



TRIMEDX ESG FACT SHEET

UNLOCKING POTENTIAL FOR
ALL STAKEHOLDERS

At TRIMEDX, purpose drives our business. We help healthcare systems use medical equipment more efficiently and securely by focusing on compliance, risk management, optimization of assets, and improving utilization - resulting in better patient safety and care. Ultimately, we enable providers to better serve patients and their communities. Our mission is ethical at its core and informs our approach to environmental, social, and governance (ESG) issues.

ESG is a differentiator for our clients and our associates. It's a moral imperative for our communities. And it's a necessity for the planet.

This fact sheet shares our ESG efforts as the beginning of a roadmap toward continued progress. It also serves to ensure our associates, clients, and other stakeholders know where we stand on ESG issues.

Our fact sheet is based on the Sustainability Accounting Standards Board framework for the Professional and Commercial Services industry.

SOCIAL

We respect our associates as whole people with full lives, inside and outside the workplace. We express that respect by offering industry-leading benefits, focusing on talent development & training and cultivating a welcoming and empowering workplace culture — a place where associates feel they belong. Our social values inform our approach to human capital management; health & safety; and diversity, equity, inclusion and belonging (DEIB). We value opportunities to support the greater good in our local communities, and our associates play a large role in those efforts.

We refer to our combination of programs, benefits, and rewards as the TRIMEDX Advantage: a work environment that gives our associates the material and moral support to be their best selves.

Empowering our people

Our associates' dedication makes it possible for TRIMEDX to achieve our goals. Our intense focus on supporting our people helps us live our values, attract & retain top talent, and deliver for our clients and other stakeholders — all while pursuing our dedication to continuous improvement as individuals and as an organization.

Associate development

We are dedicated to supporting an educated workforce with relevant, transferable skills. Through TRIMEDX University, we invest and deliver continuous learning opportunities for our associates. Our programs addressing personal, technical, and professional development include:

- Manager development programs
- Leadership exploration programs
- Mentor program
- TRIMEDX CE Cyber Academy
- AAMI Certification Program
- Technical training, certification, and apprentice programs
- The Department of Defense's SkillBridge Program

Additionally, we support our associates with tuition reimbursement, Associate Resource Groups, DEI training resources, and our Uniquely You Day — a paid annual day that each associate can dedicate toward personal growth, education, or enrichment activities that are important to them and coincide with our DEI journey.

We are proud that associates see TRIMEDX as a desirable employer that can help them grow their careers. Our human capital metrics meet or exceed industry benchmarks.

Offer acceptance:

82.6%¹

Training satisfaction:

4.5 (out of 5)

Internal leader promotion rate:

76%

Voluntary turnover:

13.3%



¹ Figures in this list reflect the 12-month period from July 1, 2021, to June 30, 2022.

Associate health and safety

Our Safety Committee includes representation from all areas of the business. Committee members work to reduce the risk of workplace injuries & illnesses and ensure compliance with government regulations & client requirements. Our safety metrics exceed industry standards in all areas.

Associate engagement

We regularly recognize associates for their contributions, presenting a number of annual and biannual awards for outstanding performance. Associates can also celebrate their colleagues: Over time, associates have given more than 373,000 recognitions to one another.

We survey our associates annually to assess their level of engagement and to gather feedback. Every leader has an action plan turning associate feedback into meaningful change. And our associates have noticed. In 2021, we saw a significant increase in survey respondents agreeing with the statement, "Improvements were made as a result of this survey."

2021 ASSOCIATE ENGAGEMENT SURVEY RESULTS:

89%

participation

83%

favorable engagement score



When I do an excellent job, my accomplishments are recognized"

— 14 points above benchmark²



My manager gives me regular feedback on my performance"

— 12.1 points above benchmark



The people I work with adapt to new ways of doing things"

— 11.8 points above benchmark

We are three-time recipients (in 2017, 2018 and 2021) of the Achievers' 50 Most Engaged Workplaces[®] award.³

Continuous improvement

We foster an environment of continuous improvement. The TRIMEDX Ideas Program (TIP) encourages all associates to submit and vote on ideas to improve virtually any aspect of their work life. As of May 2022, we have implemented 387 improvements via TIP.

² Benchmarks come from employee engagement firm Perceptyx.

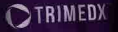
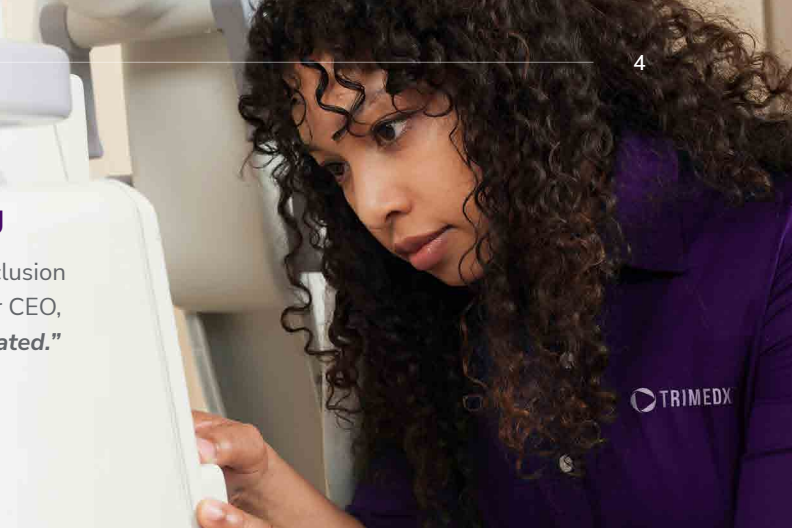
³ Did not apply in 2019 and 2020.



Diversity, equity, inclusion and belonging

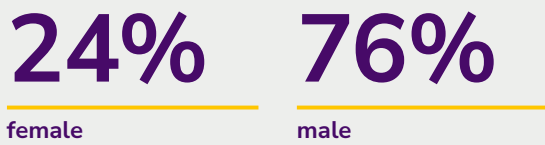
At TRIMEDX, we foster a culture built on diversity, equity, and inclusion where all our associates feel like they belong. In the words of our CEO, *“You want to go to a place where you are celebrated, not tolerated.”*

We are making TRIMEDX a place that celebrates each of our associates every day, through expanded recruitment efforts, associate development, and culture building.



Q1 2022 GENDER BREAKDOWN

Among all associates:

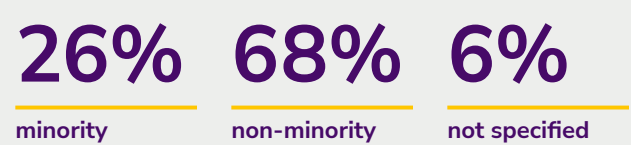


Among leadership:



Q1 2022 RACE/ETHNICITY BREAKDOWN

Among all associates:



Among leadership:



We have made great strides in DEIB and we know the journey continues. Our efforts to date include:

- ✓ Publishing the [TRIMEDX Diversity, Equity, and Inclusion Statement](#)
- ✓ Requiring unconscious bias training for all associates
- ✓ Diversifying our talent resources
- ✓ Offering the TRIMEDX Women’s Leadership conference annually since 2018
- ✓ Signing the CEO Action for Diversity & Inclusion™ pledge
- ✓ Highlighting heritage months and cultural celebrations
- ✓ Providing resources and tools to expand knowledge and facilitate conversation



Associate Resource Groups

Our associate resource groups create safe spaces for curiosity and conversation. They are central to our ongoing DEIB efforts, fostering inclusivity and yielding insights among underrepresented groups. Our current ARGs include:

- Faith In Action Associate Resource Group
- Women’s Associate Resource Group
- Minority Associate Resource Group

Competitive benefits and well-being support

We recruit and retain talented associates who help us achieve our vision. As part of our efforts, we offer competitive benefits, including:



Health and welfare benefits, including mental health support



Paid time off, including parental leave



401(k) employer contributions



Employee assistance program



Tuition reimbursement



Expanded military leave pay



Discounts and perks

Community engagement

We view the wider community as an important stakeholder in our success and regularly engage through volunteerism, community partnerships, and charitable giving. Our total community and charitable contributions exceeds over \$310,000 in 2022.

Charis

Charis is an internal group of volunteers that provides opportunities for associates to build workplace culture and partner with local nonprofits on sustainable outreach programs. In 2021, Charis spearheaded:

- Donations to seven Indianapolis nonprofit partners
- 5K run sponsorships
- Virtual blood drives
- Virtual summer challenges with weekly prizes
- Culture and engagement opportunities for associates

TRIMEDX Foundation

The TRIMEDX Foundation is committed to raising the standard of healthcare for communities in need, working in partnership with medical mission organizations. Since 2004, the TRIMEDX Foundation has supported programs that embody service with compassion, reverence, creative innovation, and integrity. In addition, every time an associate makes a successful referral for an open position at TRIMEDX, we make a contribution to the TRIMEDX Foundation.

www.trimedxfoundation.org

Supply chain

Our supply chain and supplier partnerships play a key role in our business. We are committed to diversity in our suppliers. We monitor diversity in our supplier selection process, supplier contracting process, and supplier audit procedures. In addition, we consistently monitor and audit our suppliers to ensure they are acting ethically and meeting our quality standards.

GOVERNANCE

We know that good governance is the foundation that supports the success of our efforts. Our commitment to strong governance begins with leadership and culture.

Board of Directors

Our Board of Directors, including representation from our owners, Ascension and TowerBrook Capital Partners, brings the right combination of experience and expertise to ensure appropriate governance of our business. As we grow, we are prioritizing greater diversity within the Board and among management.

Enterprise risk management

Every quarter, we update the Audit & Risk Committee of our Board of Directors on our enterprise risk management initiative. We refresh metrics across several categories on a quarterly basis, including:

- Talent and human capital
- Leadership, culture, and organizational structure
- Corporate governance
- Data governance and integrity
- Regulatory change
- Compliance management and quality controls
- Crisis communication

ESG governance

Our ESG strategy and activities are overseen by both TRIMEDX's management team and our Board of Directors. We recently expanded the charter of our Human Capital Committee, which is now known as the Human Capital & Sustainability Committee in recognition of its role in ESG governance. At the operational level, our internal ESG Committee, made up of leaders from across the business, collaborate and partner to drive the implementation of our ESG priorities.

In addition to Board governance, we have a management governance structure that enables us to seamlessly operate our business.

Professional integrity

In all our services, we act as an extension of our clients' internal team. It's our responsibility to act with integrity and exemplify values that align with those of our clients.

As part of our efforts to best serve our clients, we have implemented TRIMEDXperience, an ongoing feedback mechanism to monitor our service quality and improve our client experience. TRIMEDXperience comprises our annual Voice of the Customer program, Mobile Medical Equipment survey, and operations transactional surveys.

Corporate compliance

An internal motto at TRIMEDX is "Do the right thing, and sleep well at night." We have no tolerance for crossing into legal or ethical gray areas. Our Code of Conduct and Conflict of Interest and Disclosure Policy exemplifies our commitment to transparent corporate compliance.

We have a 24-hour integrity hotline to encourage associates to speak up if they notice any questionable ethical decisions or actions. Associates can also take their concerns to their manager, the human resources team, or the executive team. Our strict Non-Retaliation Policy ensures that associates will never be punished for raising concerns.

Our annual compliance trainings have high levels of completion and acknowledgement. They cover topics including:



Data and systems security



Anti-harassment and anti-bullying training



Workplace safety

Quality management

We prioritize world-class risk management, safety, and quality in the delivery of our services to clients. Our TRIMEDX Quality Management System embeds risk control in all parts of our business. We protect our clients' data with a comprehensive set of data security standards, policies and procedures.

INDUSTRY CERTIFICATIONS



Public policy and advocacy

Advocacy for effective patient care

We have pursued our mission to create a more effective healthcare system beyond the walls of healthcare providers, reaching out to regulators such as the Food and Drug Administration, the U.S. Congress, the Federal Trade Commission, the Joint Commission, and various industry associations.

In our advocacy efforts, we:

- Helped establish the Alliance for Quality Medical Device Servicing to serve as an independent voice and advocate for healthcare providers
- Advocate in support of Right to Repair legislation that includes medical devices
- Promote disclosure of cybersecurity vulnerabilities by original equipment manufacturers
- Serve in a leadership position on service standard and development for the Association for the Advancement of Medical Instrumentation
- Collaborate with the FDA as an expert on medical device servicing standards and regulation



Cybersecurity

Our enterprise cybersecurity is based on ISO/IEC 27001: 2013 and SOC 2 Type II requirements.



This assures our associates, clients, and partners that their confidential data is properly managed and protected. It also protects TRIMEDX and our shareholders from reputational damage.

Through medical device cybersecurity programs provided to our clients, we assist in improving their security posture. We help protect machines that are potential attack targets through real-time monitoring of connected devices, remediation, and ongoing risk assessment.

ENVIRONMENTAL

We take pride in our efforts to provide information, systems and support to help our clients utilize resources more efficiently to prolong the lifespan of critical medical equipment. We are proud to play this role, which is inherently beneficial to the environment.

Equipment lifecycle management

Our services help our clients make the best use of their medical equipment at every stage of the lifecycle, from purchasing to disposal. We do not manufacture medical equipment, so we can commit ourselves fully to the interests of our clients and their patients.



Using a proprietary tool, we assess our clients' clinical assets to determine their best use. We score each piece of equipment to determine if it's ready for replacement, upgrade, disposition, or reallocation. We effectively extend the useful lifespan of medical devices 30% longer than industry standards, on average, and expand our clients' options when it's time to dispose of equipment.



Waste reduction

Our subsidiary, Centurion Service Group, a TRIMEDX Company, reduces waste by creating a marketplace for medical devices available for resale. This approach extends devices' lifespans and reduces the need for providers to buy new equipment while also minimizing health systems' equipment costs.



Carbon emissions

Transitioning to a zero-carbon economy is necessary to stave off the worst climate outcomes, and we are committed to playing a part in that global effort.



With one corporate location and a fleet of about 200 vehicles, we are starting with a smaller carbon footprint than many other organizations in the healthcare industry. We have taken steps to reduce the emissions we do have, including making improvements to our HVAC system and installing LED motion-triggered lighting.

LOOKING AHEAD

We will continue to share updates about our ESG priorities and activities. To learn more about our initiatives or to provide feedback on our progress, please contact us at info@trimedx.com.