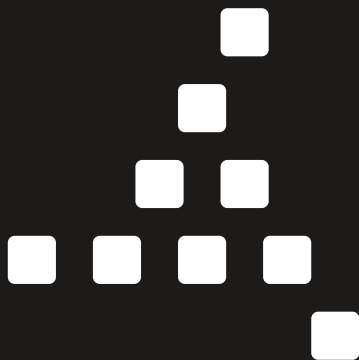


Trimedx ESG Fact Sheet

2025



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 an empowering workplace culture—a place where associates feel they belong. Our social values inform our approach to human capital management; health & safety; and workplace culture. 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 Workplace Culture: a workplace 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
- Programming designed for early-career entrants to build the NextGen HTM workforce
- AAMI Certification Program
- Technical training, certification, and apprentice programs
- The Department of War's SkillBridge Program



Additionally, we support our associates with tuition reimbursement, Associate Impact Groups, 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 collaborative workplace culture.

We are proud that associates see Trimedx as an employer of choice that can help them grow their careers. Our human capital metrics meet or exceed industry benchmarks.

Offer acceptance:

81.2%¹

Training satisfaction:

4.8 (out of 5)

Internal leader promotion rate:

62.3%

Voluntary turnover:

8.9%

¹ Figures in this list reflect a 12-month period through Dec. 31, 2025.



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 739,536 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. We have seen a consistent increase in survey respondents agreeing with the statement, "Improvements were made as a result of this survey."

2025 Associate engagement survey highlights: Results in the top 25% of industry benchmarks

90%

participation

83%

favorable engagement score

"I see a path for me to advance my career."

7% above benchmark²

"I get enough feedback to understand if I am doing my job well."

6% above benchmark²

"If I do great work, I know that it will be recognized."

8% above benchmark²

"I am rewarded fairly for my contributions to Trimedx."

4% above benchmark²

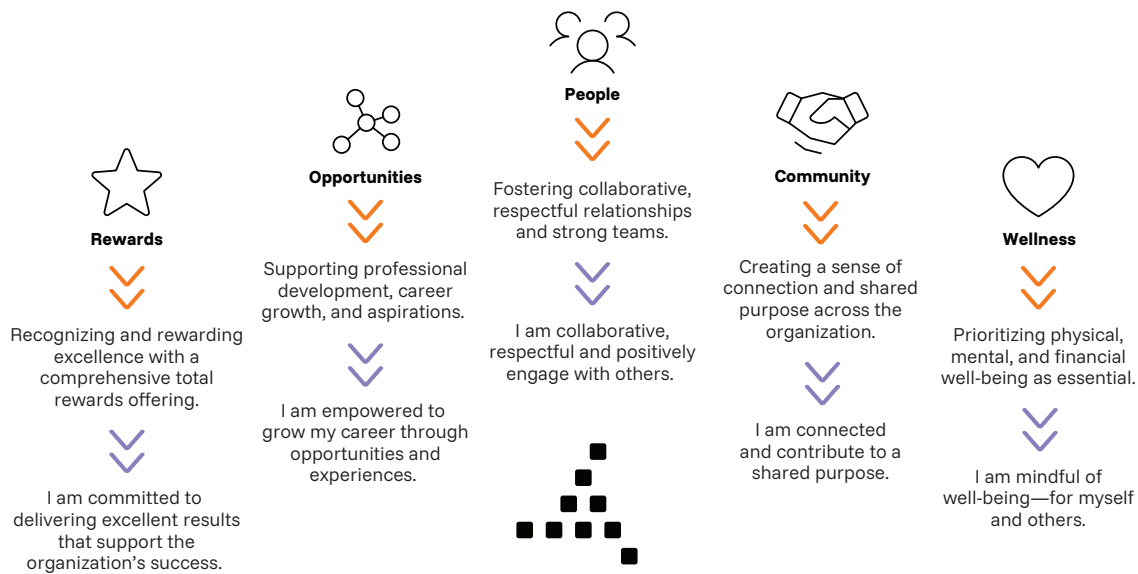


Continuous improvement

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 Dec. 31, 2025, we have implemented 2,347 improvements via TIP.

Workplace culture

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



Workplace Culture

Be brave. Be better. Be well.

Our efforts to date include:

- ✓ Increased Associate Impact Group membership by 11% year over year and member engagement by 15% in alignment with our objective to increase our focus and associate sentiment on inclusion and belonging
- ✓ Continued our annual inclusive leadership award to recognize a leader who is a pioneer for inclusion and who makes inclusion part of their business
- ✓ Hosted dedicated Associate Impact Group events focused on sharing with all our associates the value of AIG participation
- ✓ Designed and launched several learning series including Health & Wellness, Inclusive Leadership, and lunch & learns to provide valuable insights to our associates
- ✓ Provided resources and tools to expand knowledge and facilitate critical conversations
- ✓ Hosted two internal career weeks offering course options to help associates develop in their careers
- ✓ Enhanced our mental health campaign Back to You focused on reducing the stigma of mental health and providing resources to support associates
- ✓ Strengthened mentorship programs to help our associates develop and to create professional networks within Trimedx

Associate impact groups

Our Associate Impact Groups create safe spaces for curiosity and conversation. They are central to our workplace culture efforts. Our current AIGs include:

- BRIDGE: Multi-Cultural & Allies
- Faith In Action: Multi-Faith & Allies
- PRIDE: LGBTQ+ & Allies
- SERVE: Military & Allies
- Women Empowered: Women & Allies



We are four-time recipients (2017, 2018, 2021, and 2023) of the Achievers' 50 Most Engaged Workplaces® award for demonstrating leadership in leveraging innovative employee engagement and recognition tactics. Winners were selected based on Achievers' Eight Elements of Employee Engagement®: Accountability & Performance, Belonging, Equity & Inclusion, Culture Alignment, Manager Empowerment, Professional & Personal Growth, Purpose & Leadership, Recognition & Rewards, and Wellbeing.³



We were named 30th in the 2025 Top 100 North American Inspiring Workplaces and 45th in the 2025 Top 100 Global Inspiring Workplaces lists. We were also recognized with the Best-In-Class Leadership Award. The Inspiring Workplaces Group recognizes organizations with a people-first culture creating inspiring workplaces. Independent judges selected the finalists after reviewing applications that focused on six key elements: Culture and Purpose, Leadership, Wellbeing, Inclusion, Employee Voice, and Employee Experience.



Purpose Jobs, the largest community of purpose-driven startup and tech professionals, named Trimedx to its prestigious Best Places to Work in 2025 list. This recognition highlights companies headquartered or hiring in emerging tech hubs like Detroit, Cincinnati, Columbus, Indianapolis, Grand Rapids, as well as remote-first organizations. The evaluation process focused on key factors such as workplace culture, comprehensive benefits, opportunities for learning and growth, flexibility, and alignment with purpose-driven values.

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 exceeded over \$700,000 in 2025.”

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 2025, Charis spearheaded:

- Donations to six nonprofit partners
- 5K run sponsorships
- Community engagement initiatives supporting nonprofit partners through financial contributions, in-kind donations, volunteer efforts, and event participation
- Internal culture and engagement opportunities designed to strengthen connections among associates and families

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

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 |  Tuition reimbursement |
|  Paid time off, including parental leave |  Expanded military leave pay |
|  401(k) employer contributions |  Discounts and perks |
|  Employee assistance program | |

³ Did not apply in 2019 and 2020.



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.

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 the Human Capital and Sustainability Committee of the Board of Directors. 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 acknowledgment. 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 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.

Servicing standards and regulation



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.



Findings will allow us to manage emissions, set goals for data improvement, identify opportunities for reduction, and support decision making.

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. We will continue to measure our GHG footprint annually to identify additional opportunities, effectively track progress and trends, and enable consistent evaluation of our initiatives.

Scope 1 Emissions (i.e., gasoline)

Direct emissions from offices and warehouses that are owned or controlled by Trimedx.

Scope 2 Emissions (i.e., electricity)

Indirect emissions from office and warehouses that are owned or controlled by Trimedx.

Scope 3 Emissions (i.e., purchased goods and services)

The results of activities from assets not owned or controlled by Trimedx but that organization indirectly impacts in its value chain.



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.

As part of our ongoing commitment to environmental stewardship, we annually conduct a full Scope 1, 2, and 3 Greenhouse Gas (GHG) emissions inventory.

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.