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It’s our responsibility to create and support social and environmental conditions that help our people, planet and communities thrive. Our goal is to help our customers, colleagues and communities show up in meaningful ways.

— Alistair Macdonald, CEO
I’m pleased to share the Syneos Health Sustainability Snapshot, an introduction to our purposeful approach to sustainability. This readout demonstrates strong progress against our Environmental, Social, Governance (ESG) efforts and provides a roadmap for our ambitious path forward.

At Syneos Health, we believe that ESG is not just nice to have or a box to be checked. Rather, we view these efforts as a purposeful framework designed to strengthen our company, planet and communities so we can deliver impactful results for the customers and patients we serve.

Our ESG approach is rooted in our strengths and steeped in our values. Just like we strive to find ways to shorten the distance from lab to life, we challenge our people to think differently about the development of our ethical, philanthropic and sustainability practices. We instinctively hold ourselves accountable and ensure that all we do is thoughtfully executed to ensure effectiveness and impact.

I am proud of the progress we have made and of the problem-solving nature of our 24,000 Syneos Health employees who are developing and delivering innovative ESG efforts. I am confident that the investments we are making today will accelerate progress toward our three-year goals and the passion of our people will fuel our ongoing efforts.

Be Good,

Alistair Macdonald
Chief Executive Officer
Syneos Health
Performance at a Glance*

To provide our customers and investors with transparency into our sustainability efforts, we work with leading sustainability ratings groups to assess our performance on key ESG efforts. Our 2019 ratings reflect the high quality of the Company’s ESG efforts and provide a compass for future areas of focus.

EcoVadis Rating
Indicates Syneos Health is Making Significant Progress Across Global Sustainability Practices

Silver CSR rating, indicates Syneos Health scored among the top 30% of all companies evaluated for overall sustainability by EcoVadis.

<table>
<thead>
<tr>
<th>Focus area</th>
<th>Industry Average</th>
<th>Syneos Health Score</th>
<th>Increased Score by</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental</td>
<td>39</td>
<td>50</td>
<td>20 points in last three years</td>
</tr>
<tr>
<td>Labor</td>
<td>43</td>
<td>40</td>
<td>20 points for 2020</td>
</tr>
<tr>
<td>Ethics</td>
<td>44</td>
<td>70</td>
<td>26 points above average</td>
</tr>
<tr>
<td>Procurement</td>
<td>34</td>
<td>50</td>
<td>20 points in last three years</td>
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*As of November 2019

Institutional Shareholder Services Environmental & QualityScore (ISS ESG)
Reflects High Level of Corporate Disclosure on ESG Initiatives

Scores range from 1 to 10 with 1 indicating better disclosure and lower risk, while a 10 indicates worse disclosure and higher risk.

<table>
<thead>
<tr>
<th>Environment</th>
<th>Social</th>
<th>Governance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score 4</td>
<td>Score 2</td>
<td>Score 5</td>
</tr>
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We view these efforts as a purposeful framework designed to strengthen our company, planet and communities to deliver impactful results for the customers and patients we serve.
We are socially conscious of our impact on the environment and believe in doing more than just “what's required.” As we built Syneos Health, we embedded our belief in the importance of building sustainable business practices in everything we do. We’re committed to reducing our impact on the physical environment via our carbon footprint, enhanced recycling programs and reduced energy usage. With this in mind, we have and continue to introduce and maintain various environmental programs with sustainable benefits.

Our sustainability efforts are focused on three areas where we can deliver the highest impact when it comes to protecting the environment. Given the majority of our Company’s office space is leased, we work closely with leasing agents, landlords and suppliers throughout the leasing life cycle on these priority areas: energy conservation, waste management and green construction.
Strengthening Our Planet

Committed to Building a Sustainable Business

Energy Conservation

Continue Expanding Our Green Property Footprint
When considering new office space, Syneos Health places priority on properties that are sustainable and green certified.

- Use state-of-the-art HVAC systems that adjust the thermostat settings and run times to reduce energy consumption during non-peak hours
- Install low-flow water faucets and water closets to reduce water usage
- Install motion detectors and automatic switches so lighting turns off when a room or floor space is left unoccupied
- Use LED fixtures to reduce energy consumption

Waste Management

Syneos Health is committed to minimizing waste and empowering our employees to participate in reduce, reuse and recycle programs.

We offer recycling options at all Syneos Health locations:

- 72.8% of our sites recycle paper
- 57.3% of our sites recycle plastic and aluminum
- 22.3% of sites have an organic waste program

In order to limit the amount of waste generated we:

- Equip offices with UV-filtering hot and cold water dispensers, eliminating single-use water bottles
- Purchase recycled office supplies and materials
- Reduce paper usage by limiting the number of network printers and copiers in corporate offices, promoting the use of digital technology rather than printing and using intelligent printing software to reduce wasted paper and toner

Additionally, our Phase I clinics and laboratory facilities store, transport and dispose of waste in accordance with all regionally applicable laws and regulations.

Green Construction

Syneos Health incorporates sustainability criteria into the design, construction and renovation of our office space.

- In preparing properties for occupancy, retain as much existing infrastructure as possible to minimize demolition waste with zero/low VOCs (volatile organic compounds), promoting a healthier indoor environment
- Target a minimum requirement of 50% sustainable/recycled material to be used in all construction projects
At Syneos Health, we view community as our people, partners and the places where we work and live. Our ESG efforts serve to strengthen these communities, creating environments that foster personal and professional growth.
Our people power our business, and attracting and retaining top talent is critical to achieving our growth objectives. To support these efforts, we are committed to creating a diverse, inclusive and safe environment that fosters innovation and professional growth. We focus our efforts on three areas:

**Diversity & Inclusion**
We believe that addressing complex healthcare challenges requires contributions from diverse viewpoints and an inclusive space where each individual is able to thrive. Syneos Health is built on equal opportunity, fair employment and recruiting practices, and a culture that celebrates a spectrum of values and perspectives — creating richer experiences that benefit employees, customers and patients.

**Health & Safety**
Achieving excellence in health and safety is a company-wide responsibility. We are committed to engaging in employment practices that foster dignity and respect and meet the highest legal and ethical standards.

**Opportunities for Growth & Recognition**
As a services company, our employees fuel our business and we realize that motivated and engaged employees are the single biggest driver of our success. Recognizing our employees and providing them with growth opportunities is at the core of our culture.

**Our People**

<table>
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<th>Data from 2018</th>
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<tr>
<td><strong>24,000</strong></td>
</tr>
<tr>
<td><strong>53%</strong></td>
</tr>
<tr>
<td><strong>2,800</strong></td>
</tr>
<tr>
<td><strong>66%</strong></td>
</tr>
<tr>
<td><strong>55%</strong></td>
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Diversity and inclusion provide the foundation for our business model, which is fueled by collaborative efforts from diverse viewpoints aligned with our goal of accelerating therapies to patients. This extends to our supplier network — we believe that having a diversified portfolio of vendors provides access to experts with a broad range of experiences and varied perspectives, resulting in the delivery of innovative solutions for our customers and the patients we serve. With this in mind, we strive to maintain an inclusive and fair environment where all suppliers have equal opportunity to compete for business and support our customers.

**Spotlight on Supporting Women Leaders:**
Syneos Health has been a long-standing member of the Healthcare Businesswomen’s Association (HBA) for nearly two decades, supporting employees’ access to local and national professional development, mentoring and career-boosting tools. To further support the development of diverse leaders, the company also launched an internal recognition program in 2017. Modeled after the prestigious HBA awards, the Syneos Health Rising Star and Luminary Awards program has honored more than 60 women worldwide, providing expanded career visibility opportunities and peer-to-peer networking. This year, the program grew to include a Syneos Health Mentor of the Year who is dedicated to supporting an inclusive work culture.

Read about our work to reduce our gender pay gap in our 2018 Gender Pay Gap Report.

**Suppliers Diversity Spend**

<table>
<thead>
<tr>
<th>Year</th>
<th>Spend (in million)</th>
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<tbody>
<tr>
<td>2017</td>
<td>$37.8</td>
</tr>
<tr>
<td>2018</td>
<td>$45.9</td>
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Strengthening Our Communities

Where We Work and Live

Syneos Health is only as strong as its people and the communities that nurture our employees. Rooted in our shared purpose — Shortening the Distance from Lab to Life® — our 24,000 employees are passionate about improving lives and the health of the places where they work in approximately 60 countries around the world.

At the Company level, Syneos Health has supported the communities we call home through donations to more than 30 health-related and disaster relief organizations over the past two years, doubling our donations since 2017.

Employee-driven philanthropic and volunteer efforts further contribute to improving the communities where we live and work.

Examples of our efforts include:

• Participating in a wide variety of charity events, such as walks, bike-a-thons, coffee mornings and bake sales to contribute to organizations accelerating research and supporting patients with cancer, osteoporosis, Alzheimer’s disease, multiple sclerosis and other conditions
• Supporting global natural disaster relief
• Building houses with Habitat for Humanity and renovating schools for children from local communities
• Purchasing school supplies and gifts for children from low-income families
• Hosting coat drives and collecting clothing to help those in need
• Donating time and provisions to food banks
Responsible Business Practices

Commitment to Ethics & Integrity

As one of the world’s leading biopharmaceutical solutions organizations, Syneos Health is committed to ethical and compliant business practices. Underpinning all of our ESG efforts is our dedication to maintaining the highest standards for business conduct, a critical component of retaining trust with our customers. Ingrained in our culture and supported by policies maintained by our Chief Compliance Officer, the Company educates employees about these business practices through ongoing trainings and annual certifications.

Setting Syneos Health Standard for Business Conduct

The Code of Business Conduct and Ethics serves as the foundation of our global Compliance and Ethics program and communicates to all employees their shared obligation to uphold Syneos Health standards. The document is shared with employees who must commit to the code annually and has been translated in 12 languages to reach our global audience.

Syneos Health also expects its suppliers to conduct their business in compliance with the principles embodied in our Supplier Code of Conduct, conducting their business in compliance with all applicable laws in an ethical and sustainable manner.

Human Rights

Syneos Health is committed to furthering the protection and advancement of human rights globally, and supports the elimination of forced and compulsory labor and human trafficking. Read our Slavery and Human Trafficking Statement for the Year Ended December 31, 2018.

Conducting Business in Accordance with Anti-Bribery/Anti-Corruption Policies

All employees complete an Anti-Bribery/Anti-Corruption training and certification annually to educate them on conducting business in compliance with all related laws, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act.

Safeguarding Personal Information

The Company complies with individual country data protection laws and regulations as well as applicable data transfer obligations.

Providing Channels to Ask Questions and Seek Advice

As outlined in our Whistleblower policy, our employees have access to a 24/7 Business Ethics Hotline to submit good faith reports regarding concerns or potential violations. Reports are promptly investigated and appropriate corrective action is instituted as warranted. Syneos Health does not tolerate retaliation of any kind against anyone who submits a good faith report.
Purposeful Priorities

Three-Year Action Plan

At Syneos Health we’re constantly striving to work smarter, to find better processes and new solutions to impact patients’ lives. We take this same approach with our ESG efforts — setting ambitious goals and striving for continuous improvements.

Our three-year plan is designed to address areas where we can have the largest impact when it comes to creating and supporting conditions that help our planet and communities thrive. As part of our long-term strategy, we’ll target to achieve these goals by 2021.

Strengthening Our Planet

Increase Green Property Footprint to 50%

Syneos Health occupies ~2 million square feet of space around the world, with 34% of this space in green certified properties. We plan to continue to expand our footprint of sustainable properties to positively impact the communities where we work.

Reduce Emissions by 5%

Syneos Health has ~2,700 vehicles in its fleet, producing ~58 million pounds of CO₂ and using 2.9 million gallons of fuel annually. To lessen the impact on the environment, we are executing a plan to reduce emissions.

Increase Eco-Friendly Office Product Purchases to 50%

In 2018, Syneos Health spent just over $1.5 million in office supplies in the U.S., with 21% of this spend dedicated to eco-friendly office products, an area we strive to improve by 2021.

Strengthening Our Communities

Increase Supplier Diversity Spend by 10–30%

At Syneos Health, we believe that contributions from diverse viewpoints lead to the best outcomes. We are built on equal opportunity for our employees and the suppliers we work with.

Increase Philanthropic Giving to Support Patients and Communities

Our employees are passionate about improving patients’ lives and the health of the communities where they work and live. We are committed to increasing our philanthropic activities and creating an expanded Corporate Social Responsibility program to provide meaningful support to improve the health of the planet, patients and our peers.
SHARING STRENGTH FOR TODAY AND A BETTER TOMORROW...
About Syneos Health

Syneos Health (Nasdaq:SYNH) is the only fully integrated biopharmaceutical solutions organization. Our company, including a Contract Research Organization (CRO) and Contract Commercial Organization (CCO), is purpose-built to accelerate customer performance to address modern market realities. Created through the merger of two industry leading companies – INC Research and inVentiv Health – we bring together 24,000 clinical and commercial minds with the ability to support customers in more than 110 countries. Together we share insights, use the latest technologies and apply advanced business practices to speed our customers’ delivery of important therapies to patients.

Financial information is available on the Company’s Investor Relations website at: investors.syneoshealth.com.

For more information visit syneoshealth.com.