

Whistleblower Procedures

We have adopted procedures for reporting concerns regarding accounting and other matters. These procedures are designed to provide a channel of communication for employees and others who have concerns about the conduct of PPD or any of its people, including with respect to the company's accounting controls or auditing matters.

Any person may report to the Audit Committee any concerns or possible violations regarding PPD's accounting, auditing, internal controls or financial reporting. Reports can be made in writing to PPD, Attn: Audit Committee, 929 North Front Street, Wilmington, North Carolina 28401. In addition, reports can be made through our Code of Conduct hotline, which can be reached in the U.S. and Canada at 1-844-279-8892 and for everywhere else at 1-770-613-6324. Employees may make a report anonymously using any of the above methods.

Notwithstanding any provision of our Code of Conduct, and notwithstanding any other confidentiality or non-disclosure agreement (whether in writing or otherwise, including without limitation as part of an employment agreement, separation agreement or similar employment or compensation arrangement) applicable to current or former employees, PPD does not restrict any current or former employee from communicating, cooperating or filing a complaint with any U.S. federal, state or local governmental or law enforcement branch, agency or entity (collectively, a "Governmental Entity") with respect to possible violations of any U.S. federal, state or local law or regulation, or otherwise making disclosures to any Governmental Entity, in each case, that are protected under the whistleblower provisions of any such law or regulation, provided that (1) in each case such communications and disclosures are consistent with applicable law and (2) the information subject to such disclosure was not obtained by the current or former employee through a communication that was subject to the attorney-client privilege, unless such disclosure of that information would otherwise be permitted by an attorney pursuant to 17 CFR 205.3(d)(2), applicable state attorney conduct rules, or otherwise. Any agreement in conflict with the foregoing is hereby deemed amended by PPD to be consistent with the foregoing.