



medidata

**CREATING A
BETTER
WORLD**

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References:

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.

CONQUERING DISEASES



together

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A LETTER FROM OUR CEO

As we celebrate our 20th anniversary as a company, it's important to reflect on the mission and values that make Medidata what it is today. We believe Medidata is defined by more than the solutions we sell, focusing our impact on the various communities we touch. And while we have a responsibility to grow our company, we have always made it our priority to grow the right way.

This report helps to present how we live our mission every day, in every aspect of our business. Our industry is undergoing incredible change to meet today's challenges, and we help drive this transformation with our diversity of thought and talent, our innovative solutions, and our commitment to powering smarter treatments and healthier people.

Now more than ever, it's important for all of us to stand for the betterment of patients, our communities, and our world, which is why we choose to report on our economic, environmental impact, and human rights initiatives.

In the time since we publicly launched our CSR program and published our first GRI report, we have made enormous headway toward our strategic priorities—improving patient outcomes and ensuring that all patients have access to treatment; providing students with access to science, technology, engineering, and mathematics (STEM) education opportunities; and creating greater equality in the workplace. In 2018 we formalized our commitments and became signatories of the UN Global Compact, 2020 Women on Boards, and CEO Action for Diversity and Inclusion, to name a few.

We are happy with our progress, but we know there is more to be done. Improving patient access to medicines, increasing sustainability in our workplace, and fostering inclusiveness in our workforce are complex problems that require sustained effort. We're up for the challenge, because it's the responsibility of all of us to leave things better than they were before.

Thank you for your interest, and thank you for your support in making a positive global impact.



Tarek Sherif, Chairman & CEO



“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”

ABOUT MEDIDATA

ABOUT OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

Medidata is a mission-driven company with high integrity and a firm belief in utilizing our expertise for the greater good. We are committed to giving back with our CSR program, which was integrated into our business strategy in 2018 in parallel with a dynamic diversity and belonging program.

ABOUT OUR CORE BUSINESS

Medidata's core business consists of two revenue streams: subscription and professional services. Medidata's platform standardizes and unifies data and powers insight-driven decision-making

that paves the way for the reinvention of research. In 2018, we entered the commercial market through the acquisition of SHYFT Analytics, Inc. We can now extract insights from real-world data and enable life sciences companies to transform how they develop and launch new therapies—closing the loop between clinical and commercial. Our expansion underscores the interest in data science and artificial intelligence among our customers. Together with our customers and partners, we help achieve better outcomes for patients, significantly reduce drug development costs, and accelerate cycle times to deliver targeted treatments to patients more quickly while maximizing revenue opportunities.



OUR PRODUCTS

Medidata is leading the digital transformation of life sciences, with the world's most-used platform for clinical development, commercial, and real-world data. Powered by artificial intelligence and delivered by industry experts, Medidata helps pharmaceutical, biotech, medical device companies, and academic researchers accelerate value, minimize risk and optimize outcomes. As of December 31, 2018 Medidata serves more than

1,000 customers and partners worldwide and empowers more than 100,000 certified users every day to create hope for millions of patients. We are a mission-driven company, and our culture is at the core of our success.





OUR PEOPLE

continue to be our most important asset when looking at our business and the downstream impact. We depend on them to continue to innovate and disrupt our industry in an effort to find smarter treatments that make people healthier. They are the foundation of our business, and we remain strongly connected to issues that are important to them.

TOTAL NUMBER OF EMPLOYEES BY GENDER



Male

1,260

headcount as of 12/31/18

63.1%

of Employees



Female

728

headcount as of 12/31/18

36.5%

of Employees



Undefined

9

headcount as of 12/31/18

0.5%

of Employees

Total: 1,997

PART TIME EMPLOYEES BY GENDER



Male

1

headcount as of 12/31/18

Total: 1

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 12/31/18.

ANTI-CORRUPTION AND ETHICS

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. We also offer annual ethics training and require all employees, including our leadership team, to read and acknowledge our code of conduct.

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.

The United States federal government, state governments, the European economic community, and many foreign governments have enacted antitrust or competition laws. These laws seek to

minimize agreements and practices in restraint of trade, such as price fixing, disparagement of competitors, bribery, kickbacks, and theft of trade secrets. Our code of conduct reminds employees that Medidata must be scrupulous about complying with these antitrust laws, and warns of the severity of the potential penalties that may be levied against Medidata and individual employees if these laws are not followed. 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.

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.

WE OFFER A NUMBER OF ANTI-CORRUPTION AND ETHICS TRAININGS TO OUR EMPLOYEES, INCLUDING, BUT NOT LIMITED TO:

Insider Trading Compliance
 Supplemental Insider Trading Policy Review (for restricted insiders)
 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
 Annual Information Security Briefing 2018
 Anti-Phishing Training Course
 Salary History and Recruitment Laws
 Four courses: Preventing Workplace Harassment
 Anti-Corruption Compliance
 Unconscious Bias

GOVERNANCE MEMBERS WITH TRAINING OR COMMUNICATION



Employees

1,998
Members Informed

1,998
Members Trained

100%
Members Informed

100%
Members Trained

BENEFITS

Medidata offers health insurance, life insurance, disability and invalidity coverage, and retirement provisions. Medidata's Global Parental Paid Leave program, combined with PTO, U.S. short-term disability, and country-specific social insurance programs, provides new mothers with six months of job-protected paid leave. In addition, paid paternity benefits provide 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's wellness program also partners with CSR to make our employees healthier in our annual Health Week in May. In 2018, we launched our first global health week where we offer employees the opportunity to learn about health initiatives in one therapeutic area. Our inaugural week in 2018 focused on heart health in partnership with the American Heart Association. This was the first time the American Heart Association spearheaded a global heart health week for a company. As a company we focus our efforts on powering smarter treatments and healthier people and we believe that it is our responsibility to make our employees healthier by educating them on the newest health developments.

EMPLOYEE DEVELOPMENT

Each of our employees is required to complete an individual development plan outlining their career interests, skillset strengths, and development needs. This plan is discussed at least annually between employee and manager and creates a framework for growth. At Medidata, we expect our employees to "Team Smart," "Lead Smart," and be "Medidata Smart." This framework offers a set of skill builders that employees can choose to develop.

We invest about \$1.5 million per year in employee learning and development. We offer a comprehensive selection of courses and workshops (delivered both internally, externally, and on-demand by subject-matter experts) covering strategic and critical thinking, communication,

business acumen, management fundamentals, and professional development. Employees also have the option of soft-skills training for emotional intelligence, influence and persuasion, personal branding, and managing personal energy. We also hold four global charters for Toastmasters, with over 140 employee members.

One of our most innovative leadership development initiatives is our Social Innovation Lab, a think-tank program where we match 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.

ENGAGING OUR EMPLOYEES

We engage employees through consistent and frequent communication. Our leadership team hosts global town hall meetings at least quarterly, during which we announce critical business updates, highlight recent accomplishments to raise business acumen and awareness, and present achievement awards to employees who go above and beyond. We encourage questions and open dialogue on all relevant topics. We also listen to our employees' perspectives and feedback through both our annual Great Places to Work (GPTW) survey- via which we have been certified as a GPTW for the past four years in a row - and our annual global employee engagement survey (MediMic). Our response mechanisms are targeted and broadly communicated, we announce high-level results and actions we will set in motion to measure our progress.

We have established employee engagement councils in each global office. These councils have

clearly defined goals connected to our people team strategy pillars to ensure consistency throughout the organization and to ensure we are listening and responding to our employees' needs in an effective and measurable way. Council meetings occur quarterly to align efforts and identify opportunities for action.

A bi-monthly employee newsletter, The Buzz, highlights important news and connects to relevant blog posts on our intranet. Social media tools are also utilized to increase engagement and showcase the impact of our initiatives.

Finally, Medidata hosts employee parties throughout the year in every regional office: summer, winter, Halloween (which is a company favorite), and various cultural and social events led by our Business Resource Groups (BRGs), which raise awareness of the "why" behind the celebration and attract new employees to join the cause.

D&I/ENGAGEMENT ACKNOWLEDGEMENTS



Great Places to Work:

90%

of our employees say Medidata is a great place to work

**Great
Place
To
Work[®]**
Certified

TM

DIVERSITY AND BELONGING

We regard the diversity of our employees as a tremendous asset. We seek to maintain our reputation as an outstanding employer and to ensure high levels of employee motivation and commitment and a sense of belonging. We provide challenging opportunities for individual growth and advancement, free from discrimination and harassment. Medidata takes prompt action against employees who engage in harassment or discriminatory behavior. We've initiated a global roll-out of unconscious bias training to raise awareness and provide tools for effective talent acquisition and management.

Medidata's current employee population is slightly more diverse than that of our competitors with regard to gender, including representation of women in management positions. However, we do not feel that we are where we need to be. We have set goals to improve gender, racial, and ethnic diversity, and to increase the representation of women in both leadership and technical departments. We review demographic statistics quarterly with department leaders, and we partner with internal and external organizations that seek to diversify talent pipeline and strengthen development and growth opportunities for underrepresented talent.

We've rebranded our Diversity and Inclusion strategy to Diversity and Belonging (D&B), as we are highly

committed to continuing efforts around building and sustaining a global culture where employees feel a sense of belonging, can thrive, and feel motivated to bring their best selves to the workplace. We have launched several initiatives to this end in 2018, including the formation of our D&B Leadership Council BRGs, whose missions are to drive better business results through D&B and which are backed by executive sponsors and charters outlining operating pillars and goals. Three BRGs are women-led: Women of Color, Women in Tech, and Latinos Organized for Leading and Achieving.



In 2018, we made a commitment to gender parity by joining the Healthcare Businesswomen's Association (HBA) Gender Parity Collaborative (the Collaborative)

along with 11 other companies including Celgene, Sanofi, and Advanced Clinical, all of which are equally committed to advancing the influence and impact of women in life sciences. The Collaborative has set goals to achieve policy change in three areas: diversity scorecard tied to compensation, allyship programs, and storytelling as a communication tool. We also formalized our commitment to gender equality by becoming signatories and strong supporters of both the 2020 Women on Boards and CEO Action for Diversity and Inclusion campaigns.

CREATING A **BETTER** WORLD

through Innovation, Access and Impact



Access for All



STEM Education





CORPORATE SOCIAL RESPONSIBILITY STRUCTURE

Medidata takes a thoughtful and cohesive approach to CSR to better align our goals with our most valuable asset: our people.

Our employees have always had a strong desire to give back, but prior to the establishment of our CSR program, we offered only a charitable matching gift program and one-off donations. In recent years, we have worked tirelessly to build a truly sustainable, engaging, and people-driven CSR program, and in 2018, 53% of our employees participated in volunteer activities!

We have extensively researched the interests of our customers, investors, and our employees to ensure that our CSR goals reflect our stakeholders' desire for growth and impact. Alongside D&B, learning and development, and employee engagement, CSR found its home as a crucial component of our global people team.

We launched our new CSR program in January 2018, and immediately began meeting with our key stakeholders in our domestic and international

offices to determine their needs in this space. We localized our global CSR strategy by creating CSR councils in every office around the world to ensure all voices and opinions were considered.

We set out by identifying three strategic goals: Access for all; STEM education; and the prioritization of foundational principles including volunteering, diversity and belonging, employee wellness, sustainability, and philanthropy. We quickly identified the [Points of Light](#) organization as a strategic partner to create a more robust volunteer program. Before the year was over, we had hosted over 100 volunteer initiatives across the globe with our three goals as a guide. In each of our global locations, we identified and partnered with key organizations. Formalizing our program and taking it one step further, we became signatories of the UN Global Compact—connecting our goals and foundational principles to those of the United Nations Sustainable Development Goals (#3: Good Health and Well Being; #4: Education; #5: Gender Equality)—and also published our first CSR report to the GRI standards.

CSR AND OUR BUSINESS STRATEGY

At Medidata, we come to work knowing that we are creating a better world by helping thousands of patients who are faced with life-threatening diseases. Our platform allows us to partner with researchers to accelerate cures, which provides us with the opportunity to foster a corporate culture that projects our external mission. We look at everything we do—from building our offices to LEED gold certification, to joining patient advocacy groups, to furthering treatments for patients—through a critical lens.

We are taking CSR a step further by aligning our initiatives with those of our customers so we can work together to help patients even more. At Medidata, we believe we are in a strategic position to transform the industry by breaking down barriers and working together with other industry players to find solutions. We know that our mission is ingrained in our work and the solutions we create, and we believe in creating sustainable solutions, which is why we are leveraging our products and partnerships to solve such wide ranging problems such as diversity in clinical trials.

We provided software for the Leukemia and Lymphoma Society for their first master trial in collaboration with our customers on a one-of-a-kind clinical trial structure. We also

further the work of our nonprofit partners by providing our software as an in-kind gift to various organizations. One example was recently showcased by the American Society of Hematology, where we helped the Castleman Disease Collaborative Network discover a biomarker using our Rave Omics software. Our in-kind efforts have also expanded into our MediEd program, a University donation program where we offer students the opportunity to learn and interact on our Rave EDC platform. We believe that the future leaders of tomorrow need to have first-hand experience with technology and the role it plays in accelerating cures for patients.

In conclusion, every relationship and development opportunity is a chance to positively shape the world around us. All of our initiatives, from employee engagement and community activism to in-kind gift giving, are carefully managed to ensure we are making the greatest impact possible. Ultimately, it all comes back to our people—motivated by our mission—who have helped guide the trajectory of our global CSR program. It is our people who have worked passionately and tirelessly to make sure we are a successful company that is an active and socially conscious participant in our larger society.

HIGHLIGHTS FROM 2018



Set CSR goals for the next 5 years
Gained buy in from Executive Leadership Team

January



Launched first Global International women's day event

March

February

Launched first project in the Social Innovation Lab

April

Global Councils were formed



Completed the CDP report

August



Launched All Star Code cohort
Became signatories of the UN Global Compact

July

June

Launched the parklet project & received the bronze award for the SIL



May

First global Health Awareness Week focused on heart health with the American Heart Association.



First GRI report complete

September

LLS NJ honoring Medidata

November

Our ISS index scores in the Environment and Sustainability categories increased.

December

October

Showcased our work to investors and customers at NEXT
Received the Healthy Streets Award in the UK
Completed our First Project in the Social Innovation Lab



OUR COMMITMENTS



Medidata became signatories of the UN Global Compact in July 2018



Medidata has been submitting a private CDP report since 2015.



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



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



In January 2019, Medidata joined the World Economic Forum (WEF) Partner Member Associates.

CSR PROGRESS



Access for All

2,946 PATIENTS IMPACTED

(Ensuring that all patients have access to treatment regardless of their socioeconomic background and geographic location)



STEM Education

815 STUDENTS OUT OF 15,000 IN YEAR 1

(Our goal is to impact 15,000 students in 5 years)

Time our employees donated

3,000+ HRS

EMPLOYEE VOLUNTEER INITIATIVES

As detailed in the previous section, we have provided our employees with numerous volunteer opportunities across the globe, including charitable runs, career days for students, community environmental-based projects, blood drives, and our first global health week. We stand firm in our belief that our employees should have the tools, resources, and opportunities to give back while they are working at Medidata, and to further support this, we offer a free day each year in which employees can partake in a volunteer activity of their choosing.

SOCIAL INNOVATION LAB

While we believe our employees should give back to their communities in a traditional sense, we also strongly encourage skill-based volunteering. In 2018, Medidata created our [Social Innovation Lab \(SIL\)](#), an internal think tank that partners with nonprofits to tackle social issues while offering our employees the opportunity to leverage their expertise to make a difference. This initiative benefits our employees as well, by developing and refining their practical life sciences skills and increasing their systems-based and strategic-thinking acumen.

Our first SIL project was conceived as part of our collaboration with [Cures Within Reach \(CWR\)](#), a nonprofit organization that focuses on catalyzing drug-repurposing research. We worked with leaders in the field to develop an effective strategy for a new financing model that will expand this research and ultimately improve patient outcomes. Drug repurposing is a rapidly growing

area of clinical research that enables medical researchers to use currently available therapies to bring new, effective, and safe treatments and cures to patients more quickly.

The project took place over nine months, with two cohorts and ten employees who gave their time and shared their talents. Our employees asked: Can we utilize a different financial model, such as a social impact bond, to fund clinical trials for drug repurposing? The team became thought leaders and experts in all aspects of the project—including the social impact bond model—to gain a deep understanding of drug repurposing, become familiar with a single-payer system, and frame a viable proposal for investors.

By the end of the project, our teams had created a social finance model that represented the cost analysis and savings that can be gained by utilizing drug repurposing for clinical trials. This model was presented to the United Kingdom's National Health Service for consideration. Our social finance model project garnered a Bronze award at the Corporate Engagement Awards in the United Kingdom for the best project to improve a corporate image.

In 2019, we launched three new projects in the SIL with three groups of six participants that continue to drive our Access for All goal, with a focus on drug repurposing and diversity in clinical trials. The teams are supported by our Co-Founder and President, Glen de Vries, and each team has an Executive Sponsor.

We are currently working with three different organizations to help drive their mission and impact: Castleman Disease Collaborative Network (CDCN), Lazarex Cancer Foundation, and Cures Within Reach.

CDCN worked with our team to help set up a rare disease centre of excellence with an emphasis on Castleman disease while they build out the largest repository of Castleman patient data. The project's key focus areas center around data visualization, operational and organizational structure, and fundraising.

The Lazarex Cancer Foundation challenged our team to create a data-driven framework analysis

of key cancer centers across the United States, in order to determine the ways in which Lazarex could provide the biggest impact for patients engaged in clinical research.

CWR asked our team to develop an actionable roadmap focused on the optimization and scale their CureAccelerator Platform, which gives philanthropic competitors the chance to find and fund the next breakthrough repurposing treatment at a unique networking event for researchers, clinicians, patient groups, biomedical industry professionals and funders. We accomplished this by conducting numerous focus groups and sessions with CWR and their client base.



CREATING A CULTURE OF BELONGING

We work directly with our BRGs to connect each to a nonprofit organization that aligns with its mission and charter. This encourages greater diversity and a sense of belonging. Simultaneously, our D&B team is currently rolling out a program in parallel with CSR to update our policies, procedures, and trainings so we can create an even more inclusive environment at Medidata.

Our Women in Tech BRG runs a mentorship program with [Black Girls Code](#), which works with young women of color who are interested in STEM to help support their career growth and development. Similarly, we sponsor the [All Star Code](#) high school program every summer in our New York office, which works to develop the skills of young men of color. These programs provide our employees opportunities to mentor students and deepen their knowledge of STEM and our industry.

DIVERSITY IN CLINICAL TRIALS

In 2018, one of our BRG groups influenced our senior leadership team to sponsor a project and steering committee to solve the problem of diversity in clinical trials (DICT). This team has already made progress raising awareness by holding panel discussions with customers and creating a product strategy to develop solutions that increase diversity in clinical trials. The team also built a partnership with a Television series, Tu Salud, Tu Familia an educational show on clinical trials. The show is running in the Washington, DC and Baltimore area for a year starting in April 2019.

DICT was also featured in the [2018 NEXT NYC Hackathon](#). Janna Andrews, M.D., a radiation oncologist who founded a nonprofit organization called [Kicked It In Heels](#), briefed participants on the history and importance of this topic. The winning team was from Bayer Healthcare Pharmaceuticals, and will participate in a joint session with members of the Medidata Hackathon and DICT steering committee to further develop their idea.



OUR PLANET

As a cloud software company, Medidata's impact on the environment is significantly less than that of manufacturers of physical goods; regardless, we continually strive for improvement. We have submitted nonpublic assessments to the annual Carbon Disclosure Report (CDP) for the last three years to determine our environmental impact and identify opportunities to decrease emissions and energy use. We have set an ongoing goal to situate 90% of our long-term office leases in U.S. Green Building Council LEED Gold buildings and encourage sustainable waste management and responsible energy consumption within all of our offices. Though we do not own any of our buildings, we believe it is imperative to occupy offices built to these standards around the globe. We will expand our initiatives for greater sustainability in our offices as we continue to develop the program.

We work closely with our suppliers to encourage sustainable advancements throughout our procurement process. Beyond ensuring that our suppliers are reliable, transparent, and conform with ethical business practices, we also maintain a sustainability standard that adheres to the LEED program. Accordingly, Medidata strives to minimize negative impacts on the environment and seek opportunities for increased efficiencies throughout our supply chain. As we lease all of our offices, we do not have financial control over our emissions release or energy use, so we collect data based on our operational controls to evaluate our emissions and determine how we can decrease them.

REDUCING OUR ENVIRONMENTAL IMPACT

With the opening of our Hammersmith, United Kingdom office, which received LEED Gold v4 certification, we significantly reduced our carbon emissions and limited our water consumption.

The Hammersmith office also achieved an improvement of over 14% compared with the American Society of Heating, Refrigerating, and Air-Conditioning Engineers baseline requirements for energy performance. To optimize the environmental performance of products and materials, Medidata salvaged and reused a high proportion (44%) of its old office furniture, and our carpets were supplied by a manufacturer that provides a take-back scheme. In all, the project has used 28 products provided with environmental product declarations.

We worked with the local business improvement district (BID) to support the shutdown of part of the street outside of our Hammersmith office to install a parklet system with clean air plants. Our offices are situated in an area of the city with some of the worst air quality in the United Kingdom; therefore, it is imperative that we work with the neighborhood to improve the environment around us. This is the first initiative that we have conducted in partnership with the local BID in Hammersmith and Fulham, and we plan to continue to expand our impact with some exciting future projects.

CO2 EMISSION	
REPORTING ON	GROSS OUTPUT (METRIC TONS OF CO2 EQUIVALENT)
Scope 1	462.42 (metric tons CO2e)
Scope 2	1,808.25 (metric tons CO2e)
Scope 3	12,997.76 (metric tons CO2e)
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.

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