



CORPORATE CITIZENSHIP OVERVIEW

2021



OUR COMMITMENT TO CORPORATE CITIZENSHIP



QUALITY AND SUSTAINABILITY

We deliver a unique and valuable offering that helps healthcare providers improve their business while they prioritize safe and efficient patient care. Prioritizing quality and safety, our operational approach inherently reduces environmental waste and enhances sustainability by extending the useful lives of the equipment we supply to healthcare providers.

Core Measures

- **Climate Change and Energy Management**
- **Product Circularity and End-of-Life Management**
- **Product Quality**
- **Product Safety**
- **Supply Chain Sustainability**
- **Waste Management**



CULTURE AND COMMUNITY

We lead by example, inspiring one another to strive for excellence, to be accountable, and to grow and develop through our work. We value diversity of backgrounds, ideas and experiences, knowing that different perspectives lead to greater connection, superior innovation and better outcomes. We seek to have a positive influence through our work and interactions, and we take pride in being part of something bigger than ourselves.

Core Measures

- **Access to Healthcare**
- **Affordability and Pricing**
- **Community Engagement**
- **Diversity, Equity and Inclusion**
- **Competitive and Fair Pay**
- **Health and Safety**
- **Human Capital Management**
- **Resilience and Dependability**
- **Supplier Diversity**



ETHICS AND GOVERNANCE

We are dependable, trusted advisors — steadfast in our commitments and ready to serve. We demand of ourselves the highest degree of accuracy, efficiency and integrity and never waver from doing what is right for customers and their patients, our team members and our shareholders.

Core Measures

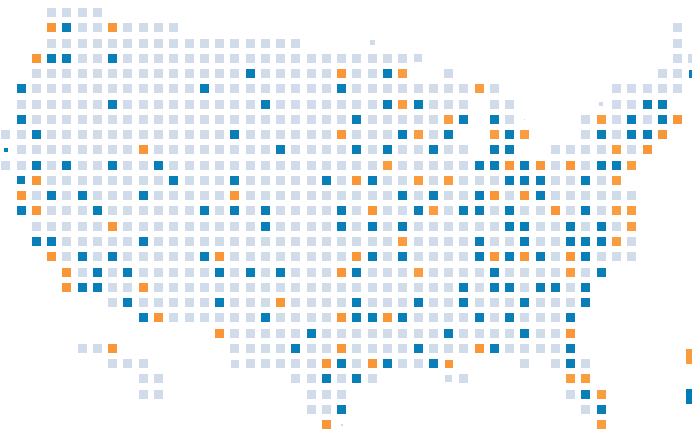
- **Board Diversity and Independence**
- **Data Security and Privacy**
- **Ethical Business Practices**
- **ESG Governance**
- **Lobbying and Advocacy**
- **Technological Innovation**

OUR REACH

5,000+
PASSIONATE
Team members

150+
SERVICE CENTERS
Across the U.S.

250,000+
OWNED AND DEPLOYED
Medical devices



Serving 9,000+
ACUTE CARE FACILITIES AND IDNs,
as well as federal, state and local government
agencies, GPOs and medical device manufacturers

- Agiliti District Service Centers
- Mobile Repair Labs

OUR IMPACT

OPTIMIZING CLINICAL OUTCOMES

We help improve patient care through our leading program offerings and standards for medical device quality, safety and support.

REDUCING WASTE AND INEFFICIENCY

We help streamline costly inefficiencies within the healthcare system — from extending the useful life of medical devices to reducing the environmental impact of deploying, maintaining and disposing of medical equipment.

IMPROVING ECONOMIC OUTCOMES

We help lower the cost burden of medical equipment ownership for healthcare providers as a means of helping strengthen the overall healthcare system's financial sustainability.

WE BELIEVE:

EVERY INTERACTION HAS THE POWER TO CHANGE A LIFE

Agiliti helps providers focus on delivering care by ensuring they have the right equipment, at the right time, maintained to the highest quality standards. We find our purpose in the privilege of serving our customers and in the opportunity to make a difference in the lives of patients.



**WE ARE BUILDING THE
PREMIER CLINICAL
EQUIPMENT
SERVICES COMPANY**



**WE ARE
ESSENTIAL
TO CUSTOMERS**



**WE ARE
EMPOWERED
AND ENGAGED**






**WE ARE
OPERATIONALLY
EXCELLENT**



**WE ARE
CREATING A
CATEGORY OF ONE**

ENVIRONMENTAL, SOCIAL AND GOVERNANCE MATERIALITY ASSESSMENT

In 2021, we coordinated a comprehensive, third-party assessment to determine the ESG topics that are most important to our stakeholders and our business. In our first year as a public company, this assessment helped us define our ESG priorities, which will guide our work as we seek to enhance our models for ESG governance, disclosure and performance over time.

	 QUALITY AND SUSTAINABILITY	 CULTURE AND COMMUNITY	 ETHICS AND GOVERNANCE	
PRIORITIZE	Product Circularity and End-of-Life Management Product Quality Product Safety	TIER 1 Diversity, Equity and Inclusion Health and Safety Human Capital Management Resilience and Dependability	Ethical Business Practices	
	MANAGE	Climate Change and Energy Management	TIER 2 Affordability and Pricing Community Engagement Competitive and Fair Pay	Board Diversity and Independence Technological Innovation
		MONITOR	Supply Chain Sustainability Waste Management	TIER 3 Access to Healthcare Supplier Diversity

OUR ESG MODEL

We identified 21 material ESG topics through our inaugural assessment process. The matrix above details these topics and their relative importance according to our assessment findings. For Tier 1 topics, our approach is to pursue robust strategies and oversight of key business opportunities with significant impact. For Tier 2 and Tier 3 topics, we will seek to improve oversight, manage material risks, and communicate our performance with a focus on continuous improvement.

As we enhance our ESG strategy, we will continue to manage, monitor and report on the issues identified in this exercise and to periodically update this assessment to ensure our ESG strategy meets the evolving needs of our stakeholders and business. We welcome and value feedback from our stakeholders, including our customers, team members and shareholders, as we continue to evolve our ESG strategy. To comment, submit questions, or learn more about sustainability at Agiliti, please contact ir@agilitihealth.com.

GENERAL ESG DISCLOSURES

DESCRIPTION	COMMENT / LOCATION
Organizational Profile	
Name of the organization	Agiliti
Activities, brands, products and services	https://www.agilitihealth.com/
Location of headquarters	Minneapolis, MN
Location of operations	Nationwide
Number of employees	5,000+
Strategy	
Key impacts, risks and opportunities	See our annual report (pg. 22)
Financial and operational insights	See our latest quarterly results

ESG GOVERNANCE



BOARD OVERSIGHT OF ESG:

The Nominating and Corporate Governance Committee was **chartered** to govern the Company's strategies, activities, policies and communications regarding ESG-related matters and makes recommendations related to ESG risks and opportunities. The Committee reviews guidelines, documents and policies, and recommends changes, as needed, to further guide and strengthen the Company's ESG strategic framework.

The Compensation Committee charter describes how it guides the Board in its oversight of human capital management, including corporate culture, diversity and inclusion, recruiting, retention, attrition, talent management, career development and progression, succession, and employee relations.

The Audit Committee monitors enterprise-wide compliance and oversees risk management. Its charter is available [here](#).

QUALITY AND SUSTAINABILITY

DESCRIPTION	COMMENT / LOCATION
Climate and Energy Management	
Description of our approach to climate and energy management	We are committed to environmental stewardship and continually seek ways to reduce our energy consumption and associated carbon emissions. One of our most effective strategies has been our management of fleet vehicle mileage. By monitoring our vehicles through telematics and implementing safe driving policies, we have significantly reduced our vehicle energy consumption and carbon intensity. We estimate an annual reduction of -10 percent in fleet vehicle emissions on a per-mile basis over the last two years. We also work with our warehouse partners to realize energy savings whenever possible, including, for example, those based on the ongoing installation of energy-efficient lighting and insulation enhancements. For more information, see our Environmental Policy .
Energy management	Electricity consumption: 162.2 MWh ¹ Percentage of electricity from renewable sources: 25 percent ² Diesel consumption: 1,521,171.6 gallons ³ Natural gas consumption: 11,425 therms ⁴
Greenhouse gas emissions	Direct (Scope 1) Emissions: 13,554.5 metric tons CO ₂ e ⁵ Indirect (Scope 2) Emissions from electricity: 74.4 metric tons CO ₂ e ⁶
Product Circularity and End-of-Life Management	
Description of our approach to product circularity and end-of-life management	Our standards and practices related to product quality and device maintenance have been shown to help extend the useful life of medical equipment and reduce product waste, creating positive outcomes for patient care and the environment. We actively manage end-of-life protocols for medical devices, including responsible disposal according to manufacturer instructions or donations to other global health facilities where products may continue to be used.
Total units of equipment disposed and sold to customers, extending their useful life [SASB: HC-MS-410a.2]	Agiliti disposed of 32,316 units of equipment in 2021. Of that, a total of 18,420 units were sold to customers (57 percent), extending their useful life.
Management of environmental and health considerations associated with chemical use [SASB: HC-MS-410a.1]	Agiliti maintains a chemical approval process, as part of its quality management systems, for all chemicals used in the cleaning and maintenance of medical equipment. In addition, we have made improvements in green cleaning practices by sourcing cleaning products that are more environmentally responsible. Chemicals in use are primarily sourced from Diversey and are all registered with the United States Environmental Protection Agency (EPA). Diversey has launched a sustainability strategy focused on protecting, caring, and sustaining with both 2030 goals and near-term goals. Find more at Diversey Sustainability . Agiliti maintains strong hazardous material handling and disposal policies for all identified hazardous materials. We work with licensed hazardous materials disposal providers for all identified substances and comply with all state-specific requirements as well as the U.S. EPA Resource Conservation and Recovery Act (RCRA) for laws and regulations.

1. Operational boundaries for electricity consumption from 4 of 5 manufacturing sites.
 2. Proportion of renewable energy from local (Midwest) grid sources.
 3. Operational boundaries for diesel consumption is Agiliti's telematic device monitored fleet vehicles, representing -75 percent of Agiliti's total vehicle fleet.
 4. Operational boundaries for natural gas consumption from 4 of 5 manufacturing sites.
 5. Operational boundaries for scope 1 emissions is Agiliti's telematic device monitored fleet vehicles, representing -75 percent of Agiliti's total vehicle fleet.
 6. Operational boundaries for scope 2 emissions is electricity consumption from 4 of 5 manufacturing sites. Emissions factors were taken from the EPA Greenhouse Gas (GHG) Emission Factors Hub for grid electricity emissions factors.



QUALITY AND SUSTAINABILITY

DESCRIPTION	COMMENT / LOCATION
Product Safety and Quality	
Description of our approach to product safety and quality	We are committed to the highest standard of medical device quality management, supported by our ISO 13485:2016 certification and backed by a first-class quality management system. Our owned equipment fleet is maintained and repaired with original equipment manufacturer (OEM) parts and standards, and we treat each device in our care as if it were to be used for a member of our own family. Find more on our commitment to quality and ISO 13485:2016 certification .
Product safety, quality supply chain safety and quality risk mitigation	The longevity and performance of our devices — and our quality guarantee to customers — are backed by our exclusive use of new, original equipment manufacturer (OEM) parts (except for detailed exceptions) when repairing or maintaining medical devices. Our Purchasing department follows internal quality management guidelines, ensuring compliance with purchasing parts from our approved suppliers.
Employee training on product quality control	Our leading quality control training and procedures for medical equipment repair enables us to extend the useful life of medical equipment through routine and regular preventive maintenance, testing and controls to ensure equipment is maintained to the highest quality standard in the industry. Required training and certification is delivered regularly to employees.
Supply Chain Sustainability	
Efforts to maintain traceability within the distribution chain [SASB: HC-MS-430a.1]	We maintain strict requirements and approval processes for the medical equipment and parts that we utilize. We favor OEM parts to repair medical devices that are registered with the FDA. Higher-risk medical equipment that requires FDA registration and oversight is repaired and maintained with only OEM-qualified parts. In order to enhance traceability within our supply chain, we are working to expand the questionnaire used for our supplier approval process to screen for sustainability-related qualities.
Management of risks associated with the use of critical materials [SASB: HC-MS-430a.3]	Agiliti does not support the use of minerals that are illegally mined, transported or traded. Our commitment includes developing processes to prevent the use of Conflict Minerals in our operations, excluding any products or any Conflict Minerals that are not DRC Conflict Free, expecting suppliers to develop policies and processes that provide reasonable assurance of conflict-free sourcing claims, as needed, and requesting suppliers comply with third-party auditing to verify claims of conflict-free sourcing. See our Conflict Minerals Policy for more information.
Percentage of 1) entity's facilities and 2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality [SASB: HC-MS-430a.1]	Agiliti holds a differentiated position in our field of work as it relates to medical device quality, as evidenced by our certification to ISO 13485:2016. 1) All of our operations are certified to ISO 13485:2016. 2) 60 percent of our top suppliers are ISO 14001 certified.
Waste Management	
Description of our approach to waste management	We are dedicated to operating in ways that reduce waste as part of our commitment to environmental stewardship and to enhancing efficiency for our customers. We maintain rigorous waste management procedures through refurbishment, diagnostics and testing that extend the useful life of medical device inventories — reducing waste for our company and the overall healthcare system. We maintain an important commitment to purchase only new equipment when adding to our owned inventory, and we have robust protocols in place for the disposal and management of hazardous products through our partnerships with local waste management companies for recycling.
Total waste disposed, percentage recycled, percentage hazardous	In 2021, our estimated total waste disposed was 5,333 tons, of which we recycled roughly 33 percent.

CULTURE AND COMMUNITY

DESCRIPTION	COMMENT / LOCATION
Community Engagement	
Description of community partnerships	We maintain active, ongoing partnerships with more than 75 national and global nonprofit organizations and offer matching donation programs and year-round volunteer opportunities for our team members. Our community giving programs are jointly managed by our Chief Human Resources Officer and the grassroots efforts of our volunteer Charity Committee made up of team members from across the Company.
Philanthropic donations	<p>Agiliti is committed to being a good corporate citizen, both locally and globally. For example, the Company supports local health systems during times of increased and unexpected need by donating equipment in communities responding to and recovering from the impact of natural disasters or other emergencies. When it can, Agiliti also supports global health systems by donating medical devices to hospitals and clinics in underserved areas or to providers in low-income countries with need.</p> <p>Additionally, Agiliti empowers its team members to work together in service to their communities through respected nonprofit organizations. Opportunities include our annual company-wide Summer of Caring program which results in hundreds of hours of volunteered time and thousands of dollars in donations, many of which are doubled through company matches.</p>
Competitive and Fair Pay	
Description of initiatives to provide competitive and fair pay	In 2021, we conducted a comprehensive compensation study spanning all roles and geographic markets and partnered with a third party to assess and revise our compensation structure, as needed, to ensure our compensation practices remain competitive. Agiliti conducts similar compensation studies on an annual basis. We provide regular training for leaders and team managers as well as periodic, detailed total rewards statements to ensure our people understand their total compensation and benefits.
Diversity, Equity and Inclusion	
Description of our approach to and managerial oversight of diversity, equity and inclusion	Our Diversity, Equity and Inclusion Policy guides our approach to DE&I, including protections of stated groups, employee training and attention to hiring practices. Our efforts to advance equity and inclusion and sustain the diversity of our team and culture are managed at the executive HR level by our vice president of DE&I.
Unconscious bias training	To reduce the likelihood that bias might impact decisions by our leaders, Agiliti launched the first phase of its unconscious bias training program for all manager-level (and above) leaders and executives. In 2021, approximately 50 percent of all Agiliti managers completed this training.
Employee demographics	Tracking demographic data helps us monitor diversity efforts and contributes to a more diverse work environment. As of year-end 2021, more than 40 percent of our workforce self-identified as members of racial or ethnic minority groups. See our recent EEO-1 Report for the complete and latest data. Please also read our Equal Opportunity & Affirmative Action Policy .

CULTURE AND COMMUNITY

DESCRIPTION	COMMENT / LOCATION
Human Capital Management	
Description of our approach to human capital management	At Agiliti, our people are our most important asset and are fundamental to achieving our core belief. We place great value in hiring talented people who share our values, and we encourage our employees to grow their skills and advance their career goals. The following sections describe our key strategies to attract, develop and retain our talented team.
Employee engagement score	Agiliti prioritizes the engagement of its people and regularly gathers employee feedback to ensure Agiliti is a place where our people are proud to work. Our latest employee engagement survey rating of 72 (as of April 2022) places us near the “extraordinary company” benchmark according to third-party engagement indices.
Employee recognition	Recognition is part of our culture. We seek to promote the accomplishments and service of our team members through various, year-round programs. Our premier recognition program — the Agiliti Legend Award — is a peer-nominated, annual program that seeks to name and celebrate our most esteemed team members and to promote and learn from their examples as role models.
Internal hiring	Agiliti is proud to support our employees in their pursuit of individual career goals and in their interest in long-term, meaningful careers at Agiliti. In 2021, we filled 30 percent of our positions internally.
Benefits provided to employees	Agiliti offers comprehensive and competitive Total Rewards packages that aim to support our team members' health and well-being at work and at home. See our Careers page for a description of our employee benefits.
Employee Stock Purchase Plan (ESPP)	Regular full-time, part-time and temporary employees are eligible to participate in our ESPP as a way of sharing in the growth and success of the Company. As of December 2021, 30 percent of our team members participate in the Agiliti ESPP.
Number of veterans employed	We are a proud and active employer of current and former members of the armed services, who support our shared drive to follow through on objectives and make a positive impact through unwavering service. We have a dedicated recruiter who assists in military recruiting nationwide and we partner with several veteran transitioning associations to help service members find meaningful careers with Agiliti. Monitoring the number of veterans in our employ helps us assess how we are supporting members of the uniformed services in their transition to civilian life and in their experience in the workplace. In 2021, 10 percent of our employees had declared Veteran status.
Initiatives for talent recruitment	Our recruiting strategies include the grassroots and outsourced efforts of our Talent Acquisition team, which is fully dedicated to attracting and recruiting talented candidates to Agiliti. The team oversees company participation in career fairs and virtual career fairs to promote opportunities to internal candidates, the marketing of opportunities via the company career site and various online platforms, and a robust employee referral program yielding 23 percent of new hires as of 2021.
Total number of employees	5,000+
Performance-based component pay	All full-time and part-time employees at Agiliti are eligible to participate in one or more annual, performance-based incentive plan(s).

CULTURE AND COMMUNITY

DESCRIPTION	COMMENT / LOCATION
Human Capital Management (continued)	
Description of talent development strategies	<p>We offer extensive onboarding training to our new hires and provide meaningful training opportunities to individuals in all departments and across all levels. We partner with Franklin Covey to offer an extensive curriculum of on-demand training and resources, and we have highly developed career development programs designed to help our team members build and grow meaningful careers at the Company while supporting a healthy rate of retention. We also support our team's development through our annual performance review process which includes goal setting, quarterly reviews of both individual and team progress, and regular check-ins that promote a culture of open feedback.</p> <p>Agiliti also develops talent through its participation in the Department of Defense (DoD) SkillBridge program. Since 2020, Agiliti has been an authorized DoD SkillBridge organization, providing professional development opportunities to veterans through our Medical Equipment Technician internship program. The Agiliti SkillBridge program provides members of the uniformed services the opportunity to receive hands-on Clinical Engineering training in repairing and maintaining medical equipment — and our national footprint of Agiliti Service Centers (150+) allows us to host interns in nearly every market in the U.S.</p>
Health and Safety	
Description of our health and safety commitments	<p>Agiliti is committed to providing a safe place to work where team members feel supported and protected. We offer comprehensive health and wellness benefits, and our team members are trained annually on safe work practices and procedures. Agiliti has policies and procedures in place to ensure compliance with applicable safety regulations, including (but not limited to) hazard communication, personal protective equipment, bloodborne pathogens and powered industrial trucks.</p>
Number of workplace fatalities	Zero reported in 2021
Resilience and Dependability	
Description of efforts to support the resiliency and dependability of the U.S. healthcare system	<p>Agiliti is an essential service provider to the U.S. healthcare industry with solutions that support a more efficient, safe and sustainable healthcare delivery system. Our program offerings have shown to help lower costs, reduce waste and support optimal patient outcomes. We help extend the useful life of our customers' equipment through refurbishment and maintenance programs, and our equipment management programs help guide customers in right-sizing their medical equipment fleet to optimal levels. We are proud partners to federal, state and local government agencies for whom we help manage emergency medical equipment stockpiles. We are able to rapidly mobilize equipment nationwide or to local areas during times of critical peak need or emergent demand.</p>
Supplier Diversity	
Description of our approach to monitoring supplier diversity	<p>Diverse suppliers comprised 13 percent of our vendor partnerships as of December 2021, representing primarily women-owned, veteran-owned and small businesses. The majority of our suppliers are original equipment manufacturers, which limits our current choices as they relate to diverse supplier partnerships. We ensure that all Agiliti suppliers maintain the highest standards of ethics, quality and compliance as detailed in our Supplier Code of Conduct.</p>

ETHICS AND GOVERNANCE

DESCRIPTION	COMMENT / LOCATION
Board Diversity and Independence	
Description of our approach to board diversity and independence	Our Nominating and Governance Committee has oversight regarding nominations of directors and is responsible for identifying and screening qualified individuals as well as assessing annually whether the composition of the Board as a whole reflects the appropriate balance of independence, sound judgment, business specialization, technical skills, diversity (including race, ethnicity, gender and age) and other desired qualities.
Percentage of independent board members	89 percent
Percentage of women board members	22 percent
Percentage of underrepresented minority board members	11 percent
Data Security and Privacy	
Information security policy and systems audits	We conduct regular risk assessments of our cybersecurity and Health Insurance Portability and Accountability Act (HIPAA) posture. The results of these assessments, as well as other metrics designed to monitor the health of our program, are presented by our management team to a designated committee of our Board of Directors on a periodic basis.
Employee training	In addition to annual training in information security, privacy, and compliance, we conduct monthly phishing awareness and prevention training for all employees to help reduce the risk of data security breaches.
Alignment to external standards	Our comprehensive cybersecurity and privacy program includes technical and process controls designed to comply with the National Institute for Standards Cybersecurity Framework (NIST 800-53). The program includes appropriate policies governing the use and protection of data by Agiliti employees that comply with applicable laws including the U.S. Health Insurance Portability and Accountability Act of 1996 (HIPAA).
Number of data breach incidents	Agiliti has not experienced a material breach of data in the last 24 months. Our program includes a robust incident response procedure that includes reporting of incidents in accordance with applicable laws and regulations.

ETHICS AND GOVERNANCE

DESCRIPTION	COMMENT / LOCATION
Ethical Business Practices	
Description of code of ethics [SASB: HC-MS-510a.2]	The Agiliti Code of Conduct details our commitments to the highest ethical standards in the way we conduct our business and in the way we conduct our relationships both inside and outside of the workplace.
Bribery and anti-corruption policy [SASB: HC-MS-510a.1]	Agiliti has not experienced monetary losses as a result of legal proceedings associated with bribery or corruption. Review our Anti-Corruption Policy for details on our standards and commitments.
Audits of ethical standards	The Audit Committee reviews the Company's compliance with applicable laws and regulations and oversees the Company's policies, procedures and programs designed to promote and monitor legal, ethical and regulatory compliance. As needed, the committee has the authority to retain independent counsel or advisors to conduct an audit of the Company's ethical standards. Complete detail can be found in our Audit Committee Charter .
Whistleblower protection	The Audit Committee oversees the Company's Whistleblower Policy and has established guidelines and procedures for the reporting and review of concerns regarding questionable accounting, internal accounting controls, auditing matters, compliance with regulatory requirements, and the Company's Code of Conduct. The policy applies to all directors and employees of the Company. We have a formal confidential and anonymous Whistleblower Hotline. Complete detail can be found in our Whistleblower Policy .
Employee training on ethical standards	We maintain a rigorous compliance system and accountability to the highest standards of ethical business conduct supported by annual companywide training and employee certification.
Anti-corruption policy for suppliers	Agiliti maintains a zero-tolerance policy on corruption and prohibits anyone conducting business on our behalf, including suppliers, from offering or making improper payments of money or value to government (U.S., state, local or foreign) officials, political parties, candidates for public office or other persons. This includes the offer and/or receipt of any bribe or kickback to and/or from any customer, supplier or others.
Anti-money laundering efforts	We maintain internal controls over financial reporting to ensure compliance with the Sarbanes-Oxley Act (SOX).

MATERIAL TOPICS AND DEFINITIONS

MATERIAL TOPICS	DEFINITION
Topics to Prioritize	
Diversity, equity and inclusion	Diverse representation across the global workforce and maintaining an environment where employees feel welcomed, respected, supported, and invited to participate and succeed.
Ethical business practices	Conducting our business in an ethical way that not only complies with all regulations, but also protects and builds the Company's reputation as a responsible business. This includes promoting competitive behavior; working against corruption, extortion, and bribery; paying taxes; and encouraging the use of ethics hotlines and grievance mechanisms, etc.
Health and safety	Safety of Agiliti employees from hazardous substances, workplace accidents, and chronic or acute health impacts.
Human capital management	Ability to attract and retain global skilled talent. This includes acquisition of talent; retention, training and development; succession planning; responsible approaches to downsizing; and redeployment of workforces. Active participation of employees in company activities, employees' full involvement in and enthusiasm for their work, and overall satisfaction and motivation of employees.
Product circularity and end-of-life management	Circularity of our products, as well as maximizing useful life, responsible care, disposal, recycling and reuse at the end of their useful life.
Product quality longevity and performance of our products	Systems to ensure products are maintained and are operational in accordance with best practices and our own high standards.
Product safety	Safety of our products and services for customers and patients. Systems to mitigate safety risks and adherence to best practices in product safety management.
Resilience and dependability	Ability to respond quickly to customer needs in the face of disasters and other severe events to provide quick recovery. Being agile with customer requests for equipment or services across our customer base and having strong systems to coordinate, mobilize and deploy nationwide.
Topics to Manage	
Affordability and pricing	Optimizing products and services to ensure fair and competitive pricing. Disclosure and transparency of our pricing that enable consumer protection.
Board diversity and independence	Independence and diversity of our Board of Directors.
Climate and energy management	Our total energy use and use of renewable energy in operations. Greenhouse gas (GHG) emissions from our operations, including direct activities (Scope 1), purchased energy (Scope 2), and supply chain emissions (Scope 3). Also referred to as carbon emissions. The physical and financial risks and opportunities of climate change for Agiliti (e.g., extreme weather events, natural disasters; and increased energy costs), and our ability to recover from and manage climate risks across its operations and supply chain.
Community engagement	Building long-term value in communities where Agiliti employees live and work. Investing in local communities via job creation, workforce development, volunteering and charitable contributions.
Competitive and fair pay	Providing employee wages that afford a normal standard of living and remain competitive among peers and competitors. Equal compensation across comparable positions. Diligence to the compensation of historically underpaid groups, including pay discrimination based on gender, sexuality, disability, race or ethnicity.
Technological innovations	Development of new technologies and service offerings to enhance customer experiences, business growth, and environmental and social impact.

MATERIAL TOPICS AND DEFINITIONS

MATERIAL TOPICS	DEFINITION
Topics to Monitor	
Access to healthcare	Equal access to our products and services across healthcare systems, geographies, socio-economic factors, diverse groups and other demographics.
Data security and privacy	Protecting information managed by Agiliti from unwanted parties and unauthorized access, such as security threats and cyberattacks. Ensuring customer, employee, and corporate data are being collected, analyzed, stored, shared and transferred in a secure manner that upholds privacy and protects personal data from unwanted parties.
ESG governance	Oversight of ESG issues at the highest level of the organization.
Lobbying and advocacy	Transparency of lobbying the efforts and the alignment of our ESG commitments and lobbying practices, including efforts to influence public policy development through direct engagement or through multi-stakeholder associations or initiatives.
Supply chain sustainability	Environmental issues in the supply chain due to activities from our suppliers, such as ecological degradation; significant consumption of water, energy, and other natural resources; and significant greenhouse gas emissions, and waste outputs. Due diligence, transparency, reporting and certification to provide assurance of environmental responsibility in the supply chain.
Supplier diversity	Diverse representation across our Tier 1 and Tier 2 suppliers.
Waste management	Solid waste generation and disposal in our operations, including appropriate disposal of e-waste and measures to reuse and recycle products and parts. Hazardous waste generation and safe disposal in our operations.

ABOUT AGILITI

Agiliti is an essential service provider to the U.S. healthcare industry with solutions that help support a more efficient, safe and sustainable healthcare delivery system. Agiliti serves more than 9,000 national, regional and local acute care and alternate site providers across the U.S. For more than eight decades, Agiliti has delivered medical equipment management and service solutions that help healthcare providers reduce costs, increase operating efficiencies and support optimal patient outcomes.

Questions or comments?
Please contact ir@agilitihealth.com

