∷ medidata
CREATING A
BETTER WORLD

CONTENTS

References:

Priority Issue: An issue deemed material to the company through our sustainability issue prioritization process.

Global Reporting Initiative (GRI): The GRI Sustainability Reporting Standards are the first and most widely adopted global standards for sustainability reporting.

UN Global Compact: The UNGC is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to understand partnerships in support of UN Goals.

Sustainable Development Goals: The SDGs are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity.

ABOUT THIS REPORT

As we reflect on the last 18 years, the spirit of innovation—one that has truly paved the way for better solutions, higher quality treatments, and quicker go-to-market times—remains our foundation and continues to inspire and enable our customers to dream big. In 2017, we did extensive research on our policies and how to best position ourselves as a sustainable company for the future. Human rights, sustainability, and innovation are top priorities, so we will primarily report on these initiatives.

After completing two external audits, we made a formal recommendation to our leadership team to proceed with a GRI report in accordance with the core principles. As a result, this report corresponds with the 2017 fiscal year from January 1, 2017 - December 31, 2017, or the complete calendar year. This report marks our first published GRI report and we anticipate that we will be reporting annually for the foreseeable future.

Medidata is a publicly traded NASDAQ company with headquarters in New York, New York in the United States (ISIN US58461A1051). Medidata operates and has offices in seven countries including the United States, United Kingdom, Japan, Germany, Republic of Korea, Singapore, and China. Medidata was organized as a New York corporation in June 1999 and reincorporated in the State of Delaware in May 2000.

No information contained on our website is intended to be included as part of, or incorporated by reference into, this Annual Report on Form 10-k. Our Annual Report on Form 10-k, Quarterly Reports on Form 10-Q, Current Reports on Form 8-k and amendments to those reports filed or furnished pursuant to Section 13(a) or 15 (d) of the Exchange Act, as well as reports relating to our securities filed by others pursuant to Section 16 of such act, are available through the investor relations page of our web site free of charge as reasonably practicable after we electronically file such a material with, or furnish it to, the Securities and Exchange Commission ("SEC").

This report covers information on all of Medidata's employees. The figures stating our number of employees only includes the full time employees. When discussing our emission and environmental impact, we are referring to all of our offices that have over 100 employees and/or are a data center including New York City, Iselin, San Francisco, Houston, London, Tokyo, and Frankfurt.

This report has been prepared in accordance with the GRI Standards: Core Option. It also uses the Sustainable Development Goals (SDGs).

If you have any questions or comments regarding this report, please direct your questions to Medidata's Global Corporate Social Responsibility Lead, Lyndsay Harris, at csr@mdsol.com.

350 Hudson Street, 9th floor
New York, NY 10014
212-918-1800   www.mdsol.com

LETTER FROM OUR CEO

When we decided to create this report, we asked ourselves, what can we do to make Medidata more transparent? As a company, we believe in and support innovation on all fronts, but wondered how far we could push the envelope. Our industry is undergoing change at a rapid pace, and we have both adapted to and propelled this transformation for almost 20 years. What enables Medidata to do this? Our diversity of thought and talent, our innovative solutions, and our commitment to our mission, powering smarter treatments and healthier people have driven us. However, are we effectively portraying our transparent beliefs? We decided to create this report because we have always challenged ourselves and we want to externally showcase our strong company culture that is inclusive and empowering for all.

In addition to transparency, our strategic priorities include leaving the world a better place than when we started. We are creating better, more readily available treatments but beyond this we strive to bring our mission into the communities we serve, as we believe our overall impact on society is vastly important to achieving our mission.

It is now more important than ever that we are committed to being a sustainable business. A more diverse workforce will continue to pave the way for future success, allowing us and our customers to continue to innovate and have an inclusive perspective. This is why we have chosen to report on our economic position, our environmental impact, and above all else, our human rights initiatives.

While creating this report in 2018, Medidata continues to adopt numerous diversity initiatives, including the 2020 Board pledge, the CEO Call to Action, G100 Membership, and most recently, we have become signatories of the UN Global Compact. In 2017, we began to grow our outreach initiatives in communities where we have offices, including volunteer outings around the globe and engaging with our non-profit partners to plan for the years to come. 2017 was a period of foundation, necessary to ensure that our policies and initiatives reflected our Medidata culture. Furthermore, we used this time to reflect on our progress and better understand where we could make improvements in 2018. We realized that we have the foundation for a strong program which is why we decided to accelerate our commitment to create real impactful change.

> "OUR MISSION TO IMPROVE PEOPLE'S LIVES TRANSCENDS THE CLINICAL AND COMMERCIAL SPACE, AND I'M PROUD OUR EMPLOYEES CONTINUE TO INVEST THEIR KNOWLEDGE, SKILLS, AND EXPERIENCE FOR THE BETTERMENT OF COMMUNITIES AROUND THE WORLD."

As a Cloud based company, we are pleased with where we stand, but continually strive for improvement. While the complexity of our industry and business present challenges, we are poised to have a more meaningful impact. Although we do not own our corporate office buildings, we are still working on sustainability and influencing our building owners to think globally.

You will see a program in 2018 that is more meaningful, impactful and sustainable than ever before. We have a strategy to create true societal change for our patients and our industry, and know that we are positioned well to start driving change. Our efforts are focused on finding cures for more patients with an interest in drug repurposing and creating greater diversity in clinical trials. We also focus our efforts on educating the next generation of Science, Technology, Engineering, and Math (STEM) leaders and creating greater gender equality. We plan to work on these initiatives for the next 5 years, continuing to trailblaze and drive real innovation and lasting, positive change.

Tarek Sherif, Chairman & CEO

ABOUT MEDIDATA

As a mission driven cloud based company, we are committed to being excellent corporate citizens. Corporate Social Responsibility (CSR) is in our DNA, and we believe in holding ourselves accountable and continuing to be a transparent and ethical business.

Our unified technology platform empowers the life science community to make clinical trial breakthroughs, and we provide the only eClinical Platform that addresses both the science and business operations of drug development—leveraging the largest cross-sponsor clinical data repository and deeper data analytics to drive end-to-end value from study start to finish.

We have designed our technology to maximize ease of use, flexibility, data visibility, and system scalability to handle high-volume, global trials, as well as smaller, more customizable studies. We deploy our solutions through the use of industry-standard web browsers and mobile devices, service-oriented architectures ("SOA"), three-tiered server architectures, web servers, proprietary application servers, and database servers. End users can access our solutions via any web browser from anywhere in the world without downloading or installing any Medidata-specific software. In addition, our cloud-based solutions feature end-to-end support for unicode characters, which are required to deliver multilingual studies. We utilize technologies such as firewalls, intrusion detection, and encryption to ensure the privacy and security of our customers' data, with a dedicated Security Information and Event Management team monitoring our applications.

Medidata has four different categories of products that you can choose from to enhance clinical trial processes from phase I through to FDA approval, and accelerate more treatments for more patients. These four categories are **Rave** (data capture & management), **Edge** (trial planning & management), Medidata Enterprise Data Store **(MEDS) & AI,** and **professional services.**

We power eClinical solutions for over 1,000 customers and 100,000 certified users around the world. We remain true to our roots by maintaining a committed focus on serving the life sciences industry, accelerating innovation, and delivering sustainable value to our customers, partners, and shareholders as the leader in our vertical. Companies using the Medidata platform are

individually and collaboratively reinventing the way research is done to create smarter, more precise treatments. We provide solutions for the patients, doctors, sponsors, and sites to ensure that data can easily be captured and analyzed.

We're proud to be helping leading life science organizations around the world bring their new treatments to market faster, with reduced cost and risk. Hundreds of life science organizations have used our platform, in over 12,000 trials in more than 130 countries. Medidata is a global life sciences technology provider, dedicated to improving the way clinical research is designed, conducted, and analyzed. Our cloud-based platform of solutions and data analytics brings efficiency and quality through clinical development programs by enhancing decision-making, minimizing operational risk, saving resources, and transforming trial strategies. We contract on an enterprise level or on a single-study basis. Subscriptions and professional services represent approximately 85% and 15% of our business, respectively. Our business model provides us with a recurring revenue stream that we believe delivers greater revenue visibility than perpetual software licensing models.

BUSINESS OVERVIEW

CHITA and Mytrus, purchase of $4.1 million in cost method investments, and net purchases of marketable securities worth $6.3 million. Cash provided by financing activities of $99.1 million consisted of 98 million in net proceeds from the term loan portion of our credit facility and equity plan proceeds of $19.6 million, partially offset by the acquisition of $18.5 million in treasury stock in connection with equity plan participant tax withholdings upon vesting.

We acquired $47.8 million in capital assets during 2017, predominantly related to our new office spaces in Seoul, South Korea, and Hammersmith, UK, continued enhancements to our existing infrastructure and facilities, and capitalization of software development costs. In 2017 we closed our Conshohoken, Pennsylvania office. Our actual

cash payments for capital expenditures during 2017 were $44.6 million. We expect to spend approximately $40 million on capital expenditures during 2018.

Medidata did not experience significant changes during the reporting period. Note: Medidata does not apply the precautionary principle or approach in the past. However, we do try to have our offices in LEED certified standards buildings or an equivalent standard.

As of June 30, 2017, the last business day of the registrant's most recently completed second fiscal quarter, the aggregate market value of the common stock held by non- affiliates of the registrant was approximately $3,445,964,875, based on the closing sale price of the registrant's common stock on the NASDAQ global market on that date of $78.20 per share. For purposes of determining this number, all executive officers and directors of the registrant are considered to be affiliates of the registrant, as well as individual shareholders holding more than 10% of the registrant's outstanding common stock are considered to be affiliates of the registrant. This number is provided only for the purpose of

this report on Form 10-5 and does not represent an admission by either the registrant of any such person as to the status of such person. As of February 21, 2018, the registrant had 59,233,261 shares of common stock outstanding.

For 2017, cash provided by operating activities of 121.7 million which were 28% higher than in the prior year, partially offset by operating expenditures and cash interest expense on our 1.00% convertible senior notes. Cash used in investing activities of $78 million consisted primarily of cash payments for capital expenditures of $44.6 million, aggregate payments of $22.9 million in aggregate to acquire

1,682
Employees
(as of end of FY17)

1
Operation

4
Product/Services

$545,532,000
Net Sales in 2017

$378,500,000
Capitalization Broken Down
in Term of Debt

$497,432,000
Capitalization Broken Down
in Term of Equity

These are 2017 numbers and debt was repaid in August 2018.

OUR PRODUCTS

Medidata is a leader in cloud-based software in life sciences, acting as a catalyst for clinical research and trials with the ultimate goal of reducing cost and bringing higher quality treatments to patients around the globe. We do this through a collection of products including Rave data capture and management, Edge trial planning and management, MEDS & AI, and professional services.

As clinical trials become more and more complex, Rave captures an increasing number of data sources in clinical trials. The Rave Data Capture and Management product suite powers clinical trials of the future by automating many of the most challenging data management workflows across randomization, supply, coding, and safety.

The Edge Trial Planning & Management suite solves for the patient scarcity and operational complexity that today's targeted therapies create. Powered by MEDS, Edge provides cross-sponsor benchmarking to optimize protocol design, site feasibility, and site grants. Edge also automates site payments and modernizes study management with full ICH E6 (R2) Good Clinical Practice compliance, and automates trial master files (TMFs).

The MEDS & AI for Data and Intelligence Management suite embeds actionable intelligence into every component of clinical development, powering both the Rave and Edge suite of products. MEDS is the largest cross-sponsor operational and clinical data repository ever

assembled. MEDS & AI leverages benchmarking, machine learning, natural language processing, anomaly detection, and predictive analytics. Medidata also brings experts with industry experience who provide transformational and value-based outcomes through governance, process optimization, tailored strategies, and business transformation services. We also pioneer the largest life sciences partner eco-system comprised of CROs, system integrators, and technical alliances, representing industry leaders in life sciences and clinical R&D. Our implementation team also reduces risk and customer burden with timely implementation via a proven and innovative methodology. Lastly, ongoing operational support ensures value realization of the Medidata Clinical Cloud Platform.

STAKEHOLDERS

We define our stakeholders to be individuals within the company that directly impact the company's operations and work closely with our shareholders, clients, employees, and organizations. Since this is our first report, we consulted multiple internal partners and this was a collaborative effort to determine what material is highest priority. We did not engage with our employees that are covered by collective bargaining agreements as we do not have any. As noted earlier, we plan to directly engage with several stakeholders in 2018 through a material analysis to determine what should be included in the report.

The heads of our business reviewed, identified, and classified the various stakeholder groups at local level. To do so, they used the stakeholder management approach set out in the AA1000SES standard. As a result, our key stakeholder groups were considered in accordance with three variables: Dependence (groups or individuals who are directly or indirectly dependent on the organisation's activities, products, or services and associated performance), Influence (groups and individuals who have potential impact on the organization's or a stakeholder's strategic or operational decision-making), and Tension (groups or individuals who need immediate attention from the organisation with regard to financial or wider economic, social, or environmental issues). As this is our first report, our business leaders decided to report on feedback they received. In the future, we plan to conduct a larger stakeholder analysis, but in the interim, decided to report on valuable insights from our top executives.

STAKEHOLDER ENGAGEMENT

Employees

- We listened to our employees through our annual global employee survey (MediMic) and took their feedback into consideration when compiling this report

- Engaging with employees through our quarterly Town Hall meetings and encouraging questions and open dialogue on all relevant topics

- Listening to our employee's perspective through internal blogging

Investors

- We listened to our investors discuss topics that are important to them and took this into consideration

Customers

- We considered our customer's interests through their Sustainability reports and their previous requests for information when creating this report
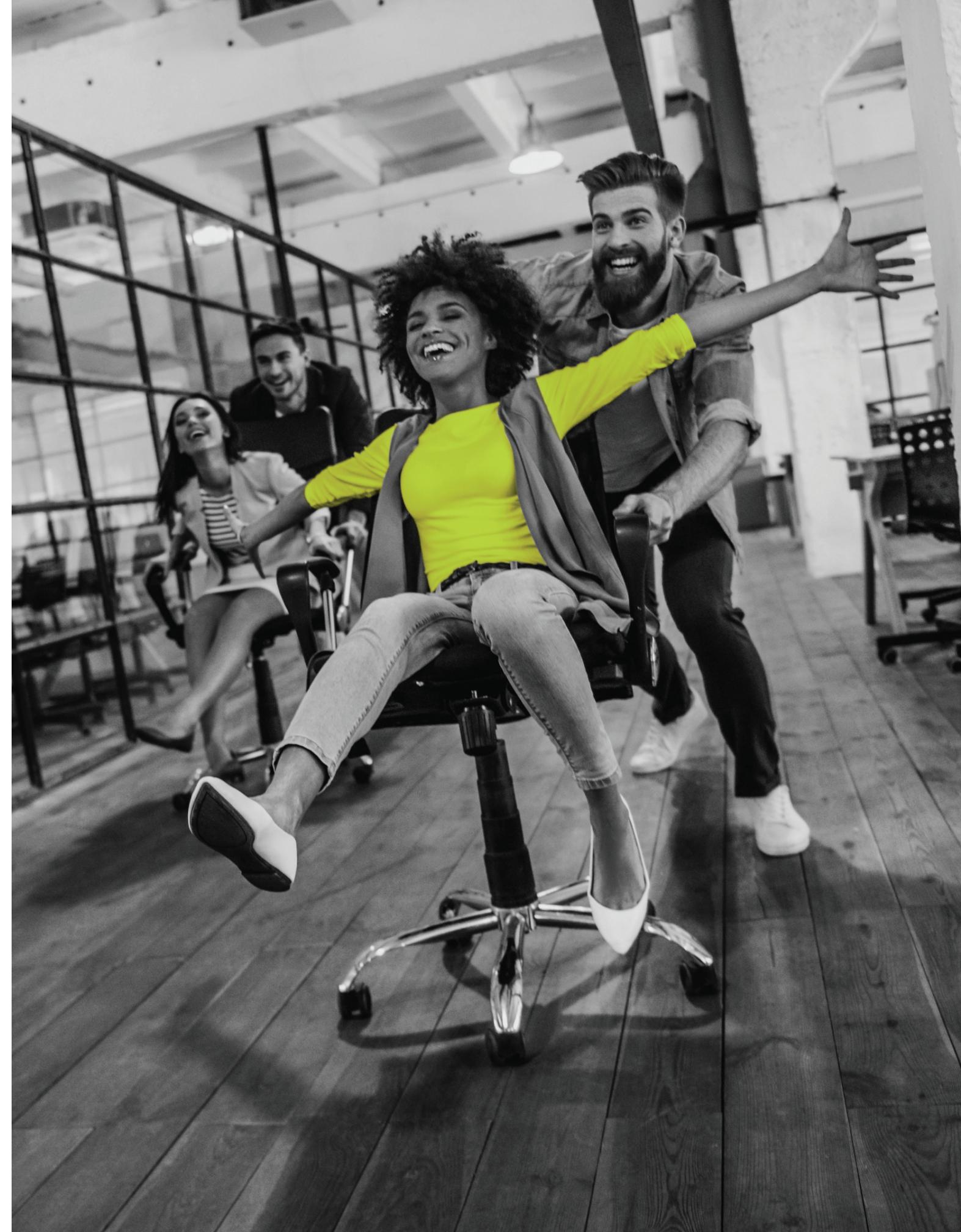
MATERIALS

In order to decide which disclosures are the most relevant to report based on stakeholder requests, we conducted interviews with our internal executives as noted in our Stakeholder section. This helped us determine what topics are the most relevant for our employees and external stakeholders.

Medidata's process for defining the report content started with a small team of our key internal stakeholders. We identified a few main issues to focus our materiality on including emission, anti-corruption, training and education, discrimination, child labor, and forced or compulsory labor. Since this is our first report, we did not complete a full materiality assessment with surveys but instead decided to utilize our internal team and their assessment on what matters most to our stakeholders. Additionally, we also reviewed third party audits of which we have been a part, including EcoVadis. We made an assumption that our internal and external stakeholders are aligned based on feedback received from our CEO and President. Once we complete our first report, we can then provide a full materiality assessment to our external stakeholders. The boundaries we have set focus on our offices and initiatives globally unless indicate otherwise.

We also took into consideration our business practices and customers to ensure that we are reporting on information that is the most important to our market. When deciding what was material, we looked at market evolution and what will be important to our customers in the future. This is how we gauged high, medium, or low priority topics.

We presented all of the issues, and in turn, our internal stakeholders informed us as to what is at the heart of our business and mission.

We will be reporting on topics that are considered high priority.

MATERIALITY ASSESSMENT

HIGH PRIORITY MATERIAL TOPICS

OUR BUSINESS	OUR PEOPLE	OUR PLANET
Anti-Corruption	Training and Education	Emissions
	Non-Descrimination	
	Child Labor	
	Forced or Compulsory Labor	
	Employment	

MEDIUM PRIORITY MATERIAL TOPICS

OUR BUSINESS	OUR PEOPLE	OUR PLANET
Procurement Practices	Customer Privacy	Water
Economic performance	Labor Management	Supplier Environmental assessment
Anti-Competitive	Security Practices	Energy
	Human Rights Assessment	
	Local Communities	
	Supplier Social Assessment	
	Public Policy	
	Diversity and Equal Opportunities	
	Customer Health	

LOW PRIORITY MATERIAL TOPICS

OUR BUSINESS	OUR PEOPLE	OUR PLANET
Market Presence	Occupational Health and Safety	Materials
Indirect economic impact	Freedom of Association and Collective Bargaining	Effluents and Waste
	Rights of indigenous peoples	Environmental Compliance
	Marketing and labelling	Biodiversity
	Socio economic compliance	

ETHICS

Medidata takes all necessary measures to ensure our business leaders and employees are trained and informed on the most important policies. We have a Code of Conduct that is regularly updated and reviewed by our Executive VP, General Counsel so that our employees, stakeholders, and customers are aware of our practices. We also offer our employees annual ethics training in English.

By providing online learning courses, we know that our employees are kept up-to-date and are receiving proper training for various topics of interest.

Medidata believes the best way to tackle anti-corruption is to make sure our employees are tasked with and prepared to handle issues that may come their way. Regardless of the region, 100% of Medidata's employees take an anti-corruption course within 30 days of hire. They are assigned one of two courses: Anti Corruption Compliance Overview or the Anti Corruption Compliance course, based on their region and/or position in the company. This is mandatory, and employees are also required to read our code of conduct. This continues up the chain to our governing body. Other courses that employees are required to take annually include Annual Information security briefing, and Preventing Workplace Harassment. Employees are required to take the below courses upon hiring:

Compliance:

Insider Trading Compliance

Code of Business Conduct and Ethics

Overview of Medidata Regulated Content Management

Global Privacy Policy and eLearning

Reporting Privacy Incidents

Clinical Regs and ERES Overview

Annual Information Security Briefing 2018

Anti-Phishing Training Course

Salary History and Recruitment Laws

Preventing Workplace Harassment

Anti-Corruption Compliance

We also participate in a competitive business which is why we have noted the following in our code of conduct: the federal government, most state governments, the European economic community, and many foreign governments have enacted antitrust or "competition" laws. These laws deal with agreements and practices "in restraint of trade," such as price fixing and boycotting suppliers or customers. They also bar pricing intended to run a competitor out of business, disparaging, misrepresenting, or harassing a competitor, and stealing trade secrets; bribery, and kickbacks. As with all applicable laws, it is Medidata's policy to comply scrupulously with antitrust laws. Moreover, antitrust laws are vigorously enforced. Violations may result in severe penalties, like forced sales of business segments, and/or significant fines against the company. There may also be sanctions against individual employees, including substantial fines and/or prison sentences.

We do not participate in child labor as all of our employees are required to possess a certain age and skill set. We comply with federal regulation and do not allow anyone below the age of 16 to work at Medidata, and this includes high school internships. While we think it is valuable to offer the next generation the opportunity to learn about STEM careers, we firmly believe in hiring only adults.

We do not have this information listed in our code of conduct, as we have never and will never participate in child labor.

As a cloud based company, we do not manufacture any goods and all of our products are therefore virtual. We do not have to be concerned with forced or compulsory labor, as all of our employees interview and decide to work for Medidata on their own accord.

The diversity of our employees represents a tremendous asset. We seek to maintain our reputation as an outstanding employer and to ensure high levels of employee motivation and commitment. Our policy is to treat applicants and employees the same, regardless of age, race, creed, color, religion, national origin, gender, sexual orientation, physical or mental disability, or any other legally protected classification, and to provide challenging opportunities for individual growth and advancement free of discrimination and harassment. Medidata prohibits its employees from engaging in harassing or discriminatory behavior such as physical or verbal bullying, exclusion, sexual harassment, inappropriate or offensive physical contact.

We wholeheartedly believe in excellent business morals and ethics, which is why we train our employees, regardless of region, to be able to identify and combat bad business practices.

GOVERNANCE MEMBERS WITH TRAINING OR COMMUNICATION

Employees

|	
1,682 Members Informed	**100%** Members Informed
1,682 Members Trained	**100%** Members Trained

WIthin our Board of Directors, we have four standing committees including Audit, Nominating and Governance, Compensation, and Strategic Investment & Acquisition (USA Region).

Our Executive Leadership Team is responsible for decision making on economic, environmental, and social project. The information is reported to our Board of Directors.

OUR PEOPLE

TOTAL NUMBER OF EMPLOYEES BY GENDER

Male

1067 headcount as of 12/31/17

63.4% of Employees

Female

609 headcount as of 12/31/17

36.2% of Employees
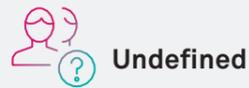
Undefined

6 headcount as of 12/31/17

0.4% of Employees

Total: 1,682

Note: These numbers do not vary based on seasonal variations or construction work.
**Numbers are the entire company, not regional
***These numbers reflect our headcount as of 12/31/17.

TOTAL NUMBER OF CONTRACTORS BY GENDER

Male

41 contractors as of 12/31/17

63% of Employees

Female

14 contractors as of 12/31/17

21.5% of Employees
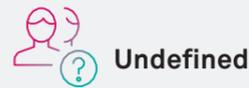
Undefined

10 contractors as of 12/31/17

15.5% of Employees

**Numbers are for USA employees only.
***These numbers reflect our headcount as of 12/31/17.

WE TAKE EMPLOYEE DEVELOPMENT SERIOUS

At over 1.5 million per year, the leadership and employee development budget allows employees the opportunity to participate in a global development curriculum which includes a vast selection of courses (delivered both internally and externally by subject matter experts in the field and online) and workshops covering strategic thinking, critical thinking, crucial conversations, business acumen, management fundamentals, and professional development. We also provide soft skill training that includes emotional intelligence, influence and persuasion, personal branding, and managing your energy. We have 4 global charters for Toastmasters, with over 140 employees engaged. Global leadership development programs (also offered both internally and externally) are available to anyone director-level and above; our most popular currently is our BioPharm course, with over 600 employees have attended this course to-date. We have a vast amount of online learning through LinkedIn Learning, Athena, and international management studies. We have delivered 68 courses across the globe, a 121% increase over the entire year of 2017. We measured an average score of 175% on ROA (return on attendance), reflecting an increase in skill/knowledge from the course, and an average score of 4.2 / 5 in utilizing the information "back at work". Over 75% of our employees have participated in our curriculum. In 2017 Medidata rolled out a new performance and review system that gives every employee three performance review check ins a year with management.

HUMAN RIGHTS MATTER

Medidata is pleased to be among the most progressive companies worldwide in establishing enhanced maternity and paternity benefits, including new parents of adopted children. **"Our new very progressive Parental Paid Leave program is an important addition to the benefits we provide and reflects our culture of valuing Medidata's employees and our work/life balance," said CEO Tarek Sherif. "This is one way we can help recognize the importance of family. We support our moms, dads, and partners to ensure they have time to spend with new family members without adding another layer of stress to a special time."** The policy reinforces Medidata's commitment to current employees and provides a distinct advantage in recruiting others, particularly women, to join our workforce.

Medidata's 2017 Global Parental Paid Leave program, when combined with PTO, U.S. short-term disability, and country-specific social insurance programs provided new mothers with 6 months of job-protected paid leave. In addition, paid paternity benefits provided fathers with four weeks of job-protected leave.

In 2018, we enhanced our policy so that all new parents receive four months of paid leave following any disability time (a total of six months for new birth moms). We also added Paid Family Leave to allow employees four weeks of paid time to care for a child, parent, parent-in-law, grandchild, grandparent, spouse, or domestic partner with a serious health condition. Medidata also offers life insurance, health care, disability and invalidity coverage, retirement provisions, and stock ownership.

DIVERSITY MATTERS

IT IS OUR DIVERSITY AND INCLUSIVENESS THAT FUELS INNOVATION AND SPARKS OUR PASSION TO ACCELERATE HOPE FOR OPTIMAL PATIENT HEALTH. DIVERSITY AND INCLUSION (D&I) ARE EMBEDDED IN OUR CULTURE BECAUSE WE KNOW THAT DIVERSE TEAMS WIN.

DIVERSITY MATTERS TO US

OUR CULTURE

Part of our Mission:
Diversity and inclusiveness is in our DNA & has made our culture a great place to work

OUR CUSTOMERS

Part of our Mission:
We will better understand all of our customers' needs when we represent who they are from within the company

OUR PEOPLE

Part of our Mission:
Employees (and shareholders) should expect that all levels of the organization will match the demographics of our markets

OUR PRODUCTS

Part of our Mission:
Innovation comes from diverse perspectives and ideas

OUR BUSINESS

Part of our Mission:
We know that diverse teams (with great leadership) make more revenue and profit

---

With a core focus on people, one of our corporate goals is to embrace diversity & inclusiveness in everything we do, remembering that this is ingrained in our corporate DNA. There's no other way to go about it.

To identify barriers to D&I at Medidata, in 2017, Paradigm a diversity analysis expert conducted a quantitative and qualitative assessment that considered hiring, performance, promotion, termination, and survey data. They also held employee interviews, focus groups, and an analysis of Medidata's people processes across the employee lifecycle. The assessment analyzed how Medidata attracts and selects employees, and how it develops and retains its workforce. There are many things Medidata is doing well. **89% of employees** are proud to work at Medidata and **79% agree** that the company lives by its values. Medidata invests in the development of employees through multiple internal training programs and has generous, flexible work policies (almost one quarter of the workforce takes advantage of remote working opportunities). However, like many technology companies, Medidata struggles with the representation of women in leadership and technology departments and Black/African-American and Hispanic/Latino employees across the organization.

Medidata's current employee population is slightly more diverse than our competitors when it comes to gender diversity, including the representation of women in management positions. However, the company aims to improve racial and ethnic diversity, along with the representation of women in technical departments. Men are most overrepresented in technical departments, where they account for 73% of current employees. Furthermore, while the representation of women in management roles is slightly higher than competitors, we aspire to increase the percentage of women in Medidata women are still underrepresented in management roles across major functions at Medidata.

Our assessments and internal reflection helped us shape the future of diversity and inclusion at Medidata. Many initiatives have taken shape in 2018, including our newly formed business resource groups (BRGs) which are backed by executive sponsors and charters. During the creation of this report, we have also committed to 2020 Women on Boards, Healthcare Businesswomen's Association Gender Parity Collaborative study addressing pay parity around the globe, and a CEO Action Diversity initiative.

We have continued our commitment by increasing awareness of and training our managers how to address unconscious bias and microinequities. The results of our 2017 inward focus and analysis created a proactive program that is generating vast results.

OUR GOALS

CREATING A BETTER WORLD

Ensure healthy lives and promote well-being for all ages

What is Medidata doing?
We are working towards finding more cures for patients

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

What is Medidata doing?
Our goal is to provide 15,000 students with access to STEM Education in 5 years.

Achieve Gender equality and empower all women and girls

What is Medidata doing?
Working internally and externally to create a more diverse and inclusive workforce

CURES FOR MORE PATIENTS

Our commitment: Patients have always been our first priority. We are committed to finding more cures for patients through various means, including drug repurposing and diversity in clinical trials.

Progress
As we decided to expand our efforts in 2017, we took the year to decide how we can best impact a greater amount of patients. We did extensive research on our program and started with smaller employee initiatives to generate more thought-provoking discussions. Some of our initiatives included employee-led Hackathons to create new solutions and encourage more targeted drug development.

While our employees have always been engaged in this initiative via our greater company mission, it was not until 2017 that we decided to formalize the program and truly integrate it into our CSR program as well. Our former initiatives such as charitable runs, and global volunteering opportunities expanded dramatically when we launched our new program in 2018.

This more substantive, all-encompassing program in 2018 focuses on initiatives that are yielding a larger impact. These initiatives include:

- Drug repurposing
- Diversity in clinical trials
- Employee volunteering initiatives
- Patient advocacy charitable runs

Medidata also participated in the Leukemia and Lymphoma Society (LLS) Master Trial, the first trial of its kind, where we teamed up with the LLS and over 20 other companies to participate in the Master Trial. This is an ongoing mission to create an alternative structure for a clinical trial that will result in more cures for for patients that have been diagnosed with blood cancer.

We also created the Social Innovation Lab, our think tank that allows our employees to use their expertise to create greater opportunities for patients and drug development.

STEM EDUCATION

STEM education is at the heart of Medidata's core mission. Over half of our company focuses their time on tech related projects; therefore, we view STEM education as imperative to the growth and development of our industry and the world around us. Without education in science, technology, engineering, and mathematics, we would not be able to find cures for patients. Although we need future generations to participate in a world of fast-moving technology and information, many students lack access to fundamental resources to make this a reality.

In 2017, we continued our support to initiatives that are local to NYC (headquarters), including our partnership with Computer Science NYC and the NY Academy of Science. Both of these initiatives support students of diverse backgrounds to ensure that they have access to STEM education. We then decided to take our mission a step further, which is why we created our **STEM** strategy and our goal: to be able to provide 15,000 students with access to information on careers and opportunities in STEM. We do this through various initiatives around the globe, and by aligning ourselves with organizations that directly impact students and offer opportunities for STEM education.

GENDER EQUALITY

Diversity matters at Medidata, both internally and externally, which is why we decided to take a bold stance on diversity in our workplace in 2017. We conducted the paradigm assessment to get a better understanding of what is happening internally, and have taken many proactive measures to create and promote an inclusive

OUR COMMITMENTS

UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS

Medidata became signatories of the UN Global Compact in July 2018

CDP
DISCLOSURE INSIGHT ACTION

Medidata has been submitting a private CDP report since 2015 and plans to provide public reports in the future.

20% BY 2020
2020 WOMEN ON BOARDS

Medidata is taking action to have 20% of the company's Board of Directors be women by 2020.

CEO ACT!ON FOR DIVERSITY & INCLUSION

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

environment. Our assessment in 2017 directly influenced the program that launched in 2018, which includes three female-led BRGs: Women of Color, Women in Tech, and Women at Medidata. We empower women at Medidata to be bold and challenge the status quo. This led to several evocative talks in 2018 to educate our employees on the need for and importance of more gender equality.

While this report was being created, we decided for formalize our commitment to gender equality by becoming signatories of the 2020 Women on Board and the CEO Action for Diversity and Inclusion. Additionally, Medidata became a part of HBA's "Gender Parity Collaborative"— a consortium of life sciences companies committed to diversity, equality, and driving real change in our industry.

OUR PLANET

As a software company, Medidata is fortunate that our environmental impact is sufficiently less than companies that manufacture products. However, we continually strive for improvement. For the last three years, we have submitted non-public assessments to the CDP to determine our environmental impact, to identify opportunities to decrease our emissions and energy use.

Medidata aims to build and lease all of our offices to LEED Gold Certified standards. We do not own any of our buildings, but believe that it is imperative to position ourselves in offices that are built to these standards around the globe. This impacts our vendors selection process and energy consumption. As we develop the program more, we will be aiming to expand our initiatives to encourage greater sustainability in our offices.

EMISSIONS

Medidata does not have any scope 1 emissions, yet we do report our Scope 2 and Scope 3 emissions to the CDP, including our electricity use and our travel. We do not have financial control over our emission release and therefore, our data was collected based on our operational control. We do not have additional control of our energy use as we lease all of our offices.

We see how our planet is being impacted by climate change. We have taken a proactive position to better understand our emissions and how we can decrease them. However, we also take a reactive approach when natural disasters occur in regions where we have offices and where our employees are located.

CO2 EMISSION	
REPORTING ON	**GROSS OUTPUT (METRIC TONS OF CO2 EQUIVALENT)**
Scope 1	0
Scope 2	1,831
Scope 3	6,330.04
Gases	0
Biogenic CO2 emissions	0

*We used the Greenhouse gas protocol: A corporate Accounting and Reporting Standard (Revised Edition)
**Due to our data gathering, there is a 10+/- percent uncertainty.

In 2017, we saw an unprecedented number of natural disasters and two of them occurred in regions where our employees live and work; San Francisco and Houston. In an effort to support those local communities, we partnered with the American Red Cross to launch a matching gift program and made donations to help those in need. We take disaster relief seriously, and plan to continue our support each year as we **see** the impact climate change has on various regions of the world.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

ORGANIZATIONAL PROFILE

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
102-1	Name of the organization	4
102-2	Acitivites, brands, products, and services	13
102-3	Location of headquarters	5
102-4	Location of Operations	4
102-5	Ownership and legal form	4
102-6	Markets served	8-9
102-7	Scale of the organization	4,11,13
102-8	Information on employees and other workers	19,20,30,31

ADDITIONAL INFORMATION: PART-TIME EMPLOYEES AS OF 12/31/17

NORTH AMERICA	0	EMEA	0
APAC	0	UNDISCLOSED	0

**Numbers are the entire company, not regional
A significant portion of Medidata's activities are not performed by workers who are not employees.

ADDITIONAL INFORMATION: HEADCOUNTS AS OF 12/31/17

	NORTH AMERICA	EMEA	APAC	GRAND TOTAL
Contigent workers	113	147	191	451
Employee	1299	227	156	1682
GRAND TOTAL	1412	374	347	2133

**This data was captured in Workday, our Human Resource Information System (HRIS). We pulled a report called the Current Employee Detail Report as of 12/31/17.

102-9	Supply Chain	13
102-10	Significant changes to the organization and its supply chain	11
102-11	Precautionary Principle or approach	11
102-12	External Initiatives	20
102-13	Membership of Associations	26

STRATEGY

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
102-14	Statement from Senior decision-maker	6, 7

ETHICS AND INTEGRITY

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
102-16	Values, principles, standards, and norms of behavior	30

GOVERNANCE

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
102-18	Governance Structure	19

STAKEHOLDER ENGAGEMENT

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
102-40	List of Stakeholder Groups	14
102-41	Collective Bargaining Agreements	14
102-42	Identifying and selecting Stakeholders	14
102-43	Approach to stakeholder engagement	14
102-44	Key topics and concerns raised	16,17
102-48	Restatements of info	This is not applicable to Medidata
102-49	Changes in reporting	This is not applicable to Medidata

REPORTING PRACTICE

GRI STANDARD	DISCLOSURE	LOCATION AND NOTES
102-45	Entities included in the consolidated financial statements	31
102-46	Defining reporting content and topic boundaries	4
102-47	List of Material topics	16,17
102-48	Restatements of information	This is not applicable to Medidata
102-49	Changes in Reporting	31
102-50	Reporting Period	31
102-51	Date of most recent report	This is not applicable to Medidata
102-52	Reporting Cycle	4
102-53	Contact point for questions regarding the report	4
102-54	Claims of reporting in accordance with the GRI standards	4
102-55	GRI content index	30-32
102-56	External Assurements	31

We have not proceed with external assurance and do not plan to do so in the future.

GLOBAL REPORTING INITIATIVE (GRI) INDEX

MANAGEMENT APROACH		
GRI STANDARD	**DISCLOSURE**	**LOCATION AND NOTES**
103-1	Explanation of the material topic and its Boundaries	4,16,17,18,19,21,29
103-2	Management approach and its components	18,19,21,29
103-3	Evaluation of the management approach	18,19,21,29

ECONOMIC		
GRI STANDARD	**DISCLOSURE**	**LOCATION AND NOTES**
205-1	Operations assessed for risk related to corruption	18
206-2	Total Governance Body Members	18,19

ENVIRONMENTAL		
GRI STANDARD	**DISCLOSURE**	**LOCATION AND NOTES**
305-2	Scope 2 Emissions	29
305-3	Scope 3 Emissions	29

SOCIAL		
GRI STANDARD	**DISCLOSURE**	**LOCATION AND NOTES**
401-2	Full-time only benefits	21
404-2	Training and Education	18,21
404-3	Percentage of employees receiving regular performance and career development reviews	21
408-1	Child Labor	19
409-1	Forced or compulsory labor	19

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

mdsol.com

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