

Medpace (UK) Approach to Taxation

Introduction

This document sets out Medpace's approach to taxation pursuant to legislation set out in Schedule 19 of the UK Finance Act 2016. This document applies from the date of publication until it is superseded.

We are one of the world's leading clinical contract research organizations, or CROs, by revenue, solely focused on providing scientifically-driven outsourced clinical development services to the biotechnology, pharmaceutical and medical device industries. Our mission is to accelerate the global development of safe and effective medical therapeutics.

Honesty, confidentiality, integrity, and adherence to Medpace policies, standard operating procedures (SOPs) and applicable regulatory guidelines are our governing principles. These are the foundations for our approach to taxation in the UK and globally. This document includes the following:

- Governance and Tax Risk Management
- Tax planning
- Relationships with tax authorities
- Tax Risks Overview

Medpace is committed to responsible tax management and transparency across our global operations.

Governance and Tax Risk Management

Medpace is a publicly traded company listed on the NASDAQ stock exchange. As a publicly traded company, we are required to comply with a number of regulatory requirements such as Sarbanes-Oxley. The tax function maintains documented tax policies and procedures which are reviewed annually to comply with local and international tax regulations. The tax function is subject to internal controls, Code of Business Conduct and Ethics, internal audit, Sarbanes-Oxley 404 requirements and external audits.

Our tax function is led by our Senior Tax Director who reports to the CFO. They are responsible for maintaining our tax policies and approach to taxation. They are also responsible for ensuring that our tax professionals have the necessary training and external support to manage our tax positions appropriately and carry out tax compliance with a suitable level of diligence and technical expertise. The CFO and Senior Tax Director report regularly to the Audit Committee of the Board of Directors.

Ultimately, our goal is to comply with the tax laws, payment obligations and reporting requirements in the territories in which we operate.

Tax Planning

Tax planning may be implemented if it aligns with the Code of Business Conduct and Ethics, the business activities and the objectives of Medpace. Medpace does not use tax avoidance schemes which are contrived or artificial. Tax planning may include inter-company transactions and government assistance which may be in the form of tax credits, economic development grants and property tax abatements.

We apply the guidelines endorsed by the Organization for Economic Co-operation and Development (OECD) and other tax legislation to ensure inter-company transactions are applied on an 'arm's length' basis which is supported by economic analysis and reports.

Relationships with Tax Authorities

Our approach is to develop a professional working relationship with HMRC and other taxing authorities around the world. We are open and transparent regarding tax matters and we work cooperatively to resolve issues in a positive and professional manner.

Tax Risk Overview

Our processes, policies and governance operate to ensure compliance with tax laws and regulations in the territories in which we operate. This includes identifying and mitigating tax risks. In the event that applicable tax laws and regulations are subject to interpretation, we may seek advice from external professionals to gain additional comfort regarding the position taken.

We require all employees to comply with relevant and applicable laws and regulations and adhere to Medpace's Code of Business Conduct and Ethics.