



# CORPORATE CITIZENSHIP REPORT

2022



# ABOUT THIS REPORT

Unless otherwise stated, this report covers Agiliti, Inc. and its subsidiaries representing data for the calendar year 2022 (January 1, 2022 – December 31, 2022). This report may include data from previous years to show trends where necessary.

This report is aligned with leading global frameworks including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) Health Care Delivery Sustainability Standard, the United Nations Sustainable Development Goals (UN SDGs), and the Taskforce on Climate-Related Financial Disclosures (TCFD). As frameworks and regulatory expectations continue to evolve, we remain steadfast in our commitment to transparency in reporting on our ESG strategy, initiatives, and progress.

Our strategy and approach to corporate citizenship is rooted in a detailed understanding of those matters most material to Agiliti, its customers, team members, shareholders and other stakeholders. In 2021, we completed an inaugural third-party materiality assessment in which, through a series of stakeholder interviews, we identified the material ESG topics that are most critical to our business and society. These insights will continue to inform our ESG strategy for the coming years. You can find additional details on this materiality assessment on page 9 of this report.

In 2022, we prioritized our focus and investment on our most significant areas of impact and opportunity. Special attention and resources were directed toward programs that advance diversity, equity and inclusion; employee health and safety; human capital management; environmental stewardship; and governance. Guided by the results of our materiality assessment, we will provide information about our ESG strategy and highlight our performance and progress throughout this report.

Our current processes are designed to ensure reporting accuracy on our key performance indicators. ESG reporting at Agiliti is completed in partnership with an internal ESG Steering Committee and is reviewed and approved by our Senior Leadership team and Board of Directors. We seek to continually improve these processes on an ongoing basis as we evolve our reporting and programming in line with internal commitments and external requirements. Various data tables can be found in the appendices. The data in this report has not been externally assured by a third-party verification body.

More information about our corporate citizenship efforts can be found on our investor relations website. If you would like to provide feedback on this report or on our sustainability efforts, please contact [ir@agilitihealth.com](mailto:ir@agilitihealth.com).

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# LETTER FROM THE CEO



As one of the leading providers of manufacturing, maintenance, and mobilization of mission-critical medical devices, Agiliti strives to help create a more efficient and sustainable healthcare system. Since our founding more than 80 years ago, we have taken this responsibility seriously and have made quality, safety and sustainability among the central benefits of our value proposition. As we evolve and grow, we recognize the vital role that environment, social, and governance (ESG) strategy holds within our business, and its relevance to our customers and stakeholders.

Motivated by our belief that ***every interaction has the power to change a life***, our teams strive to have a positive impact on society. Managing ESG risks and opportunities and ensuring the long-term sustainability of our business is integral to that commitment. In 2022, we continued to enhance our approach to good corporate citizenship. We are proud to share our progress to date and further outline our strategy and commitments in this inaugural report.

**“ We have designated our ESG efforts Corporate Citizenship, as we believe it is our duty as a company to be responsible stewards of the planet, respectful leaders of people, and active participants in our communities. ”**

Within this report, you will find illustrative examples of how we are growing as a company and aligning that growth with the interests and ideals of our many stakeholders. We thank you for joining us on this journey.

Sincerely,

Tom Boehning  
Chief Executive Officer

**10,000+**  
**CUSTOMERS**

Acute care facilities and IDNs, city, state and federal government, GPOs and device manufacturers

**5,500+**  
**TEAM MEMBERS**

4,700+ field sales and service experts supporting our customers every single day

**300,000+**  
**MEDICAL DEVICES**

Owned and deployed across the country

**150+**  
**LOCAL MARKET SERVICE CENTERS**

1,700+ specialized delivery fleet and 275+ mobile service labs

# 2022 ESG AND CORPORATE CITIZENSHIP HIGHLIGHTS



## QUALITY AND SUSTAINABILITY

- Continued to drive efficiency in our fleet vehicle management system and safety tracking.
- With the help of a third-party, quantified Scope 1 and 2 emissions and identified enhancements to emissions monitoring.
- Completed a Scope 3 emissions screening exercise to better understand company-specific Scope 3 categories and identify resources necessary to quantify and report within our value chain.
- We proudly report that our operations do not generate a significant amount of waste. In 2022, total waste generated from our manufacturing operations was 77,477 tons of which Agiliti recycled approximately 99%.



## CULTURE AND COMMUNITY

- 50% of leadership roles were filled internally in 2022.
- 40% of our employee population identifies as ethnically diverse.
- 58% of Agiliti manager-level leaders and above have completed Unconscious Bias training as of 2022.
- More than \$30,000 donated to community nonprofits in 2022.



## ETHICS AND GOVERNANCE

- 89% of our board members are independent.
- All Agiliti employees completed rigorous, annual compliance training in 2022.
- We experienced zero material cybersecurity breaches in 2022.
- Our cybersecurity program includes policies governing the use and protection of data by Agiliti employees and which comply with applicable laws to include the U.S. Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the National Institute for Standards Cybersecurity Framework (NIST 800-53) which provide guidelines and best practices to manage cybersecurity risk.

# OUR BUSINESS

WE BELIEVE:

# EVERY INTERACTION HAS THE POWER TO CHANGE A LIFE

**Our Aspirations:** We strive to make positive impressions on the lives and business of those we serve and within our broader local and global community. We honor our responsibilities to our many stakeholders, who include customers and their patients, our team members and shareholders. In that spirit, we seek to demonstrate our commitment to strong corporate citizenship through purposeful actions and meaningful results.



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

# OUR REACH

**5,500+**

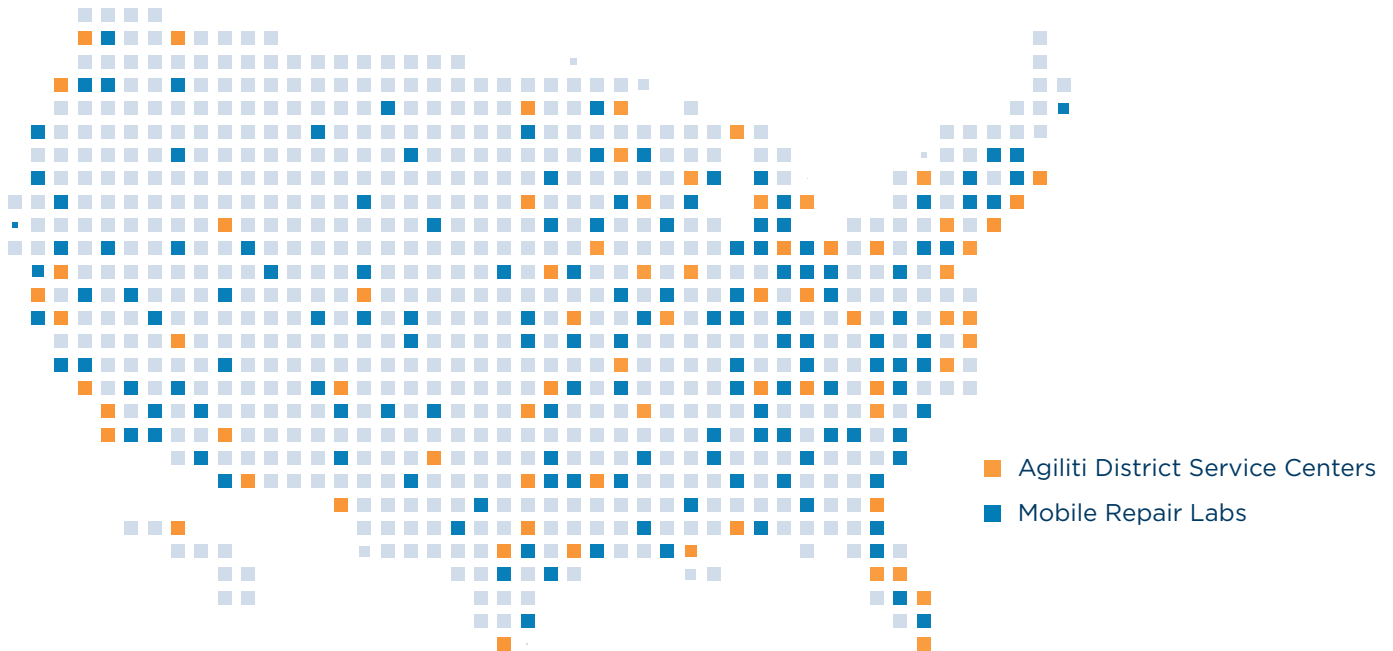
**PASSIONATE**  
Team members

**150+**

**SERVICE CENTERS**  
Across the U.S.

**350,000+**

**OWNED AND DEPLOYED**  
Medical devices



**Serving 10,000+**

**ACUTE CARE FACILITIES AND IDNs,**  
as well as federal, state and local government  
agencies, GPOs and medical device manufacturers

# OUR IMPACT

At Agiliti, our service and product offerings deliver powerful benefits to the nation’s healthcare industry. Within the lens of corporate citizenship, we define our impact in three key areas in alignment with the United Nations Sustainable Development Goals (SDGs). Throughout this report, we share case studies that further illustrate our work and alignment with these goals and have included further detail in the appendix.

UN SDG Alignment			
United Nations Sustainable Development Goal (UNSDG)	Ensure Healthy Lives and Promote Well-being for all at all ages 	Promote sustained, inclusive and sustainable economic growth 	Ensure sustainable consumption and production patterns 
<b>UN SDG Indicator</b>	3.d Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks	8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, with developed countries taking the lead	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse
<b>Agiliti Theme</b>	<b>Optimizing Clinical Outcomes</b>	<b>Improving Economic Outcomes</b>	<b>Reducing Waste</b>
<b>Description of Agiliti Alignment</b>	We improve patient care through our leading program offerings and standards for medical device quality, safety, and support. 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 rapidly mobilize equipment nationwide or to local areas during times of critical peak need or emergent demand. See the Resiliency and Dependability section of this report for case studies on how we support this SDG.	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. Our internal policies are guided by our commitment to ensure good governance, business ethics, environmental responsibility, and the rights of all people. This commitment extends beyond Agiliti’s processes and practices to those in our supply chains. We are also supporting this SDG through achieving higher levels of economic productivity through diversification, technological upgrading, refurbishment, and innovation in the medical service industry. See the Resiliency and Dependability section of this report for case studies on how we support this SDG.	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. We actively manage end-of-life protocols for medical devices, including responsible disposal, recycling, and refurbishment according to manufacturer instructions or donations to other global health facilities where products may continue to be used. In 2022 our operations recycled approximately 99% of waste generated, of which approximately 95% was scrap metals driven by clean out of obsolete products and manufacturing metals. We additionally align to this SDG through integrating sustainability practices across our communication channels and working closely with our executive team to incorporate ESG into our business operations and model.



# OUR APPROACH TO ESG

## MATERIALITY




Our approach to ESG and Corporate Citizenship is rooted in our understanding of materiality. We believe that engaging with our stakeholders regularly and aligning our strategy to meet mutual challenges strengthens our business, reduces risk, and improves our relationships with customers, communities, shareholders, and other key groups.

In 2021, we conducted a comprehensive, third-party inaugural assessment to determine the ESG topics that are most important to our stakeholders and our business. This assessment helped us define our ESG priorities and guide our work in 2022 as we seek to enhance our models for ESG governance, disclosure, and performance over time.

### Materiality Matrix

We engaged a third-party vendor to conduct a series of interviews across our stakeholder groups in order to assess the importance of 21 ESG topics on Agiliti's business. The following matrix 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 continued to enhance our ESG strategy in 2022, we have made significant progress on how we manage, monitor, and report on the issues identified in this exercise and intend to periodically update this assessment to ensure our ESG strategy meets the evolving needs of our stakeholders and business. For this ESG Report, we have highlighted our tier 1 topics and indicated areas of opportunity moving forward.

	 <b>QUALITY AND SUSTAINABILITY</b>	 <b>CULTURE AND COMMUNITY</b>	 <b>ETHICS AND GOVERNANCE</b>
<b>MONITOR</b>	Supply Chain Sustainability Waste Management	Access to Healthcare Supplier Diversity	Data Security and Privacy ESG Governance Lobbying and Advocacy
	Climate Change and Energy Management	Affordability and Pricing Community Engagement Competitive and Fair Pay	Board Diversity and Independence Technological Innovation
	Product Circularity and End-of-Life Management Product Quality Product Safety	Diversity, Equity and Inclusion Health and Safety Human Capital Management Resilience and Dependability	Ethical Business Practices

# 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 APPROACH TO ESG

## ESG GOVERNANCE



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.

The **Audit Committee** monitors enterprise-wide compliance and oversees risk management. It 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. It also 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.

# QUALITY AND SUSTAINABILITY

The Quality and Sustainability pillar houses our environmental and product related ESG topics. Product circularity and end-of-life management, product safety, and product quality were deemed priority ESG topics by our stakeholders given their strong correlation to our operations. Climate change and energy management, supply chain sustainability, and waste management were deemed topics the company should manage and monitor given their potential for becoming more highly material in the long run. Overall, our good business practices and mission-driven approach have resulted in favorable ESG outcomes. We recognize that continuing to weave ESG into Agiliti's core business strategy for quality and sustainable products will lead to greater long-term gains.

## PRODUCT CIRCULARITY AND END-OF-LIFE MANAGEMENT

Agiliti's ESG differentiator is our product lifecycle management and circularity practices. From harvesting original equipment manufacturer (OEM) parts in previous equipment to maximizing medical equipment useful life through high standards of care, it's clear that product lifecycle management is the foundation of our business.

Managing effective product circularity and end-of-life practices is critical to responsible business practices and protecting the environment. We continuously look for ways to maximize resource productivity and minimize waste towards a circular economy model. Agiliti maintains protocols for equipment end-of-life management, using refurbishment, diagnostics, and testing to extend the useful life of medical device inventories.

Our standards and practices related to product quality and device maintenance have been shown to create positive outcomes for patient care and the environment. Agiliti disposed of 16,018 units of equipment in 2022. Of that, 12% of those units were sold to customers extending their useful life as part of our commitment to product circularity. We purchase new equipment when adding to our owned inventory, while actively managing re-use protocols as a priority. This includes responsible disposal according to manufacturer instructions or donations to other global health facilities extending the product's longevity.

## 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.

Agiliti's waste management includes processes for chemical waste disposal, applying to all chemicals used in the cleaning and maintenance of medical equipment. We have made improvements in our green cleaning practices by sourcing cleaning products that are more environmentally friendly. We source our chemicals from Diversey Holdings, Ltd and ensure all are registered with the Environmental Protection Agency (EPA). Diversey highlights chemical products in many markets including integrated solutions for cleaning and disinfection that is highly effective, responsible, and sustainable.

# QUALITY AND SUSTAINABILITY

## WASTE MANAGEMENT (cont'd)

We maintain 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. We proudly report that our operations do not generate a significant amount of waste and that, in 2022, our total waste generated from our manufacturing operations was 77, 477 tons of which Agiliti recycled approximately 99%.



**Our total waste generated from our manufacturing operations was 77, 477 tons of which Agiliti recycled approximately 99%.**

Of the recycled waste, approximately 95% was scrap metals driven by clean out of obsolete products and manufacturing materials.

As we continue to assess and implement waste reduction projects, we look to prioritize the re-use and recycling of manufacturing wastes while beginning to capture recycling data from non-manufacturing operations.

## PRODUCT SAFETY AND QUALITY

We are committed to the highest standard of medical device quality management and prioritize meaningful enhancements to our quality management system.

Our Quality and Purchasing teams follow risk control procedures that ensure compliance with International Organization for Standardization (ISO) requirements — meeting the highest industry standard of product and procedure safety and quality. We exclusively maintain and repair our owned equipment fleet with original equipment manufacturer (OEM) parts and standards from approved suppliers, and we treat each device in our care as if it would be used on a member of our own family.

Our commitment to quality management is supported by our ISO 13485:2016 certification which is a rigorous, patient-focused and risk-based quality management system to ensure those in the high-risk medical device industry are delivering positive outcomes for patient safety and product quality. Securing third-party certification ensures that our patient safety isn't compromised at any step of the medical device lifecycle. The standards require a risk-based approach at every step of a provider's QMS, with consideration for the impact of medical device technology - from software to documentation with specific focus on customer feedback on device performance. A rigorous recall management process is required to verify customer notifications and active identification of impacted devices minimizing both patient risk and hospital disruptions caused by recalls.

Our quality control training and procedures for equipment repair enables us to extend the useful life of medical equipment through routine and regular preventive maintenance. This required training is delivered annually to employees to certify testing and equipment controls maintain the best standards in the industry.

# QUALITY AND SUSTAINABILITY

## SUPPLY CHAIN SUSTAINABILITY

As passionate equipment-management experts, we are focused on compliance requirements, cost pressures, and quality considerations relating to medical devices. We are committed to managing the environmental impacts of our manufactured medical equipment in a way that aligns with our commitment to sustainability.

We maintain strict requirements and approval processes for the medical equipment and parts that we utilize. 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.

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.

# QUALITY AND SUSTAINABILITY

## CLIMATE AND ENERGY MANAGEMENT

In our effort to address climate change, it is essential that we do our part in the industry to ensure a healthier planet for generations to come. Our business is driven by our dedication to continuous improvement and to driving efficiencies throughout our operations. Across our value chain, we look for ways to manage and reduce our energy consumption and associated greenhouse gas (GHG) emissions through the following initiatives:

- We manage our facilities and our fleet vehicles always seeking opportunities to reduce energy consumption and improve efficiency. By monitoring our vehicles through telematics and implementing safe driving policies, we have significantly reduced our vehicle energy consumption and carbon intensity.
- 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 LED lighting and insulation enhancements in our facilities.
- We commit to work that will help us reduce energy intensities over time and reporting our energy consumption impacts annually.

As part of our climate strategy in 2022, we partnered with a third-party assurance provider to quantify and validate our Scope 1 and Scope 2 GHG emissions inventory. We have approximately 218 operational buildings and facilities that make up our carbon footprint in the United States. We used an operational control approach to set inventory boundaries where facilities are not wholly owned by Agiliti. Data estimations consistent with the Greenhouse Gas Protocol (GHGP) and U.S. Environmental Protection Agency (EPA) guidelines were used for simplifying our carbon footprint based on this method.

We are in the process of conducting a Scope 3 screening to enhance our data collection processes in preparation for increased regulatory requirements. As our business grows, we will continue to measure and manage our climate and energy impact, pursue opportunities for improvements, and aim to achieve operational results that benefit our communities and the environment.

		Mt CO <sub>2</sub> e	
		2021	2022
<p><b>Total electricity consumption 2021:</b> 19,308 mWh*</p> <p><b>Total electricity consumption 2022:</b> 20,118 mWh*</p> <p><i>*This figure was calculated using assumptions based on square footage per facility in alignment with our GHG inventory process.</i></p>	<b>Scope 1 - Direct Emissions</b>	<b>20,166.75</b>	<b>25,473.95</b>
	<b>Stationary Combustion</b>	<b>6,751.13</b>	<b>6,962.05</b>
	Natural Gas	6,751.13	6,962.05
	<b>Stationary Combustion</b>	<b>13,415.61</b>	<b>18,511.90</b>
	Gasoline	12,202.49	15,236.92
	Diesel	1,209.25	3,272.06
	Aviation Gasoline Ethanol	3.8 0.050	2.86 0.055
<b>Scope 2 - Indirect Emissions</b>	<b>7,559.18</b>	<b>8,073.44</b>	
Purchased Electricity (Location Based)	7,559.18	8,073.44	
<b>Total</b>	<b>27,725.92</b>	<b>33,547.38</b>	

# 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 are unwavering in our commitment to do the right thing for our people, customers, and our communities.

## DIVERSITY, EQUITY, AND INCLUSION (DE&I)

In furtherance of our commitment to do the right thing, we strive to promote a discrimination and harassment-free workplace for our employees. We seek diverse backgrounds, ideas, and experiences, knowing that different perspectives lead to greater connection, superior innovation, and better outcomes.

In 2022, we developed and published our Diversity, Equity, and Inclusion policy. This policy governs our approach to DE&I, including protections of stated groups, employee training and attention to hiring practices. The Chief Human Resources Officer is responsible for oversight and enforcement of this policy and reports to the CEO regarding DE&I initiatives and performance. Agiliti's Board of Directors receives updates and provides strategic guidance for performance and policy enforcement as part of their oversight of Human Capital Management.

To advance equity and inclusion and sustain the diversity of our team and culture at Agiliti, we hired a full-time Vice President of Field Human Resources and DE&I. This person reports directly to the Chief Human Resources Officer and will lead the development of diversity and inclusion programming, recruitment initiatives, and 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 2022, approximately 50% of all Agiliti managers completed this training.

Externally, we are building on our existing momentum and remain involved in industry DE&I efforts with the SkillBridge program to improve diversity and inclusion of military veterans in the medical technology industry. We remain committed to sustaining meaningful, long-term strategic partnerships and programs to help ensure that we are advancing the health of our people and patient communities.

Tracking demographic data helps us monitor diversity efforts and contributes to a more diverse work environment. As of year-end 2022, more than 40% 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.

Employee Demographics at Agiliti	Women	Ethnically Diverse*
Executive Management Team	33%	16%
Employee Population	27%	40%

*\*Ethnically Diverse populations for the purposes of this report are members of the workforce that self-identified as members of racial or ethnic minority groups*



# CULTURE AND COMMUNITY

## HEALTH & SAFETY

Agiliti is committed to providing a safe place to work for our employees. Under the direction of the Director of Safety and Environment, Agiliti maintains Environment/Safety Leadership Teams which govern all policies and procedures to ensure reduced risk to employees and visitors and compliance with applicable safety regulations and certifications. Agiliti prioritizes the reporting and investigation of incidents with a goal of continuous improvement in risk minimization efforts.

Agiliti prioritizes the preparation of our operational teams through both best practice policies and procedures as well as equipment needed to protect team members and visitors. 2022 saw the installation of Automatic External Defibrillators (AEDs) in all Agiliti owned facilities as an improvement in our emergency preparedness and response efforts. We look to operational analysis to drive additional improvement opportunities in 2023.

We are proud to report Total Recordable Injury Rates (TRIR) significantly lower than industry benchmarks. As we prioritize continuous improvement and standardization across all operations, we look to expand the use of robust job hazard analysis as the cornerstone of employee training. We anticipate the establishment of routine operational inspections and observations to ensure sustainable use of identified safe work practices.



Policy	Purpose
<b>Incident Reporting, Care and Workers Compensation Policy</b>	To define Agiliti's process for providing appropriate care and return to work opportunities for employees injured in the course of their employment, responsibly managing the costs to Agiliti and preventing recurrence of work-related incidents.
<b>Radiation Safety and Monitoring</b>	To outline precautionary measures to establish safe exposure factors and provide a safe working environment for Agiliti Personnel working where X-rays are used.
<b>Emergency Planning and Response</b>	To define the steps Agiliti locations and operations will take to ensure they are prepared for all reasonably anticipated emergency events to ensure the safety of Agiliti personnel and minimize the impact on operations and customers.

# CULTURE AND COMMUNITY

## 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

Agiliti prioritizes employee engagement and regularly gathers feedback to ensure Agiliti is a place where our people are proud to work. Our latest employee engagement survey rating (2022) of 72 places us near the “extraordinary company” benchmark according to third-party engagement indices. Employee recognition, internal hiring and promotion, talent development, and employee benefits are a few of the reasons Agiliti is considered a great workplace.

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. Since 2015, we have recognized and inducted 48 award winners into our Agiliti Legends program.

Internal promotion and hiring are encouraged, and we are proud to support our employees in their pursuit of long-term, meaningful careers at Agiliti. Over 25% of our positions are filled internally year over year and roughly 50% of our leadership roles were filled internally in 2022.

### Employee Training and Talent Development

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.

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.

# CULTURE AND COMMUNITY

## 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 26% of new hires as of December 31, 2022.

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, just over 8% of our employees had declared Veteran status.

## Employee Benefits

Agiliti offers comprehensive and competitive Total Rewards packages that aim to support our team members' health and well-being at work and at home.

Health	Financial	Other Benefits
Medical and Prescription Drug Insurance Health Savings Account (HSA) SurgeryPlus™ – A supplemental benefit for planned, non-emergency surgeries, providing employees with top-quality affordable care for more than 1,500 surgical procedures Dental Insurance Vision Insurance Critical Illness Insurance Hospital Indemnity Insurance Employee Assistance Program Wellbeing Program	Life Insurance Short-term Disability Insurance Long-term Disability Insurance Accident Insurance Retirement 401(k) Savings Plan Employee Stock Purchase Plan	Legal Services ID Theft Protections Pet Insurance Merchant Discount Program

## RESILIENCY & DEPENDABILITY

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.

# CULTURE AND COMMUNITY

## Supporting Natural Disaster Relief

In late September 2022, Hurricane Ian caused significant strain on Florida's healthcare system and assistance organizations. Many hospitals dealt with an influx of patients and a subsequent strain on medical equipment long after the storm hit.

As specialists in medical equipment rental and inventory management with over 150 national service centers, our team of technicians stands ready to support the local healthcare system's natural disaster relief efforts by strategically positioning equipment into high-risk geographies. In response to Hurricane Ian, Agiliti deployed technicians to local hospitals to strengthen the medical device capacity and inventory quality of Floridian hospitals.

## Agiliti Supporting COVID-19 Response

The pandemic cast hospital supply chain teams into the spotlight as never before, as they worked to move mountains to locate and expedite arrival of critical equipment and supplies during the unprecedented stress of the early months of the pandemic.

Agiliti helped to ensure healthcare providers were prepared to meet the medical equipment challenges posed by the COVID-19 pandemic. The company (1) fully deployed its fleet of more than 250,000 medical devices and related accessories across the U.S. healthcare system (2) redeployed equipment service technicians from its 92 local service centers to support the stand up of surge medical capacity in parks, gymnasiums, and hotel rooms across the country, and (3) partnered with medical device brokers and manufacturers to deliver additional equipment where it's needed. The company was also awarded a contract by the Division of Strategic National Stockpile (DSNS) to provide maintenance services for the national stockpile of LTV Series ventilators.

**“Agiliti is in the business of ensuring healthcare providers have the medical equipment they need, where, and when it's needed, but during a crisis like this, the services we provide play an even more vital role” said Tom Leonard, former CEO of Agiliti.**

We will continue doing everything we can to help ensure our nation's caregivers have the equipment they need for patients affected by COVID-19 and to aid in the eventual recovery of our healthcare system when we, together, emerge from this crisis. “We have put forth the full weight of our resources—our unmatched fleet of medical devices, our nationwide logistics infrastructure to mobilize medical equipment, and our team of more than 3,800 medical equipment professionals—to accelerate the availability of patient-ready devices for caregivers and their patients.”

# CULTURE AND COMMUNITY

## COMMUNITY ENGAGEMENT

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.

Agiliti 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 possible, 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. Additionally, we empower our 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.

# ETHICS AND GOVERNANCE

## ETHICAL BUSINESS PRACTICES

We are committed to conducting our business in an ethical way that not only complies with all local and federal regulations, but also protects and builds the company’s reputation as a responsible business. At Agiliti, ethical business practices are everyone’s responsibility. Therefore, we foster a culture where people make every effort to conduct business with the highest standards of ethics. Our Chief Compliance Officer is responsible for setting that standard and overseeing ethics and compliance. The Audit Committee of the Board oversees the administration of our Code of Conduct. We consider company policies, employee training, and compliance efforts integral to maintaining ethical business practices.

The policies that serve as a guidepost for ethical business practices at Agiliti are the Code of Conduct, Anti-Corruption Policy, and Whistleblower Policy.

Description	Comment / Location
<b>Ethical Business Practices</b>	
<b><u>Code of Conduct</u></b>	The Agiliti Code of Conduct is a key resource for employees and details our policies, tools, and resources to ensure the company is conducting business according to the highest ethical principle on topics like anti-fraud, fair dealing, antitrust, conflicts of interest, government relations, and more.
<b><u>Anti-Corruption Policy</u></b>	The Anti-Corruption policy is intended to provide an explicit prohibition of bribery and corruption and clear guidelines in employee dealings with foreign and domestic commercial entities, government employees, and political candidates in an attempt to obtain or retain business. We have a zero-tolerance policy on corruption which 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.
<b><u>Whistleblower Policy</u></b>	The Whistleblower policy is intended to promote ethical and lawful conduct, as well as transparent disclosure and compliance with applicable regulations by directors, officers, and employees of Agiliti.

We provide training on our Code of Conduct upon hire, and annually thereafter, and requires employees and our board of directors to certify compliance with the Code of Conduct annually.

A core element to our ethical business practices includes encouraging all Agiliti stakeholders to ask questions and raise concerns. We encourage all Board members and employees working on our behalf to speak up if they observe a suspected or actual violation of the law, our Code of Conduct, or any policies. We provide Agiliti employees a formal, confidential, and anonymous Whistleblower Hotline to report potential violations. Our rigorous compliance system is in place to maintain accountability to the highest standards of ethical business conduct supported by annual companywide training and employee certification.

# ETHICS AND GOVERNANCE

## BOARD DIVERSITY AND INDEPENDENCE

As of the writing of this report, Agiliti has nine Board members, two of whom identify as female and two of whom identify as racial or ethnic minorities. The Board remains committed to diversity of gender, race, ethnicity, and age. The Nominating and Corporate Governance Committee considers all candidates for Director on the basis of skills, qualifications, and experience in its selection practices. It is the stated responsibility of our Nominating and Governance Committee to ensure diverse candidates are identified in our nomination process, and that, as Agiliti adds new members to its Board, diversity is a key component of the criteria considered by the Nominating and Governance Committee.

Additional information on our Board structure, committee compositions and functions, director compensation, and director equity requirements can be found in our Proxy Statement on our Financials page under SEC Filings. Learn more about our Board members on our investor website and about the board-selection process in our Corporate Governance Guidelines.

<b>Percentage of independent board members</b>	<b>89%</b>
<b>Percentage of women board members</b>	<b>22%</b>
<b>Percentage of underrepresented minority board members</b>	<b>22%</b>

## DATA PRIVACY & SECURITY

We are dedicated to meeting best practices for data privacy and security standards in the industry. We developed comprehensive policies and procedures including the implementation of a comprehensive cybersecurity and privacy program. This program includes policies governing the use and protection of data by Agiliti employees and which comply with applicable laws to include the U.S. Health Insurance Portability and Accountability Act of 1996 (HIPAA). It is also designed to comply with the National Institute for Standards Cybersecurity Framework (NIST 800-53) which provide guidelines and best practices to manage cybersecurity risk.

Our Data Security & Privacy team conducts regular risk assessments of our cybersecurity and HIPAA postures and our management team presents the results of these assessments, as well as other metrics designed to monitor the health of our program, to a designated committee of our Board of Directors on a periodic basis. We require annual training on information security, privacy, and compliance, and we conduct monthly phishing awareness-and- prevention training exercises for all employees. While we have not had a material breach of data in the last 24 months, our program includes a robust incident response program that includes reporting of incidents in accordance with applicable laws and regulations.

Our Chief Compliance and Privacy Officer defines information security standards, procedures, policies, and other requirements applicable to the entire company. Our Audit Committee oversees the management and mitigation of potential material impacts regarding data privacy and cybersecurity.

# A NOTE ON FORWARD-LOOKING STATEMENTS

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995: Certain statements in this presentation and the related conference call are looking forward in time, including financial outlook and other preliminary results, and involve risks and uncertainties. The following factors, among others, could adversely affect our business, operations and financial condition causing our actual results to differ materially from those expressed in any forward-looking statements: our history of net losses and substantial interest expense; our need for substantial cash to operate and expand our business as planned; our substantial outstanding debt and debt service obligations; restrictions imposed by the terms of our debt; a decrease in the number of patients our customers are serving; our ability to effect change in the manner in which health care providers traditionally procure medical equipment; the absence of long-term commitments with customers, including our agreement with the U.S. Department of Health and Human Services' ("HHS") Office of Assistant Secretary of Preparedness and Response ("ASPR"); our ability to renew contracts with group purchasing organizations and integrated delivery networks; changes in reimbursement rates and policies by third-party payors; the impact of health care reform initiatives; the impact of significant regulation of the health care industry and the need to comply with those regulations; the effect of prolonged negative changes in domestic and global economic conditions; difficulties or delays in our continued expansion into certain of our businesses/geographic markets and developments of new businesses/geographic markets; additional credit risks in increasing business with home care providers and nursing homes, impacts of equipment product recalls or obsolescence; increases in vendor costs that cannot be passed through to our customers; and other Risk Factors as detailed in our Annual report on Form 10-K.

Please contact [ir@agilityhealth.com](mailto:ir@agilityhealth.com) for any questions.



# DATA TABLES

## Stakeholder Engagement

In order to facilitate ongoing stakeholder engagement, we focus on creating a corporate culture that fosters open dialogue across our stakeholder groups. At Agiliti, we believe that engaging in thoughtful communication with our valued stakeholders will drive meaningful, successful and sustainable outcomes across our business.

Stakeholder	Engagement Summary
Communities	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>We invest in local communities via job creation, workforce development, volunteering, and charitable contributions.</li> </ul>
Customers	<ul style="list-style-type: none"> <li>We have a Marketing and Customer Experience Team that proactively seeks to improve Agiliti's overall customer journey through a newly designed educational platform.</li> <li>We engage regularly with our customers through requests for information and other questionnaires to share details on our approach to corporate citizenship.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Engagement surveys are conducted regularly to identify opportunities for improvement and ensure Agiliti is a place where our people are proud to work.</li> <li>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.</li> <li>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.</li> <li>We conduct performance reviews and encourage an open-door policy with continuous feedback.</li> </ul>
Investors	<ul style="list-style-type: none"> <li>We conduct quarterly earnings calls with the investor community.</li> <li>Our financial disclosures are updated quarterly and annually.</li> <li>We have an ESG website, report, and policies to communicate to stakeholders our approach to material topics.</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Our Supplier Code of Conduct highlights our commitment to ethical business practices.</li> <li>Agiliti conducts regular reviews on our suppliers to ensure they meet the highest quality standards for safety, quality, and compliance.</li> </ul>

## Sustainability Accounting Standards Board (SASB) Index

Our SASB Disclosures align with the 2018 “Health Care Delivery” and “Medical Equipment & Supplies” Industry Standards. Topics and accounting metrics were selected based on the results of our 2021 Materiality Assessment and by the determination of relevance to our unique business model.

Stakeholder	Engagement Summary				
<b>Energy Management</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	HC-DY-130a.1	Total electricity consumption in 2022 was estimated to be 20,118 MWh or 72,425 GJ. Please see the Climate and Energy Management section of our report for more details.
<b>Waste Management</b>	Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	Quantitative	Metric tons (t)	HC-DY-150a.1	In 2022, our total waste generated from our manufacturing operations was 77,477 tons of which Agiliti recycled approximately 99%. Of the recycled waste, approximately 95% was scrap metals driven by clean out of obsolete products and manufacturing materials.
	Total amount of: (1) hazardous and (2) nonhazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	Quantitative	Metric tons (t),	HC-DY-150a.2	

# DATA TABLES

## Sustainability Accounting Standards Board (SASB) Index

Stakeholder	Engagement Summary				
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	HC-MS-250a.1	1 recall; 575 units impacted
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Discussion and Analysis	n/a	HC-MS-250a.2	7 Medwatch reports: (1) Evolution Bed, (2) Sizewise Bari Lift & Transfer, Bedside Lift, (1) Versa-Care Pulsate Mattress, (1) Sizewise Pulsate Mattress, (1) Platinum 6000 Mattress, and (1) Sizewise Bariatric Bed (model not specified)
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Discussion and Analysis	n/a	HC-MS-410a.1	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 amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Quantitative	Metric tons (t)	HC-MS-410a.2	Agiliti disposed of 16,018 units of equipment in 2022. Of that, 12% of those units were sold to customers extending their useful life as part of our commitment to product circularity. Please see the Product Circularity and End-of-Life Management section of this report for more details.

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## Sustainability Accounting Standards Board (SASB) Index

Stakeholder	Engagement Summary				
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Quantitative	Percentage (%)	HC-MS-430a.1	1) All of our operations are certified to ISO 13485:2016. 2) 60 percent of our top suppliers are ISO 14001 certified.
	Description of efforts to maintain traceability within the distribution chain	Discussion and Analysis	n/a	HC-MS-430a.2	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. 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.
	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	HC-MS-430a.3	Agiliti does not support the use of minerals that are illegally mined, transported or traded. Please see our Conflict Minerals Policy for more details.
Employee Health and Safety	(1) Total recordable incident rate (TRIR) and (2) days away, restricted, or transferred (DART) rate	Quantitative	Rate	HC-DY-320a.1	TRIR (2022) = 1.32 Please see the Health and Safety section of this report for more details.
Employee Recruitment, Development & Retention	Description of talent recruitment and retention efforts for health care practitioners	Discussion and Analysis	n/a	HC-DY-330a.2	Please see the Human Capital Management section of this report for details.
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Reporting currency	HC-MS-270a.1	Agiliti has not had any monetary losses as a result of legal proceedings.
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Reporting currency	HC-MS-510a.1	Agiliti has not had any monetary losses as a result of legal proceedings.
	Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	n/a	HC-MS-510a.2	Our Code of Conduct governs all of our employees (full-time, part-time, temporary, and on-demand).

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## Global Reporting Initiative (GRI) Index

In our first year of formal GRI reporting, we are aligning with the GRI Core reporting framework. Our topics and reporting indicators were selected following our materiality assessment results in 2021.

GRI STANDARD/ DISCLOSURE	Description	Location/Comment
<b>Organizational Profile</b>		
102-1	Name of the organization	Agiliti Health, Inc.
102-2	Activities, brands, products, and services	Please see our recent <a href="#">10-k filing</a> .
102-3	Location of headquarters	11095 Viking Drive Eden Prairie, Minnesota 55344
102-4	Location of operations	11095 Viking Drive Eden Prairie, Minnesota 55344
102-5	Ownership and legal form	Please see our recent <a href="#">10-k filing</a> .
102-6	Markets served	United States
102-7	Scale of the organization	Please see the Our Reach section of this report.
102-8	Information on employees and other workers	Please see our recent <a href="#">10-k filing</a> .
102-9	Supply chain	Please see the Supply Chain Sustainability section of this report.
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary Principle or approach	Agiliti does not explicitly include the precautionary principle in our management approach.
102-12	External initiatives	Please see the Resiliency & Dependability and Community Engagement section of this report.
102-13	Membership of associations	Agiliti maintains active, ongoing partnerships with more than 75 national and global nonprofit organizations and offers employees matching donation programs and year-round volunteer opportunities. In 2022, Agiliti was recognized as an Employer of Choice by the Board of Laser Safety.
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Please see the CEO Letter of this report.
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	Please see the Our Business section of this report.
102-17	Mechanisms for advice and concerns about ethics	Please see our <a href="#">Whistleblower Policy</a> .
<b>Governance</b>		
102-18	Governance Structure	Please see our <a href="#">Governance page</a> for more information on our Corporate Governance guidelines, Executive Management, Board of Director, and Board Committee composition.

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## Global Reporting Initiative (GRI) Index

GRI STANDARD/ DISCLOSURE	Description	Location/Comment
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	Please see the Stakeholder Engagement section of this report.
102-41	Collective bargaining agreements	None
102-42	Identifying and selecting stakeholders	Please see the Stakeholder Engagement section of this report.
102-43	Approach to stakeholder engagement	Please see the Stakeholder Engagement Section of this report.
102-44	Key topics and concerns raised	Please see the Materiality Assessment section of this report.
<b>Reporting practice</b>		
102-45	Entities included in the consolidated	All subsidiaries of Agiliti Health, Inc. are included in reporting unless otherwise stated. Please see our recent <a href="#">10-k filing</a> for further details.
102-46	Defining report content and topic Boundaries	Please see the Materiality Assessment section of this report.
102-47	List of material topics	Please see the Materiality Assessment section of this report.
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Report period	January 1 - December 31, 2022
102-49	Changes in reporting	None
102-50	Report period	January 1 - December 31, 2022
102-51	Date of most recent report	June 5, 2023
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	<a href="mailto:IR@agilitihealth.com">IR@agilitihealth.com</a>
102-54	Claims of reporting in accordance with the GRI standards	This report has been prepared in reference to the GRI Standards: Core option
102-56	External assurance	None
<b>Anti-Corruption GRI 205: Anti-Corruption 2016</b>		
103-1 103-2 103-3	Management approach	The <a href="#">Agiliti Code of Conduct</a> 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. Our <a href="#">Anti-Corruption Policy</a> also details our standards and commitments for Anti-Corruption. Please see our Ethics and Governance Section of this report for further details.
205-1	Operations assessed for risks related to corruption	All of Agiliti's direct operations and employees are subject to our Code of Conduct and Anti-Corruption policy.
205-2	Communication and training about anti-corruption policies and procedures	All Agiliti employees are trained on our anti-corruption practices upon hiring and as part of regular acknowledgement of our Code of Conduct.

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## Global Reporting Initiative (GRI) Index

GRI STANDARD/ DISCLOSURE	Description	Location/Comment
<b>Energy</b> <b>GRI 302: Energy 2016</b>		
103-1 103-2 103-3	Management approach	We are committed to environmental stewardship and continually seek ways to reduce our energy consumption and associated carbon emissions. For more information, see our <a href="#">Environmental Policy</a> and the Quality & Sustainability section of this report.
302-1	Energy consumption within the organization	Please see the Climate and Energy Management section of our report. Total electricity consumption in 2022 was estimated to be 20,118 MWh
<b>Emissions</b> <b>GRI 305: Emissions 2016</b>		
103-1 103-2 103-3	Management approach	We are committed to environmental stewardship and continually seek ways to reduce our energy consumption and associated carbon emissions. For more information, see our <a href="#">Environmental Policy</a> and the Quality & Sustainability section of this report.
305-1	Direct (Scope 1) GHG emissions	25,473.95 Mt CO2e
305-2	Energy indirect (Scope 2)	8,073.44 Mt CO2e
<b>Waste</b> <b>GRI 306: Waste 2020</b>		
103-1 103-2 103-3 306-1 306-2	Management Approach	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. Please see the Waste Management section of this report for further details.
306-3	Waste Generated	In 2022, our total waste generated from our manufacturing operations was 77,477 tons of which Agiliti recycled approximately 99%. Of the recycled waste, approximately 95% was scrap metals driven by clean out of obsolete products and manufacturing materials. Please see the Waste Management section of this report for further details.
<b>Environmental Compliance</b> <b>GRI 307: Environmental Compliance 2016</b>		
103-1 103-2 103-3	Management approach	Please see the Quality and Sustainability section of this report for details on our environmental compliance as well as our <a href="#">Environmental Policy</a> .
307-1	Non-compliance with environmental laws and regulations	In 2022, Agiliti had no instances of non-compliance with environmental laws or regulations.
<b>Supplier Environmental Assessment</b> <b>GRI 308: Supplier Environmental Assessment 2016</b>		
103-1 103-2 103-3	Management approach	Please see our <a href="#">Supplier Code of Conduct</a> for details about our approach to supplier environmental engagement.
308-1	New suppliers that were screened using environmental criteria	Not Reported
<b>Employment</b> <b>GRI 401: Employment 2016</b>		
103-1 103-2 103-3	Management approach	Please see the Culture and Community section of our report for details on our employment practices.
401-1	New employee hires and employee turnover	Not Reported
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Please see our employee benefits under the Culture and Community section of this report.

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## Global Reporting Initiative (GRI) Index

GRI STANDARD/ DSICLOSER	Description	Location/Comment
<b>Occupational Health and Safety</b> <b>GRI 403: Occupational Health and Safety 2018</b>		
103-1 103-2 103-3	Management approach	Please see the Health and Safety section of this report.
403-9	Work-related injuries	Agility's Total Recordable Incident Rate (TRIR) in 2022 is 1.32
<b>Training and Education</b> <b>GRI 404: Training and Education 2016</b>		
103-1 103-2 103-3	Management approach	Please see the Employee Training and Talent Development section of this report.
404-2	Programs for upgrading employee skills and transition assistance programs	Please see the Employee Training and Talent Development section of our report.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our full-time employees receive regular performance and career development reviews.
<b>Diversity and Equal Opportunity</b> <b>GRI 405: Diversity and Equal Opportunity 2016</b>		
103-1 103-2 103-3	Management approach	Please see the Diversity, Equity, and Inclusion (DEI) section of our report and our DEI Policy on our Additional ESG Resources webpage.
405-1	Diversity of governance bodies and employees	Please see the Diversity, Equity, and Inclusion (DEI) and the Board Diversity and Independence sections of this report. We also include reporting under our Additional ESG Resources section on the <a href="#">ESG site</a> .
<b>Local Communities</b> <b>GRI 413: Local Communities 2016</b>		
103-1 103-2 103-3	Management approach	Please see the Community Engagement section of this report.
<b>Supplier Social Assessment</b> <b>GRI 414: Supplier Social Assessment 2016</b>		
103-1 103-2 103-3	Management approach	Please see our <a href="#">Supplier Code of Conduct</a> for details about our approach to supplier social engagement and diversity.
414-1	New suppliers that were screened using social criteria	Not Reported
<b>Customer Health and Safety</b> <b>GRI 416: Customer Health and Safety 2016</b>		
103-1 103-2 103-3	Management approach	We are committed to customer safety through 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 it if were to be used for a member of our own family. Please see the Quality and Sustainability section of this report for more details.
416-1	Assessment of the health and safety impacts of product and service categories	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.

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## Global Reporting Initiative (GRI) Index

GRI STANDARD/ DISCLOSURE	Description	Location/Comment
<b>Customer Privacy</b> <b>GRI 418: Customer Privacy 2016</b>		
103-1 103-2 103-3	Management approach	Please see the Data Privacy and Cybersecurity section of this report.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Agiliti has not had any substantiated complaints concerning breaches of customer privacy and losses of customer data.





# 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 10,000 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](mailto:ir@agilitihealth.com)

