that align with our STEM Education and Access for All initiatives.

IN 2019, WE FOCUSED ON FIVE STRATEGIC AREAS:

**01**

Impacting Our
Communities

02

Expanding Talent
Partnerships
& Diversifying
Pipelines

03

Managing
& Bias
Igniting Inclusion

04

Investing in
Diversity
Talent
Development

05

Diversity
Executive
Summaries &
Data Driven
Assessments

1. Impacting Our Communities

In collaboration with our Business Resource Groups and our Corporate Social Responsibility program, we continue to invest in students and patients from underrepresented groups, working to give them access to the education and care that they need. We partner with the following organizations:

- All Star Code
- Black Girls Code
- NY Urban League
- NPower
- NY Academy of Science
- Founders' Scholarship
- Watsi
- Kicked It In Heels

2. Expanding Talent Partnerships & Diversifying Pipelines

In 2019, we committed to hiring more diverse talent and began working with several partners with expertise in increasing Women, Black and/or African American, and Latinx/Hispanic representation in technology companies. We partnered with the following organizations:

- National Society for Black Engineers (NSBE)
- Lesbians Who Tech
- Grace Hopper
- NPower
- All Star Code
- AWS
- Jopwell
- FairyGodBoss

We also established a new diversity talent slate report for our Talent Acquisition team that is aligned with our Affirmative Action Plan (AAP). The report shows our initial pipeline and recruiting sources, then tracks

the movement of candidates through the interview process to help us identify progress or lack thereof during the recruitment cycle. In this way, we can more easily identify recruitment or hiring problems and find solutions to increase the number of diverse hires.

3. Managing Bias & Igniting Inclusion

Given that everyone has preconceptions, we train our staff to combat unconscious bias within our organization. All our existing and new employees in Europe, the United Kingdom, and the United States completed unconscious bias training in 2019. We also require manager training upon hire or promotion into a managerial role. This year, we will also require a Race in the Workplace training for managers and will roll out an allyship program for all employees.

4. Investing in Diversity Talent Development

The so-called broken rung is a commonplace experience for underrepresented talent, who often find they get “stuck” as they climb the career ladder and are not promoted further. As we examined all facets of our organization, we identified a broken rung at the early manager level. We believe it's our responsibility to repair this rung and are intensely focused on increasing hiring and promotion at this level.

We also sponsor employees at various conferences, including the Executive Leadership Council (ELC) Mid Manager Symposium, which caters to Black/African American and/or Latinx/Hispanic talent. From 2018-2019, we increased our attendance by 67%. Employees attended the Women of Power Summit, which increases talent pipelines for women of color. Additionally, we send employees to the annual Grace Hopper Conference, which focuses on career development and talent opportunities for women in tech. In 2019, we increased our number of attendees by 30%.

Lastly, we developed a Sponsorship program to increase visibility and exposure to our VP+ level and increase promotion opportunities for high-potential diverse talent. Our Business Resource Groups complete a Talent Review process and make nominations to help us identify candidates for advancement. Twenty-five sponsees are currently enrolled in the program.

5. Diversity Executive Summaries & Data Driven Assessments

We created executive summaries of quarterly demographic data, including retention and promotion

rates, to help senior leadership work on D&B goals within their organizations. We started with our Technology and Acorn AI teams, which are focused on growth.

Each summary helps our Senior Leadership teams track and analyze diversity trends in hiring, promotions, engagement, and retention within each function.

We also participated in the McKinsey & Company and Leanin.Org Women in the Workplace Survey, which helped us identify problems and opportunities, including our organization's broken rungs. The survey provides recommendations on ways to further develop talent and break down barriers.



BUSINESS RESOURCE GROUPS (BRGS)

In 2019, we continued to build on our Business Resource Groups' (BRGs) foundation: to ensure all employees have a sense of belonging at Medidata.

Our seven BRGs include: Women of Color (WOC), Black Employees at Medidata (BEAM), Latins Organized and Leading to Achieve (LOLA), Medidata OUT, Veterans at Medidata, Women in Tech, and Remotians.

We defined a BRG strategy and framework to help each group accelerate its impact. Our operating principles include talent branding, talent selection, talent development, diversity process enablement, and leadership and modeling. BRGs focus on one or more of these principles with a charter, operating model, and key metrics to guide and measure initiatives.

Additionally, each BRG is aligned with one nonprofit to extend our efforts beyond Medidata. These partnerships drive social change in our community and help us develop a pipeline of future Medidatians.

Our D&B program wouldn't be successful without our BRGs; they are a catalyst for change and will continue to be at the forefront of social impact as we move through 2020.

MOVING FORWARD IN 2020

We are focusing on diversity even more intently in 2020. We are hiring a new VP of Diversity & Belonging, who will embed systemic processes and practices designed to increase D&B at Medidata. The new VP will also build a robust allyship program to ensure everyone at Medidata progresses together.

BRG LOGO & OUR COMMITMENTS



BEAM
medidata BRG



LOLA
medidata BRG



Medidata Out
medidata BRG



Remotians
medidata BRG



Veterans
medidata BRG



WIT
medidata BRG



WOC
medidata BRG

OUR SOCIAL RESPONSIBILITY

CSR AND OUR BUSINESS STRATEGY

We believe Corporate Social Responsibility (CSR) is mandatory — a lens through which companies come to understand their impact on their industry, the world around them, and their stakeholders. At Medidata, we take seriously our responsibility to carefully examine our business and create a circular, sustainable economy. And we recognize that we can create systemic change by incorporating into our CSR initiatives our customers and industry partners, both corporate and philanthropic. This means integrating social responsibility into every thread of our business strategy.

Our goal is to create a better world by helping thousands of patients faced with life-threatening diseases. Impact is integral to our business strategy: we seek to better patients' lives, better our employees' lives, and better the communities where we live. We partner with researchers to accelerate cures and foster a corporate culture that projects our external mission. We work with philanthropic partners to create

opportunities for our employees to volunteer, fueling their sense of purpose and driving our mission forward. And we work with organizations such as the Lazarex Cancer Foundation, the Emerson Community Clinic & Telemundo, and the Castleman Disease Collaborative Network to create awareness and access.

We look at everything we do critically — from pursuing LEED gold certification for our offices, to joining patient advocacy groups, to furthering treatments for patients. We continue to evolve our Corporate Social Responsibility and Social Impact programs so as to remain a leader in global citizenship by driving lasting change in our industry and our world.

We focus particularly on two critical programs: **STEM Education**, which will give 15,000 students in five years information about and incentives to consider STEM careers; and **Access for All**, which supports Diversity in Clinical Trials, Patient Advocacy, and Rare Disease.

STEM EDUCATION

Our entire STEM Education program aims to foster innovation and develop the thought leaders we need to ensure that all patients have access to treatment. We are investing in the next generation of innovators, disruptors, change-makers and visionaries, and we utilize our resources to ensure they have access to the tools they need to be successful. Our goal is that someday these students may become Medidataians, joining our company and furthering our vision for smarter treatments for more patients. We recognize that these students expect to work for a company where they can create meaningful impact, that provides top-notch benefits, and which offers an exceptional employee experience — including

opportunities to volunteer, give back, learn, and build a better future. Our goal is that our current employees and the students that we invest in will help lead us to innovative treatments and help combat our industry's biggest challenges such as diversity in clinical trials, patient advocacy, and finding treatment solutions for rare disease.

In 2018, Medidata set a goal to impact 15,000 students in five years with access to STEM education incentives to consider careers in STEM. In order to accomplish our goal, we are removing barriers to STEM for high school students through entry level talent.



HARDWARE DONATIONS

As the future of work continues to transform into a more digital one, schools struggle to keep up with the technology demands. In order to help students and be more sustainable, we donate our end-of-life hardware to local schools to give them the resources they need to keep pace and be successful.

CODING AND MENTORING

Teaching students how to code gives them better work opportunities. So Medidata supports All Star Code, a summer coding intensive for young men of color that aims to bridge the diversity gap in technology. In 2019, students spent the summer at Medidata learning code via the All Star Code curriculum and receiving mentorship from Medidata employees. This program helps advance students and provide them with valuable hard and soft skills.

Additionally, our BRGs actively work with their nonprofit partners to ensure students have access to the coding and mentoring resources that they need to be successful, especially students who identify as underrepresented groups.

STEM EDUCATORS PROGRAM

We understand how imperative it is that teachers have the resources they need to help students be successful, which means keeping them abreast of the changes happening in STEM fields. In 2019, we partnered with The New York Academy of Sciences to fund their first STEM Educators program, which offers a free development course on careers in technology.

In 2020, we provided 110 teachers with access to the course for free. We plan to continue to support this course and offer teachers in communities where we have offices the opportunity to take it. We estimate that helping one teacher can impact up to 30 students.

FOUNDERS' SCHOLARSHIP

We launched the Founders' Scholarship in 2019 in honor of our 20th anniversary. The scholarship aims to provide one student interested in technology and a social impact career who otherwise would be unable to attend college with a \$20,000 grant and an internship at Medidata. We plan to expand the scholarship to the U.K. in 2020.

MEDIED

We work with three universities in North Carolina including Campbell University, University of North Carolina Wilmington, and Durham Technical Community College to provide students with free access to our real-world technology for their classrooms.

Allowing students to learn about our technology gives them greater access to the skills they'll need in the workplace. In 2020, we are expanding the program to ensure students also have access to career opportunities.

FROM CODE TO CODERS

We believe one of the greatest impacts we can have is providing students with access to careers. We treat all of our STEM initiatives as talent pipelines to attract the most promising students we work with to consider becoming Medidatians. Once Medidata works with a student, we keep engaging with them to ensure their success.

ACCESS FOR ALL

Access to treatment and innovative care, such as clinical trials, is not available to all patients; this is one of the most critical issues facing our industry. Within our Access for All initiative, we have incorporated three areas of focus, building a holistic strategy to ensure all patients get the treatment they need. These are: Diversity in Clinical Trials, Patient Advocacy, and Rare Disease.

We bring all of our resources to bear to help break down barriers to access: our employees' expertise within our committees, our Social Innovation Lab, and our in-kind donations. We also integrate social impact into our business strategy and develop philanthropic partnerships with like-minded organizations. In 2019 our efforts focused primarily on Diversity in Clinical Trials and Patient Advocacy, with the creation of dedicated cross-functional committees demonstrating rapid progress in these areas. For Rare Disease, our impact came primarily through the Social Innovation Lab as well as other parts of our business that invest in exploring solutions. We aim to further expand this component of our programming in 2020.



**Naima Gibson**

Chair of Diversity in Clinical Trials

DIVERSITY IN CLINICAL TRIALS

The Diversity in Clinical Trials Steering Committee initially started in 2017 to raise awareness of underrepresentation of minorities in clinical trials. It has since evolved into a formal committee. Its mission is to broaden patient representation in clinical trials regardless of ethnicity, gender, geographic location or socioeconomic status. Focus areas include patient-facing initiatives, thought leadership and insights into the clinical trial diversity gap, and product-and-service solutions. The committee has three objectives:

1. **Expanding patient footprint** by incorporating diversity into our patient-centric approach to clinical trials
2. **Creating thought leadership content** highlighting the clinical trial diversity gap in the market
3. **Leveraging Medidata's products and solutions** to help bridge the diversity gap in clinical trials

In 2019, we developed a proof-of-concept visualization tool in partnership with two customers to include more diverse patients in clinical trials. The tool helps study teams monitor progress on trial diversity by comparing clinical trial participant data against real world benchmarks. In addition, the team has conducted educational sessions to raise awareness about diversity challenges at conferences such as the Summit of Clinical Operations Executives, Society for Clinical Research Sites, and Medidata's Global NEXT.

The steering committee also used Medidata's Synthetic Control Database to spearhead and lead development of research focused on the paucity of Black women with triple-negative breast cancer in trials. The research was published online for the American Society of Clinical Oncology Annual Meeting in 2020 and accepted as an abstract for the European Society of Medical Oncology Virtual Congress 2020, in partnership with Dr. Kevin Holcombe and Dr. Janna Andrew.

Finally, the committee is especially proud of its partnership with the Emerson Clinic and Dr. Fabian Sandoval, whose television show "Tu Salud Tu Familia" on Telemundo Washington D.C. addresses disparities in the Hispanic community and was recognized by the 62nd Capital Emmy® Awards.

**Alicia Staley**

Head of Patient Engagement

PATIENT CENTRICITY BY DESIGN

By focusing on external relationships and internal education, Medidata has established itself as a leader in patient-centric trial development. Led by our Patient Insights team, we have established a more patient-centric mindset in everything we do. The Insights team works with leading patient advocates across a number of disease states to better understand the patient experience during clinical trials. Our Patient Design Studios, which host patient sessions, uncover pressing issues facing patients, caregivers and care teams throughout their trials. Together these efforts reflect our evolution towards Patient Centricity by Design as our default approach to value creation.

Earlier this year, Medidata also launched its first Patient Advocacy Steering Committee, bringing the patient voice into all aspects of our work within the organization.

The steering committee is a volunteer initiative that elevates the patient story by building relationships with nonprofit organizations committed to improving the patient experience in clinical trials. In addition, the steering committee builds outpatient support resources to address gaps in the clinical trial experience.

Further, the steering committee created empathy and understanding by educating other employees about the patient experience in clinical trials.

We develop white papers, journey maps and short-form storytelling to disseminate insights gleaned from our Patient Design Studios and steering committee sessions. And we've deployed our Patient Centricity by Design framework, comprised of our engineering and development teams, to transform insights into development, enhancement, and evolution of our software products.

medidata SOCIAL INNOVATION LAB

The **Social Innovation Lab** launched in 2018 and our first project was with Cures Within Reach. The project consisted of two different cohorts that used a social-impact-bond-model to finance rare disease clinical trials in the U.K., thereby encouraging finding cures for the almost 7,500 rare diseases that do not currently have treatment options.

In 2019, we simultaneously launched three projects focused on rare disease and diversity in clinical trials. They:

- helped accelerate the work of the Castleman Disease Collaborative Network (CDCN), a nonprofit working to find the underlying cause of Castleman disease, a rare disease of the lymph; the project ensured that CDCN and the Orphan Disease Center, a part of the University of Pennsylvania's School of Medicine, had a structure for success.
- created a more user-friendly experience on the Cures Within Reach platform, which connects groups across the industry working to grow users in the developing world so as to increase drug repurposing to cure rare diseases; the results ensured the platform could fund more rare disease clinical trials.
- worked with the Lazarex Cancer Foundation to create a data-driven analysis of cancer centers across the United States to support the Foundation's IMPACT Program, increasing patient diversity in clinical trials; this project helped the Lazarex Cancer Foundation expand its work in the Houston area.

In 2020, we have expanded the Social Innovation Lab even further and will continue to innovate, working on four projects that will benefit patients. We also have recently transformed the SIL into a product incubator to ensure we are capitalizing on our employees' expertise to find technical solutions for our customers.

COMMITMENTS AND AWARDS

OUR COMMITMENTS & AWARDS

Commitments



Medidata became a signatory of the UN Global Compact in July 2018



Medidata has been submitting a private CDP report since 2015



Medidata became a signatory of the CEO Action for Diversity and Inclusion

Awards



Medidata was awarded a Gold Stevie Award for CSR Program of the Year in the 2019 American Business Awards.



Medidata won the Healthy Streets Award in 2019

HIGHLIGHTS FROM 2019

HIGHLIGHTS FROM 2019



June 2019: 20th Anniversary Celebration



October 2019: Acquired by Dassault Systèmes



Submitted 4th annual CDP Climate Change Report

Renewed efforts to track supplier diversity

First Patient Centricity Design Studio

Launched three projects through the Social Innovation Lab with nonprofit partners



Castleman Disease Collaborative Network (CDCN)



CuresWithinReach



Lazarex Cancer Foundation

First Founders' Scholarship recipient selected



Partnership with The New York Academy of Sciences to fund first STEM Educators program

Launched strategic initiative for Diversity & Belonging

Created a sustainable governance and impact model for our seven BRGs

Decreased Scope 1 greenhouse gas emissions by nearly 50%

CSR PROGRESS

CSR PROGRESS



Access for All

1,146 PATIENTS IMPACTED
THROUGH OUR PHILANTHROPIC
PARTNERS (2,946 LAST YEAR)

Our goal is to ensure patients have access to treatment, regardless of socioeconomic background or geographic location.



STEM Education

926 STUDENTS SUPPORTED
IN YEAR 2 (815 IN YEAR 1)

Our goal is to provide access to science, technology, engineering, and math for 15,000 students in five years.



Diversity & Inclusion

30% OF OUR EMPLOYEES ARE
INVOLVED IN A BRG

5% INCREASE IN OVERALL
EMPLOYEE ENGAGEMENT FOR
BRG MEMBERS

Our goal is to create a diverse, inclusive workplace for all employees to reach their full potential.

Employee Participation

600
INDIVIDUAL VOLUNTEERS

1,800+
HOURS DONATED

OUR PLANET

ENVIRONMENTAL RESPONSIBILITY

Climate change, the result of human-caused greenhouse gas emissions, is the greatest threat to humanity we have ever faced. We are already seeing the effects of warming temperatures, more extreme weather, and rising sea levels in our communities. As a technology company, we primarily operate in the cloud; therefore, we focus on sustainability through social impact. That said, we recognize these challenges are highly intersectional, and we must also consider the well-being of our communities through an environmental lens.

Knowing we cannot fix these issues alone, we foster collaboration among diverse stakeholders and work to galvanize widespread change that reduces rising atmospheric carbon.

In 2019, Medidata continued to reduce our carbon footprint and take responsibility for our environmental impact throughout our value chain. In particular, we began working closely with Dassault Systèmes to integrate and update our management processes and identify opportunities to increase efficiency and decrease operational energy use and emissions. We submitted our fourth annual CDP Climate Change report, which has been an ongoing mechanism to quantify our impact, clarify our processes, and track our progress.

REDUCING OUR ENVIRONMENTAL IMPACT

The majority of our emissions come from our offices and data centers. We are working toward our target of having 90% of our long-term office leases in U.S. Green Building Council LEED Gold buildings. We moved into our first office built to LEED Gold V4 standards in 2018 in Hammersmith, U.K. Over the course of a year, this location has proven its cost effectiveness with significant reductions in energy and water use. We've achieved a 32% reduction in water use and 14% improvement in our energy use rating (compared to baseline measurements), with all floors and spaces metered for down-to-the-hour usage monitoring.

Medidata uses two data centers, one in the United States and one in Europe. Due to their energy requirements, our data centers are one of the biggest opportunities for continued environmental improvements. Yet they are also one of our biggest material risks in terms of physical damage due to climate-related impacts. Our Workplace Solutions team is dedicated to mitigating these risks, and Medidata is committed to minimizing our overall contribution to climate change.

In 2019, our Scope 1 emissions fell nearly 50% due to improved energy efficiency in our offices and overall energy reduction. While our Scope 2 location-based emissions increased slightly, our overall direct and indirect emissions fell nearly 3%, reflecting our efforts to curtail our environmental impact across our leased offices and data centers. Additionally, we enhanced our data collection methodology to calculate two new material categories of Scope 3 emissions: purchased goods and services, and employee commuting. With a measurement strategy in place, we are now better equipped to assess and reduce emissions from a greater portion of our value chain.

Furthermore, we are actively engaging our supply chain and our employees in reducing our environmental impact. We are revamping our supplier requirements to ensure we adhere to the highest standards of responsible procurement. Throughout 2019, we also fostered waste reduction and energy-saving behaviors in our offices by eliminating single-use plastics, and we established a sustainability committee to organize continued green initiatives.



EMISSIONS

GREENHOUSE GAS EMISSIONS

REPORTING ON	2018 EMISSIONS (IN METRIC TONS OF CO2 EQUIVALENT)	2019 EMISSIONS (IN METRIC TONS OF CO2 EQUIVALENT)	CHANGE
Scope 1 Direct	462.42	242.16	↓ 47.63%
Scope 2 Indirect (location-based)	1,672	1,834.44	↑ 9.65%
Scope 3			
Business travel	12,997	15,014	↑ 15.51%
Purchased goods & services	Not calculated	14,576	–
Employee commuting	Not calculated	9,747	–

Margin of error ±6%

Emissions were calculated by applying The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) methodology. This approach accounts for CO₂, CH₄, and N₂O gasses. We do not have any biogenic carbon emissions. Medidata reviews emissions sources at least annually.

Our emissions calculations use 2018 as the base year, which reflects our acquisition of SHYFT and is consistent with our reporting boundary that incorporates all offices with more than 20 employees. For the most accurate calculations, we use actual usage data whenever available; if necessary, we use cost data to estimate emissions.

Our direct emissions (Scope 1) include only natural gas at leased facilities. We do not have any company vehicles, and we did not identify any significant sources of refrigerants or fugitive emissions during the 2019 reporting period. Our indirect emissions (Scope 2) include electricity purchased from the grid to power

our leased facilities. We did not identify any district steam, heating or cooling during the evaluation period. Our other emissions sources (Scope 3) include the following categories (note: other categories were evaluated and deemed immaterial or not relevant to our business):

- Purchased goods and services: includes over 33% of our annual spend (over 80% was evaluated); emissions calculated based on purchase type and emissions factors from the UK Department for Environment, Food & Rural Affairs (Defra) Supply Chain guidance.
- Business travel: includes all business travel by air, 93% of which was calculated by our travel partner and the remainder based on flight origin and destination using International Civil Aviation Organization (ICAO) methodology.

- Employee commuting: estimated based on total headcount and assumptions about commuting method, average travel distance, and frequency of travel. We applied emissions factors provided by the EPA. We would like to develop a more robust methodology via employee survey in the coming years.

Our emissions intensity decreased in 2019 when benchmarking against both revenue and headcount. This figure includes Scope 1 and 2 emissions and allows us to measure our carbon impact against key growth metrics. The figure shows we are successfully managing our environmental impact, even as our business operations expand, by leveraging existing leased office space for new hires and seeking energy efficient or green-building certified office space when growing our physical footprint.

- Emissions intensity compared to annual revenue: **↓ 15.25%**
- Emissions intensity compared to headcount (total FTEs): **↓ 9.22%**

To date, Medidata has followed a defined process for collecting and analyzing emissions data on an annual basis. This includes a description of the approach for adjusting base-year emissions (e.g., related to mergers, acquisitions, divestitures, and outsourcing), along with an indication of the threshold used to determine significance and the need for adjustments.

Our data management system includes an assessment of the major sources of uncertainty and quality assurance measures for the data process flow. It also includes processes designed to minimize errors within the data collection and management system. Moving forward, we may be subject to new regulations and policies as a result of our acquisition by Dassault Systèmes; we look forward to updating our processes to ensure we meet the highest standards of data management and reporting.

INDEXES

GLOBAL REPORTING INITIATIVE (GRI)

GENERAL DISCLOSURES

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES												
102-1	Name of the organization	Introduction, P.3												
102-2	Activities, brands, products, and services	Our Products, P.7												
102-3	Location of headquarters	About this Report, P.3												
102-4	Location of operations	About this Report, P.3												
102-5	Ownership and legal form	Medidata is a wholly owned subsidiary of Dassault Systèmes.												
102-6	Markets served	About this Report, P.3												
102-7	Scale of the organization	<ul style="list-style-type: none"> • 2,145 total employees • 1 operation • 2 products/services <p>We have omitted figures for our net sales, total capitalization broken down in terms of debt, and total capitalization broken down in terms of equity. Since our acquisition, we no longer publicly report financial information.</p>												
102-8	Information on employees and other workers	<ul style="list-style-type: none"> • Full time: 1300 male, 845 female, 0 undisclosed • Part time: 5 male, 2 female, 0 undisclosed • Contract: 822 total, 142 in US & Canada, 106 in EMEA, 574 in APAC <p>GENDER DIVERSITY</p> <table> <tr> <th></th><th>2018</th><th>2019</th></tr> <tr> <td>Female</td><td>36.1%</td><td>39%</td></tr> <tr> <td>Male</td><td>63.3%</td><td>60.1%</td></tr> <tr> <td>Undisclosed</td><td>0.6%</td><td>0.9%</td></tr> </table> <p>We captured gender demographic data on full- and part-time employees in Workday, our Human Resource Information System (HRIS). The Global Headcount Report represents all Medidata offices around the globe as of 12/31/2019. We do not collect demographic data on contract workers.</p>		2018	2019	Female	36.1%	39%	Male	63.3%	60.1%	Undisclosed	0.6%	0.9%
	2018	2019												
Female	36.1%	39%												
Male	63.3%	60.1%												
Undisclosed	0.6%	0.9%												
102-9	Supply chain	Our Suppliers, P.7												
102-10	Significant changes to the organization and its supply chain	Governance, P.11												

GENERAL DISCLOSURES

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
102-11	Precautionary principle or approach	Medidata applies the precautionary principle.
102-12	External initiatives	Our Commitments, P.27
102-13	Membership of associations	Our Commitments, P.27
102-14	Statement from Senior Decision Maker	A Letter from Our Co-CEO, P.4-5
102-16	Values, Principles, Standards, and Norms of Behavior	Our Ethics, P.12
102-18	Governance structure	Governance, P.11
102-40	List of stakeholder groups	Our Stakeholders, P.8
102-41	Collective bargaining agreements	Medidata does not have any employees covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Our Stakeholders, P.8
102-43	Approach to stakeholder engagement	Our Stakeholders, P.8
102-44	Key topics and concerns raised	Our Stakeholders, P.8
102-45	Entities included in the consolidated financial statements	Information about our business entities is located in our public financial reports for the first half of 2019. Since our acquisition, we no longer report this information publicly.
102-46	Defining reporting content and topic Boundaries	Materiality, P.10
102-47	List of material topics	Materiality, P.10
102-48	Restatements of information	About this Report, P.3
102-49	Changes in reporting	About this Report, P.3
102-50	Reporting period	About this Report, P.3
102-51	Date of most recent report	About this Report, P.3
102-52	Reporting cycle	At this time, we are uncertain whether we will continue to publish reports annually or as a standalone entity.
102-53	Contact point for questions regarding the report	We welcome feedback on this report. Please email CSR@mdsol.com to share your thoughts or connect with our Corporate Social Responsibility team.
102-54	Claims of reporting in accordance with the GRI standards	About this Report, P.3
102-55	GRI content index	P.35
102-56	External assurance	The contents of this report have not been assured externally.

ECONOMIC TOPICS

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
205-1	Operations assessed for risk related to corruption	Our Ethics, P.12
205-2	Communication and training about anti-corruption policies and procedures	Our Ethics, P.12

ENVIRONMENTAL TOPICS

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
305-1	Direct (Scope 1) GHG emissions	Emissions, P.32
305-2	Energy indirect (Scope 2) GHG emissions	Emissions, P.32
305-3	Other indirect (Scope 3) GHG emissions	Emissions, P.32
305-4	GHG emissions intensity	Emissions, P.32

SOCIAL TOPICS

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES																		
401-1	New employee hires and employee turnover	Medidata hired 405 new employees in 2019 across employee categories (full-time, part-time, and contract).																		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits, P.14																		
401-3	Parental leave	<table> <tr> <th colspan="3">PARENTAL LEAVE</th></tr> <tr> <th></th><th>On parental leave in 2019</th><th>Returned from parental leave in 2019</th></tr> <tr> <td>Female</td><td>41</td><td>22</td></tr> <tr> <td>Male</td><td>35</td><td>27</td></tr> <tr> <td>Total</td><td>76</td><td>49</td></tr> <tr> <td></td><td colspan="2">(62 began parental leave in 2019)</td></tr> </table>	PARENTAL LEAVE				On parental leave in 2019	Returned from parental leave in 2019	Female	41	22	Male	35	27	Total	76	49		(62 began parental leave in 2019)	
PARENTAL LEAVE																				
	On parental leave in 2019	Returned from parental leave in 2019																		
Female	41	22																		
Male	35	27																		
Total	76	49																		
	(62 began parental leave in 2019)																			
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development, P.15																		
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Development, P.15																		
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Ethics, P.12																		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Ethics, P.12																		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our Ethics, P.12																		

UN GLOBAL COMPACT

	PRINCIPLE	DESCRIPTION	LOCATION AND NOTES
		COP Statement by the Chief Executive	A Letter from Our Co-CEO, P.4-5
Human Rights	1	Support and respect the protection of internationally proclaimed human rights	Our Ethics, P.12
	2	Make sure that we are not complicit in human rights abuses.	Our Ethics, P.12
Labor	3	Uphold the freedom of association and the effective recognition of the right to collective bargaining	Our Ethics, P.12
	4	Uphold the elimination of all forms of forced and compulsory labor	Our Ethics, P.12
	5	Uphold the effective abolition of child labor	Our Ethics, P.12
	6	Uphold the elimination of discrimination in respect of employment and occupation	Diversity & Belonging, P.17
Environment	7	Support a precautionary approach to environmental challenges	See GRI 102-11, P.35
	8	Undertake initiatives to promote greater environmental responsibility	Reducing our Environmental Impact, P.31
	9	Encourage the development and diffusion of environmentally friendly technologies	Reducing our Environmental Impact, P.31
Anti-Corruption	10	Work against corruption in all its forms, including extortion and bribery	Our Ethics, P.12

Medidata Solutions

350 Hudson Street, 9th Floor
New York, NY 10014
USA

[medidata.com](https://www.medidata.com)

+1 212.918.1800
+1 212.918.1818 (Fax)
+1 877.511.4200 (Toll Free)