

Gregory S. Rush

Independent Director

Executive Vice President and Chief Financial Officer, Parexel International Corporation



Independent Director Since: 2022

Committees:

- Audit & Finance (Chair)
- Compensation & Human Capital

Key Skills and Qualifications:

Mr. Rush brings more than 30 years of experience leading global financial operations within clinical research, biopharmaceutical, technology, and professional services organizations. His experience developing innovative financial management strategies, establishing robust capital structures, ensuring effective operations, and fostering leading corporate governance practices provides the Board with valuable insight on financial and operational strategies.

- **Finance / Accounting** – Developed an extensive knowledge of financial operations, capital market transactions, financial reporting, audit, and public accounting through his experience serving as CFO of public and private companies. Mr. Rush holds credentials as a Certified Public Accountant and began his professional career in public accounting, working in the audit and assurance groups at two of the Big Four international accounting firms and partnering with the national offices of both firms to address highly technical accounting matters. As an executive leader in corporate finance, Mr. Rush developed innovative compensation programs and retention strategies, increasing retention rates of clinical research staff and nurses, contributing to operational performance and significant shareholder value creation. These skills enable him to provide robust oversight of the Company's financial reporting and audit processes, as well as talent management and retention strategies.
- **M&A / Investment Banking** – Gained significant global finance experience in public and private company environments, completing over 50 debt and equity financing transactions, including private equity transactions, initial public offerings (IPOs), and secondary offerings in the public markets through his service in corporate finance leadership roles and during his tenure with both public accounting firms. During his service at Tekelec and Siebel, Mr. Rush played a key role overseeing the strategic sale of the companies to Oracle. At INC Research, Mr. Rush led the largest merger in Contract Research Organization (CRO) history at the time, creating the second-largest CRO, valued at over \$8 billion. At Parexel, he led the transformation of the company's capital structure as part of the shareholder value creation strategy, delivering over 2.5x return to shareholders in under four years.
- **Technology / Cybersecurity** – Acquired through experience overseeing and managing the information technology function as EVP and CFO at Syneos Health and currently at Parexel, where Mr. Rush oversees all IT services, including information security, process automation, data processing improvement, and AI-driven transformation of business processes.

Professional Highlights:

- **EVP and CFO at Parexel International Corporation**, a global clinical research organization, with nearly 4,000 medical doctors, physician assistants, and nurses (since 2018)
- **EVP and CFO at Syneos Health, Inc.** (formerly INC Research; acquired by an investment consortium in 2023), a biopharmaceutical services organization (2013 – 2018)
- **Tekelec** (acquired by Oracle in 2013), a developer of telecommunications products and services
 - SVP and CFO (2010 – 2013)
 - Chief Accounting Officer and Controller (2005 – 2010)
- **Senior Director of Finance, External Reporting & Acquisitions at Siebel Systems, Inc.** (acquired by Oracle in 2005), a CRM software company (2000 – 2005)
- **Corporate Controller at Opensite Technologies, Inc.** (acquired by Siebel Systems in 2000), a software solutions company (2000 – 2005)
- **Senior Director at Business Analysis and Financial Reporting, Quintiles Transnational Corp.** (now IQVIA), analytics, technology, and clinical research healthcare provider (1999 – 2000)
- **Senior Manager at PricewaterhouseCoopers LLP**, audit & assurance and risk advisory services company (1995 – 1999)
- **Manager at Ernst & Young, LLP**, a consulting, assurance, tax, and transaction services company (1990 – 1995)

Current Public Company Boards:

- None

Other Notable Board Memberships and Affiliations:

- Chair, Association of Clinical Research Organizations (ACRO), the professional association of companies that include clinical research as a major part of their business (2000 – 2022)
- Co-Founder, Telecommunications Global Financial Networking Group, a forum for telecom executives to share industry best practices and influence financial regulations (2006 – 2013)

Education:

- B.S., University of North Carolina at Chapel Hill
- M.A.C., University of North Carolina at Chapel Hill
- Certified Public Accountant (C.P.A.), North Carolina