



# CORPORATE CITIZENSHIP REPORT

FISCAL YEAR 2023



# ABOUT THIS REPORT

This report covers Agiliti, Inc. and its subsidiaries representing data for the calendar year 2023 (January 1, 2023 - December 31, 2023). It incorporates data from previous years to show trends and year-over-year progress where applicable. We align this reporting with leading global frameworks, including the United Nations Sustainable Development Goals (UN SDGs), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Health Care Delivery Sustainability Standard and the Taskforce on Climate-Related Financial Disclosures (TCFD). As frameworks and regulatory requirements continue to evolve, we are monitoring these developments and will continue to update our reporting appropriately.

Our corporate citizenship strategy is rooted in a detailed understanding of the sustainability topics that matter most to Agiliti, its customers, team members and other stakeholders.

Our corporate citizenship strategy prioritizes focus and investment on our most significant areas of impact and opportunity. We have developed initiatives that advance the sustainability topics that are most important to our business and our stakeholders, including diversity, equity and inclusion; employee health and safety; human capital management; environmental stewardship; and corporate governance. Our processes are designed to further advance our reporting accuracy and effectively measure our key priorities.

We strive for continuous improvement in our sustainability strategy and reporting, including the improvement of data collection and performance of our key metrics. We include several metrics in our report aligned with leading sustainability frameworks. This data has not been externally assured by a third-party verification body. For more information about our corporate citizenship efforts, please visit our company website.

If you would like to provide feedback on this report or on our sustainability efforts, please contact [media@agilitihealth.com](mailto:media@agilitihealth.com).

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# OUR BUSINESS

## WE BELIEVE EVERY INTERACTION HAS THE POWER TO CHANGE A LIFE

We strive to positively influence those we serve. We honor our responsibilities to our many stakeholders, who include our customers and their patients, our team members and our investors. We seek to demonstrate our commitment to strong corporate citizenship through purposeful actions and meaningful results.

### We take care of the equipment that helps take care of patients.

Agility provides **patient-ready** medical devices, delivered **where** needed, **when** needed, and **maintained** to the highest industry standard—on a platform scaled to serve the entire healthcare continuum.

### 10,000+ CUSTOMERS

Acute care facilities and IDNs, State and Federal Government, GPOs and device manufacturers

### 300,000+ MEDICAL DEVICES

Owned and deployed across the country

### 5,800+

#### TEAM MEMBERS

5,800+ field sales and service experts supporting our customers every single day

### 3M+

#### SQUARE FEET

150+ local market repair and logistics facilities, 1,700+ specialized vehicles

## WE ARE...

Building the premier clinical equipment services company

Essential to customers

Empowered and engaged

Operationally excellent

A Category of One

## OUR MODEL FOR LONG-TERM VALUE CREATION

We focus first on our **PEOPLE**: We seek to **attract, train, pay and retain** teammates who reflect our Belief and Aspirations

Our **momentum** powers our **GROWTH**, which creates new opportunities for our **people**



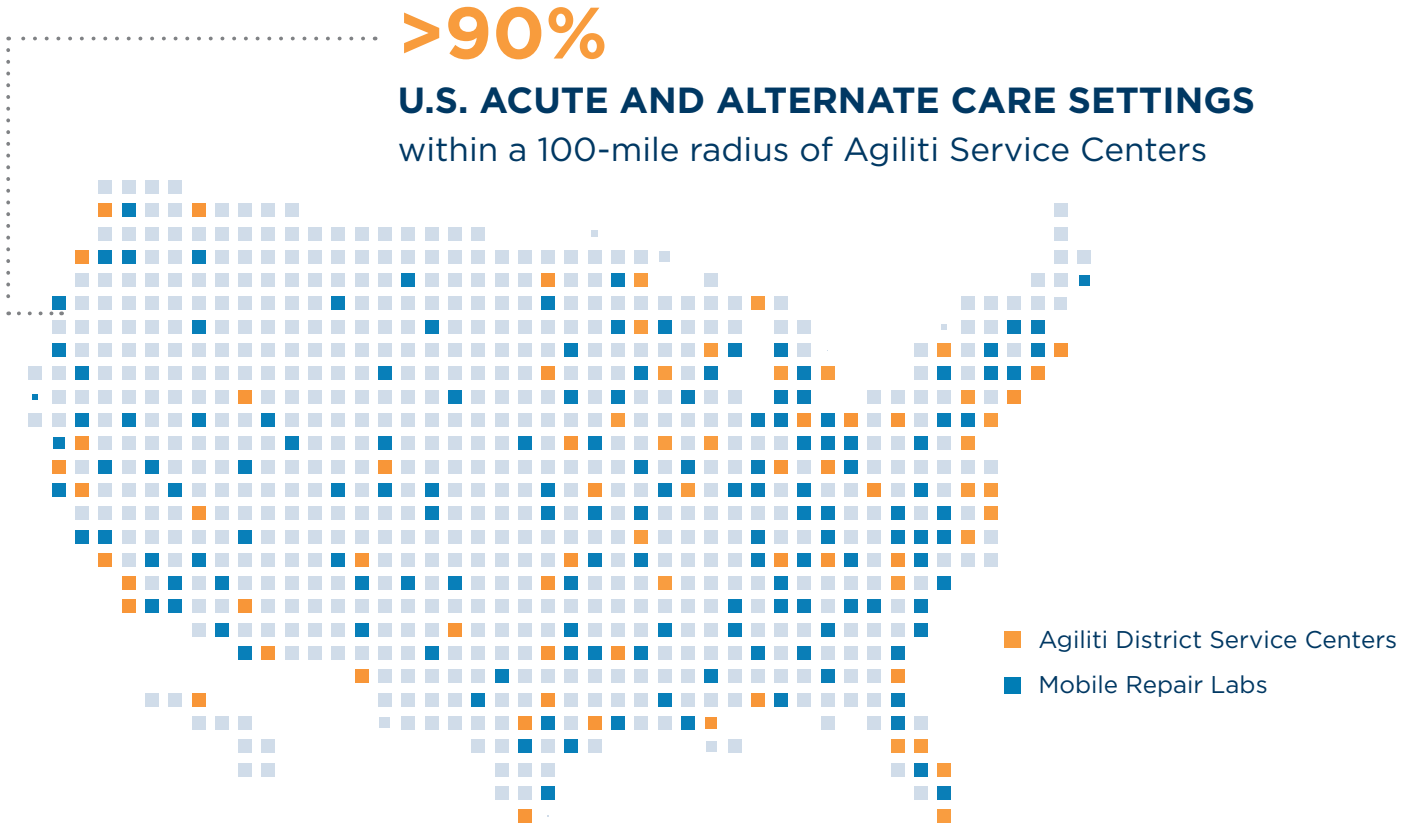
Engaged teammates create highly **satisfied CUSTOMERS** and happy **customers** are the easiest and **lowest cost** customers to acquire

Our **INTEGRATED SOLUTIONS** enable us to unlock unique value for **customers**, driving our **MOMENTUM** in the market



# OUR REACH

We operate from a peerless network of medical device repair and logistics centers, powered by an unmatched nationwide team.



Nationwide network of **150+ service centers**  
**3M+ sq. feet** of storage/warehouse space






**1,700+** specialized vehicle delivery fleet  
**275+** mobile service labs



**800+** device maintenance technicians  
**5,000+** field operators and account managers  
**300+** corporate support professionals

# OUR IMPACT

Our product and service offerings deliver powerful benefits to the U.S. healthcare industry. The United Nations Sustainable Development Goals (SDGs) serve as an aspirational framework to help guide our corporate citizenship efforts. Of the 17 SDGs resulting from the 2030 Agenda for Sustainable Development, three goals are most aligned with our sustainability priorities.

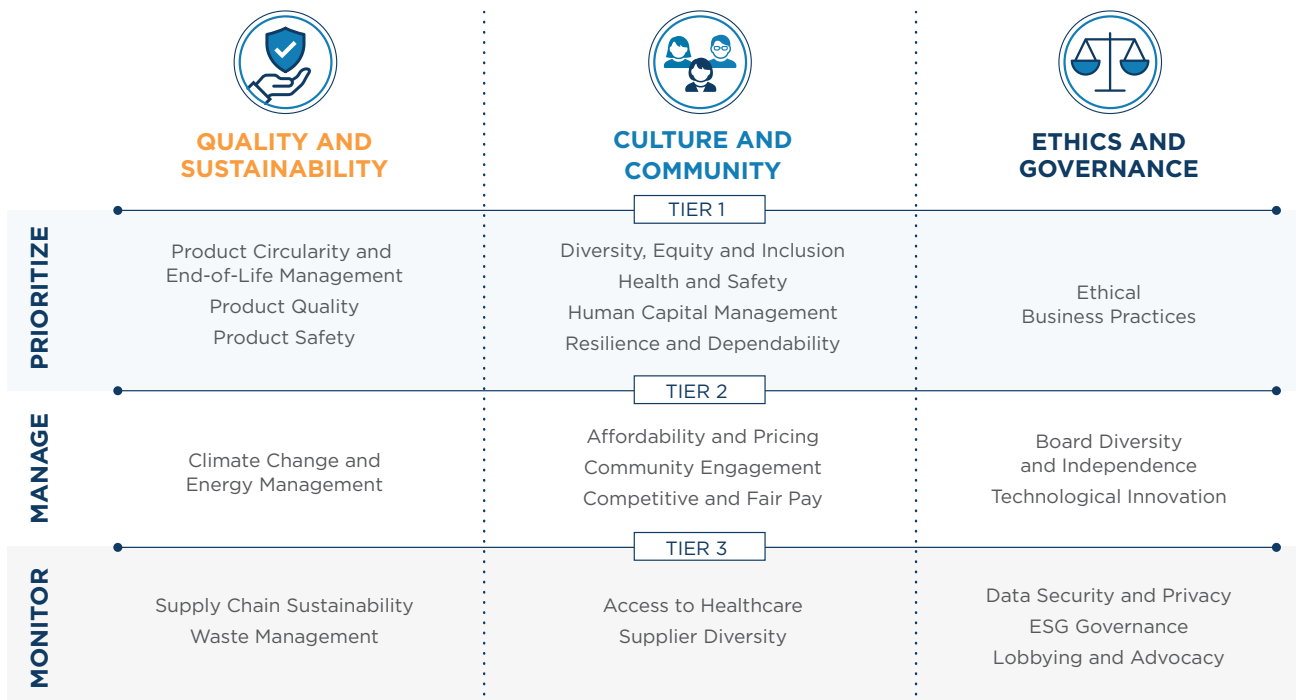
UN SDG Alignment			
United Nations Sustainable Development Goal (UNSDG)	<b>Ensure healthy lives and promote well-being for all at all ages</b> 	<b>Promote sustained, inclusive and sustainable economic growth</b> 	<b>Ensure sustainable consumption and production patterns</b> 
UN SDG Indicator	3.d Strengthen 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
Agiliti Theme	<b>Optimizing Clinical Outcomes</b>	<b>Improving Economic Outcomes</b>	<b>Reducing Waste</b>
Description of Agiliti Alignment	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. 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.	We help lower the cost burden of medical equipment ownership for healthcare providers as a means of strengthening 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 the Agiliti 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.	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. We additionally align to this SDG through integrating sustainability practices across our communication channels and working closely with our executive team to incorporate sustainability into our business operations and model.

# OUR APPROACH TO CORPORATE CITIZENSHIP

We believe that aligning our strategy to meet mutual stakeholder interests will strengthen our business, reduce risk and improve our relationships with customers, suppliers and our communities.

In 2021, we conducted a comprehensive, third-party assessment to determine 21 sustainability topics that are most important and influential to our stakeholders and our business. That assessment continues to guide our citizenship initiatives and priorities.

Our tier system further defines our focus and prioritization based on the results of our materiality assessment. 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. We have organized our most material topics into three broad categories: quality and sustainability; culture and community; and ethics and governance.



We believe prioritization and focus drives more meaningful impact. As we advance our corporate citizenship strategy, we will seek to evolve how we manage, monitor and report on the issues identified in our materiality assessment to ensure our sustainability strategy continues to meet the evolving needs and interests of our stakeholders and business.

# OUR PILLARS OF CORPORATE CITIZENSHIP



## QUALITY AND SUSTAINABILITY

We deliver a unique and valuable offering that helps healthcare providers improve their businesses 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. 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

## SUSTAINABILITY GOVERNANCE



The **Nominating and Corporate Governance** Committee was chartered to govern the company's strategies, activities, policies and communication of sustainability-related matters and to make recommendations related to risks and opportunities. The Committee reviews guidelines, documents and policies. It recommends changes to further guide and strengthen the company's strategic citizenship 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. 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

Quality and sustainability are integral to the success and credibility of our operations. We actively prioritize the safety of our products and compliance with applicable regulations. We seek to contribute to a more sustainable future for healthcare.

Our quality and sustainability pillar represents our environmental and product-related sustainability commitments that include product circularity and end-of-life management, product safety, product quality, climate change, energy management, supply chain sustainability and waste management.

## PRODUCT CIRCULARITY AND END-OF-LIFE MANAGEMENT

Comprehensive product lifecycle management and circularity practices are a foundation of our business, ensuring effective end-to-end management of medical devices through development, mobilization, service and end-of-life stages.

Our product and service delivery model allows equipment to be repurposed at the end of its lifecycle, minimizing waste and maximizing resource efficiency. We continuously look for ways to maximize resources and minimize waste toward 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. 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. Our offerings are grounded on a proven service framework and offer comprehensive, end-to-end management of FDA-regulated, reusable medical devices.

Product End-of-Life Management Metrics	2023	2022 <sup>1</sup>
Medical devices owned and deployed	~300,000	~350,000
Units disposed at end-of-life	14,705	16,018
Percent of disposed units resold to customers	5%	12%

1. In 2022 we had a significant number of beds that reached the end of their useful life and were retired. This greatly increased the volume of waste and subsequently increased our recycling rate due to the recyclability of the metal components of beds.

# QUALITY AND SUSTAINABILITY

## WASTE MANAGEMENT

As a distributor of medical equipment and products, Agiliti maintains proper waste management strategies to optimize manufacturing processes and streamline recycling. Our Safety and Environment Team oversees our waste management program and ensures all areas of our operations comply with regulatory requirements. The team supports ongoing monitoring efforts and identifies new waste streams or significant changes to waste generation to enhance efficiency.

Agiliti follows processes for these waste management practices:

**Chemical waste disposal**, applying to all chemicals used in the cleaning and maintenance of medical equipment. In 2023, we improved green cleaning practices with more environmentally friendly products and ensured all are registered with the Environmental Protection Agency (EPA). Our chemical supplier, Diversey Holdings, Ltd., offers integrated solutions for cleaning and disinfection that are highly effective, responsible and sustainable.

**Hazardous material handling and disposal** for all identified hazardous materials. We partner 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.

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

Waste Management Metrics	2023	2022 <sup>1</sup>
Waste generated from operations (tons)	329	77,477
Percent recycled	51%	99%
Percentage of recycled content comprised of scrap metal from obsolete products and manufacturing materials	46%	95%

1. In 2022 we had a significant number of beds that reached the end of their useful life and were retired. This greatly increased the volume of waste and subsequently increased our recycling rate due to the recyclability of the metal components of beds.

# QUALITY AND SUSTAINABILITY

## PRODUCT SAFETY AND QUALITY

Our Quality and Purchasing teams follow risk control procedures that ensure compliance with International Organization for Standardization (ISO) requirements. We exclusively maintain and repair our owned equipment fleet with original equipment manufacturer (OEM) parts and standards from approved suppliers. We treat each device in our care as if it would be used on members of our own families.

Our commitment to quality management is supported by our certification to **ISO 13485:2016**—a rigorous, patient-focused and risk-based quality management system that ensures those in the high-risk medical device industry are delivering positive outcomes for patient safety and product quality. This certification reflects our commitment to patient safety at every step of the medical device lifecycle.

Our quality control training and procedures for equipment repair enable 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 industry best standards.

## SUPPLY CHAIN SUSTAINABILITY

As passionate professionals in equipment management, we prioritize adherence to regulatory requirements, cost constraints and quality factors associated with medical devices. We are committed to managing the environmental impacts of 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 exclusively with OEM-qualified parts.

In 2023, we enhanced our procedures for supplier sustainability due diligence, particularly with regard to determining the origin and status of conflict minerals used in our manufacturing supply chain. We partnered with a third-party to support our first stakeholder engagement process to share our stringent sourcing policies around conflict minerals and collect acknowledgements from our top suppliers that they are not in breach of our policies and international regulations governing conflict minerals. Agiliti does not support the use of minerals that are illegally mined, transported or traded. We are committed to developing processes to prevent the use of conflict minerals in our operations and exclude any products or any conflict minerals that are not DRC Conflict Free. We expect suppliers to develop policies and processes that provide reasonable assurance of sourcing claims, as needed, and request that suppliers comply with third-party auditing to verify claims of conflict-free sourcing. See our Conflict Minerals Policy.

# QUALITY AND SUSTAINABILITY



## HEALTHTRUST Performance Group®

### 2023 Clinical Supplier of the Year

In July 2023, we received the HealthTrust Performance Group's Clinical Supplier of the Year Award at the 2023 HealthTrust University Conference. This award acknowledges the outstanding commitments and spirit of partnership that suppliers deliver to the membership and embodies transparency efforts considering the inflationary pressures, shortages and disruptions in the healthcare supply chain. Additionally, this award acknowledges suppliers' contributions to strengthening providers' resilience in serving their patients and communities.

### CLIMATE AND ENERGY MANAGEMENT

We actively monitor state and federal regulatory requirements concerning climate disclosures to ensure that we are maturing our reporting in step with stakeholder requests. Climate matters pose several risks within the medical device and health care delivery industry, and we are working to identify and mitigate those risks as they pertain to—and in balance with—our business practices and service commitments.

In 2023, we submitted our first disclosure to CDP, which detailed our current performance to interested stakeholders and providing us additional insights into strategies and disclosures to inform future work. In addition, we continue to align our reporting with the Task Force on Climate-related Financial Disclosures (TCFD) framework to further integrate our risk management processes and formalize our approach for regulatory compliance. We've included our current alignment in the appendix of this report.

We continue to monitor and manage our energy consumption and associated greenhouse gas (GHG) emissions across our operations through the following initiatives:

- We seek to reduce our vehicle energy consumption and carbon intensity through effective monitoring practices utilizing telematics technology and have prioritized safe driving policies to enforce oversight.
- We seek to evaluate our fleet transportation and assess the implementation of electric vehicles and other low-carbon alternatives.
- We seek to partner with our warehouse partners for ongoing installation of energy-efficient LED lighting and insulation enhancements across our facilities.

# QUALITY AND SUSTAINABILITY

Beginning in 2022, we have partnered with a third-party climate specialist to quantify and review a Scope 1 and Scope 2 GHG emissions inventory aligned with leading standards. In 2023, we initiated our inventory management plan to measure our greenhouse gas inventory based on updated emissions factors and existing methodologies. We are committed to providing annual emissions data to evaluate trends and opportunities for future reductions.

We have approximately 200 operational buildings and facilities in the United States that make up our greenhouse gas inventory boundary. 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.

Greenhouse Gas Inventory	2023	2022	2021
Scope 1 Emissions (MT CO <sub>2</sub> e)	30,734	25,474	20,167
Scope 2 Emissions (MT CO <sub>2</sub> e)	7,701	8,073	7,559
Total Direct (Scope 1 and 2) Emissions (MTCO <sub>2</sub> e)	38,435	33,547	27,726

In 2023, we marginally improved Scope 2 emissions through strategic consolidation of certain facilities. However, we noted an overall increase in our Scope 1 emissions, driven by greater overall fleet mileage compared to previous years. We are continuing to evaluate opportunities to better manage these impacts without compromising the level of service our customers demand of our critical medical device delivery and logistics solutions.

Energy Consumption	2023	2022	2021
Electricity (MWh)	19,780	20,118	19,308

As a next step in our climate reporting process, we are working to quantify a value chain Scope 3 screening to enhance our data collection processes in advance preparation for increased regulatory requirements, including third-party assurance of greenhouse gas data in the future. Per our environmental policy, 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.

# CULTURE AND COMMUNITY

## DIVERSITY, EQUITY, AND INCLUSION (DEI)

We are committed to a workplace environment that is free from discrimination and harassment. We seek diverse backgrounds, ideas and experiences and believe that diverse perspectives lead to greater connection, superior innovation and better outcomes.

Our Diversity, Equity, and Inclusion policy governs our approach to DEI, 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 on DEI initiatives and performance. The Agiliti Board of Directors receives updates and provides strategic guidance on performance and policy enforcement as part of their oversight of Human Capital Management. Our Vice President of Field Human Resources and DEI reports directly to the Chief Human Resources Officer and leads the development of diversity and inclusion programming, recruitment and training.

To foster a sense of belonging and sustain the diversity of our team and culture at Agiliti, we have taken several steps to improve the resources available to our employees. We also continue to advance training and resources for managers to help mitigate conscious and unconscious biases within our culture and to continually improve our hiring and talent management practices.

Monitoring our demographic data helps us understand the impact of our diversity efforts. As of year-end 2023, more than 45% of our workforce self-identified as members of racial or ethnic minority groups, compared to 40% in 2022.

Externally, we are building on our existing momentum and remain involved in industry DEI efforts with the SkillBridge program to improve diversity and inclusion of military veterans in the medical technology industry. As of year-end 2023, over 118 SkillBridge interns have completed the program and 34% of those interns were hired as Agiliti employees. 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.

DEI Metrics	2023	2022	2021
<b>All Employees</b>			
Percentage Women	29%	27%	7,559
Percentage Underrepresented Minority <sup>2</sup>	45%	40%	27,726
	2023	2022	2021
<b>Executive Management Team</b>			
Percentage Women	28%	33%	7,559
Percentage Underrepresented Minority <sup>2</sup>	2%	16%	27,726

2. Underrepresented minority populations for the purpose of this report are members of the workforce that self-identify as a racial or ethnic group other than white/Caucasian.

# 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 of 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. In 2023, we continued to enhance our employee health and safety practices through regular employee training on enhanced EHS policies. Supported by these actions, we are proud to maintain below industry average safety incident rates.

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.

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.





# CULTURE AND COMMUNITY

## HUMAN CAPITAL MANAGEMENT

At Agiliti, our workforce represents our most valuable asset and is essential to realizing our core belief. We strive to hire talented people who share our values, and we provide opportunities for our team members to grow their skills and advance their careers. The following sections describe our key strategies to attract, develop and retain a 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. We monitor employee satisfaction through an annual engagement survey, which helps guide our efforts and focus. Employee recognition, internal hiring and promotion, talent development and employee benefits are a few of the reasons Agiliti is considered a great workplace.

The results of our 2023 survey yielded an overall engagement score of 60. Action plans across all levels of team leadership were developed to respond to feedback, beginning with a vision and clear goals set by the executive team. Progress is monitored regularly throughout the year through internal team tracking and pulse surveys.

We seek to promote the accomplishments and service of our team members through various, year-round recognition programs. Our premier recognition program—the Agiliti Legend Award—is an annual, peer-nominated program that seeks to celebrate our most esteemed team members and to promote and learn from their examples as role models. Since 2015, we have recognized 54 award winners into our Legends program.

We encourage internal promotion and hiring, proudly supporting our employees in their pursuit of long-term, meaningful careers at Agiliti. In 2023, nearly 22% of our positions are filled internally year-over-year.

Employee Engagement Metrics	2023	2022
Employee Engagement Score (0-100)	60	72
Percentage of positions filled from internal candidates	23%	25%

### 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.

# CULTURE AND COMMUNITY

In 2023, our Learning and Development team introduced a new Leadership Development offering called Lead@Agiliti: Foundations. Within this program, we help build the mindset, skillset and toolset to lead all employees—creating highly engaged, high performing teams. 19% of all people leaders attended an offering in 2023. In addition, we were able to provide all leaders with access to Franklin Covey All Access. This platform allows our leaders to access training, resources and support. Unconscious Bias training as well as diversity resources are available for all people leaders.

Agiliti offers comprehensive education, training and development opportunities related to the care, handling, storage, maintenance and repair requirements for surgical instruments, endoscopic equipment and surgical lasers. Our educational offerings and professional certification programs play an integral role in elevating the knowledge and skills of healthcare staff, and we provide tools to help address process inefficiencies, increase physician satisfaction and support high-quality surgical outcomes.

Continuing education plays a critical role in optimizing patient outcomes and reducing costly preventable damage to medical devices. Agiliti currently provides nearly 20 self-paced continuing education courses for healthcare facility staff members in the OR and sterile processing departments. Created by our industry experts, topics cover a range of categories and subject matters. Most courses are approved for either one or two credits and are updated regularly to ensure the most up-to-date information.

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.

## 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 and markets opportunities via the company career site and various online platforms. Through our robust employee referral program, we've increased the percentage of new hires sourced from referrals from 26% (2022) to 28% (2023).

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 2023, just over 8% of our employees had declared Veteran status.

# CULTURE AND COMMUNITY

## Employee Benefits

Agiliti provides a base pay structure that is market competitive and informed by annual compensation surveys to benchmark by role types and geographic zones. Roles are placed in a pay grade based on job duties and responsibilities and by geographical zones to account for differences in labor costs across the country.

We provide health care options to all full-time employees and those that meet the ACA eligibility requirements. Our benefits plans include a variety of options that employees can customize to their level of need. Agiliti offers comprehensive and competitive Total Rewards packages that aim to support our team members' health and well-being at work and at home. At least annually, we update the Board of Directors on our health plans and upcoming initiatives and/or enhancements to our Total Reward benefits.

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 offerings have been shown to help lower costs, reduce waste and support optimal patient outcomes.

- We are committed to the long-term affordability of healthcare products and services and continuously work to improve our processes to maximize efficiency in our operations.
- Our efforts help extend the useful life of our customers' equipment through refurbishment and maintenance programs, and our equipment management programs help customers right-size their medical equipment fleet to optimal levels for greater efficiency and clinical efficacy.
- 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

## 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, which is made up of team members from across the Company. Agiliti also 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 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 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

At Agiliti, ethical business practices are everyone’s responsibility. We are committed to conducting our business ethically, ensuring compliance with both local and federal regulations and fostering the growth of the company’s reputation as a responsible business. 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 outlining these standards and overseeing our ethics and compliance policies and protocols. 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 others. 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 require training on our Code of Conduct upon hire and annually thereafter, and we require employees and our Board of Directors to certify compliance with the Agiliti Code of Conduct annually.

A core element of our ethical business practices is encouraging all Agiliti stakeholders to ask questions and raise concerns. We encourage 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

Agiliti had 10 Board members in 2023, two who identify as female and two who identify as racial or ethnic minorities. The Board remains committed to diversity of gender, race, ethnicity and age. In its selection practices, the Nominating and Governance Committee considers all candidates for Director on the basis of skills, qualifications and experience. It is the stated responsibility of our Nominating and Governance Committee to ensure diverse candidates are identified in its nomination process and that, as Agiliti adds new members to its Board, diversity is a key criteria considered by the Nominating and Governance Committee.

Additional information on our Board of Directors, including board structure and selection, committee compositions and functions, director compensation and director equity requirements can be found in our SEC filings and on our Corporate Citizenship website.

<b>Percentage of independent board members (non-executive)</b>	<b>90%</b>
<b>Percentage women</b>	<b>20%</b>
<b>Percentage underrepresented minority</b>	<b>20%</b>

## DATA PRIVACY & SECURITY

We maintain a comprehensive cybersecurity and privacy program. This includes policies and procedures governing the use and protection of data by Agiliti employees, 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 provides 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 employee training on information security, privacy and compliance, and we conduct monthly phishing awareness and prevention training exercises for all employees. Our program includes a robust incident response program that includes reporting of incidents in accordance with applicable laws and regulations. We have not had a material breach of data in the last three years.

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

**Please contact [media@agilitihealth.com](mailto:media@agilitihealth.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 a Corporate Citizenship 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>

# DATA TABLES

## 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	11095 Viking Drive Eden Prairie, Minnesota 55344
102-44	Key topics and concerns raised	Please see our recent <a href="#">10-k filing</a> .
<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 most recent 10-k filing for further details.
102-46	Defining report content and topic Boundaries	Please see the Materiality section of this report
102-47	List of material topics	Please see the Materiality section of this report
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	January 1 – December 31, 2023
102-51	Changes in reporting	None
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	<a href="mailto:media@agilitihealth.com">media@agilitihealth.com</a>
	Changes in reporting	None
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	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.



# DATA TABLES

## 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 Environmental Policy 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 2023 was estimated to be 19,780 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 Environmental Policy and the Quality & Sustainability section of this report.
305-1	Direct (Scope 1) GHG emissions	30,734 Mt CO <sub>2</sub> e
305-2	Energy Indirect (Scope 2)	7,701 Mt CO <sub>2</sub> e
<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 2023, our total waste generated from our manufacturing operations was 328.97 tons of which Agiliti recycled approximately 51%. Of the recycled waste, approximately 46% 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 Environmental Policy.
307-1	Non-compliance with environmental laws and regulations	In 2023, 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.

# DATA TABLES

## Global Reporting Initiative (GRI) Index

GRI STANDARD/ DISCLOSURE	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 2023 is 1.61
<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	According to our Approved Supplier Survey/List, 14% of our suppliers are a WMOB status (reference item #5). Agility is focused on improving this, however, with our policies and procedures ensuring we are using OEM parts, most of our spend is dependent on OEMs and not something we would source to a 3rd party in order to improve our diversity score. This is to ensure we provide the highest quality equipment and services. Therefore, we have focused on our COGS suppliers who align with the WMOB diversity classifications.
416-1	Assessment of the health and safety impacts of product and service categories	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 at 110 of our operational sites. 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.

## 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 2023 was estimated to be 19,780 MWh or 71,208 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 2023, our total waste generated from our manufacturing operations was 328.97 tons of which Agiliti recycled approximately 51%. Of the recycled waste, approximately 46% 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	
<b>Product Safety</b>	Number of recalls issued, total units recalled	Quantitative	Number	HC-MS-250a.1	0 recalls, 0 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	5 total MedWatch reports: (1) Mattress that was Agiliti product, (1) Mattress where Agiliti was the contract manufacturer, (2) Blowers and (1) Power Drive.

# DATA TABLES

## Sustainability Accounting Standards Board (SASB) Index

Stakeholder	Engagement Summary				
<b>Product Design &amp; Lifecycle Management</b>	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 14,705 units of equipment in 2023. Of that, 5% 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.
<b>Supply Chain Management</b>	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) We have 110 sites that are ISO 13485:2016 certified. This information is disclosed on our website and includes Raye's Inc, dba Sizewise Manufacturing, Biomedical and Surgical Equipment Repair and Diagnostic imaging. 2) 70 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 require 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.

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## Sustainability Accounting Standards Board (SASB) Index

Stakeholder	Engagement Summary				
<b>Employee Health and Safety</b>	(1) Total recordable incident rate (TRIR) and (2) days away, restricted or transferred (DART) rate	Quantitative	Rate	HC-DY-320a.1	TRIR (2023) = 1.61 Please see the Health and Safety section of this report for more details.
<b>Employee Recruitment, Development &amp; Retention</b>	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.
<b>Ethical Marketing</b>	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.
<b>Business Ethics</b>	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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## Task Force of Climate-Related Financial Disclosures (TCFD) Index

TCFD Recommendations	Description
<b>Governance</b>	
<p>Disclose the organization's governance around climate related risks and opportunities.</p> <p>A) Describe the board's oversight of climate-related risks and opportunities</p> <p>B) Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>At the Board of Directors level, the Nominating and Corporate Governance Committee is responsible for the Company's strategies, activities, policies and communications regarding ESG and sustainability-related topics, including climate-related risks and opportunities. The Committee reviews guidelines, documents, and initiatives, and recommends changes, as needed, to further guide and strengthen the Company's sustainability strategic framework. The Committee reviews updates on topics concerning climate change on a bi-annual cadence. Our ESG Steering Committee meets regularly and is responsible for implementing our sustainability strategy, including identifying and monitoring climate-related risks and opportunities across the Company. The ESG Committee is composed of executive leadership from Communications, Legal, Human Resources, Engineering, Operations and Accounting.</p>
<b>Strategy</b>	
<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organizations' business, strategy, and financial planning where such information is material.</p> <p>A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>B) Describe the impact of climate-related risks and opportunities on the organizations businesses, strategy, and financial planning.</p> <p>C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degrees Celsius or lower scenario.</p>	<p>We acknowledge that climate change will impact the medical devices and healthcare delivery industries, shifting our operations and supply chains. At Agiliti, we strive to be adaptable and allocate resources towards resiliency of our products and services. We regularly monitor the risks and opportunities that could substantially impact our financial performance, our ability to meet the needs of our customers and stakeholders, and our company's reputation.</p> <p>We've identified the following time-horizons as short, medium, and long-term when evaluating our climate-related risks and opportunities.</p> <ul style="list-style-type: none"> <li>• <b>Short-term:</b> 1 to 3 years</li> <li>• <b>Medium-term:</b> 3 to 5 years</li> <li>• <b>Long-term:</b> Over 5+ years</li> </ul> <p>We differentiate between transitional and physical risks that impose potential financial impact on our business.</p> <p>At Agiliti, we believe the following climate-related risks to be relevant to our business and industry:</p> <ul style="list-style-type: none"> <li>• <b>Physical climate risk events:</b> In the medical device and healthcare delivery industry, ensuring that our healthcare partners receive products and services promptly is essential for enabling them to care for their patients effectively. We have an extensive distribution channel in the United States to mitigate impacts from climate-related physical events that could halt operations. Acute physical events increase the risk of health system disruption, threaten infrastructure, and pose health risks. This includes intensity of storm surges, wildfires, hurricanes, and flooding. These risks to our operations impact over the short-, medium-, and long- term and maintaining proper systems and processes to further assess climate-related risks to operations are ways that we can further mitigate and enhance efficiencies.</li> </ul>

# DATA TABLES

## Task Force of Climate-Related Financial Disclosures (TCFD) Index

TCFD Recommendations	Description
Strategy (cont'd)	<ul style="list-style-type: none"> <li>• <b>Reputation and market risk:</b> There is multi-stakeholder pressure to meet various climate-related requirements and as a company we must strategize our positioning to make advancements in our operations and business practices. As climate change transparency increases, we recognize that failing to meet these expectations could have negative consequences on Agiliti's financial performance in the short, medium and long term. We are currently managing an increasing number of customer and supplier inquiries related to Agiliti's environmental metrics specifically focused on how we are monitoring our greenhouse gas (GHG) emissions within our operations and business functions. We seek to better understand our customer and supplier requirements to maintain strong engagement.</li> <li>• <b>Regulatory and transitional risk:</b> We note that several emerging regulations are posing additional compliance requirements for companies at a national and state level. Failure to meet these regulatory requirements could pose business challenges in the short and medium term in the form of fines and reputational risks. We are working diligently to anticipate and prepare relevant climate regulations and consider transitional risks such as future carbon pricing, electric vehicle mandates, and other transitional elements in our strategic planning.</li> </ul> <p>Climate-related opportunities:</p> <ul style="list-style-type: none"> <li>• <b>Resilience:</b> As health systems consider their approach to managing physical climate risks, we believe we have a unique market opportunity to provide immediate support during acute weather events. Increases in hurricanes, tropical or other climate-exacerbated disease outbreaks, and other weather-related events will continue to strain health systems, requiring additional medical devices and support in times of peak pressure. This provides Agiliti a unique climate-related advantage as we support medical systems in their resilience and emergency preparedness efforts.</li> <li>• <b>Resource efficiency:</b> We evaluate our operations and facility management practices to identify areas that need improvements to increase efficiencies through our distribution channels and at all stages of our product's life cycle. Our environment and safety team evaluate our facilities' energy usage and emissions and correlated costs as these have a direct impact on site operations and profitability.</li> <li>• <b>Energy sources:</b> Advancement in technology will allow us to further explore new lower-carbon alternatives, especially optimizing our fleet efficiency. In all aspects of our operations, whether through our distribution centers, processes or delivery of our products to our customers, our teams are focused on assessing opportunities for greener alternatives to reduce fuel consumption and identifying software solutions to streamline efficiencies in the short, medium, and long term.</li> </ul>

# DATA TABLES

## Task Force of Climate-Related Financial Disclosures (TCFD) Index

TCFD Recommendations	Description
<b>Risk Management</b>	
<p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p> <p>A) Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>B) Describe the organization's processes for managing climate-related risks</p> <p>C) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Climate-related risks and opportunities are discussed during our ESG Steering Committee meetings along with updates on important climate regulatory requirements and timelines. These issues are then escalated to our Nom and Gov Committee, which is responsible for board-level oversight of climate-related risks and opportunities. Our ESG team works closely with our business partners across our Legal and Accounting departments to maintain visibility into emerging regulations pertaining to emissions reduction, material usage, waste management and financial controls relating to climate change.</p>
<b>Metrics and Targets</b>	
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p> <p>A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks</p> <p>C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>At Agiliti, we identified climate change and energy management through our materiality assessment as topics that we will continue to assess and monitor within our strategic planning. Our Corporate Citizenship Report aligns with the GRI standards and SASB standards for Health Care Delivery and Medical Devices. Within these frameworks, we report on climate-related metrics such as energy usage, greenhouse gas (GHG) emissions, fleet efficiency and waste management. Additionally, we provide insights into these metrics through completion of the CDP Climate annual disclosure. These metrics are continuously monitored, disclosed, and utilized to assess our progress in meeting regulatory requirements managing risks and opportunities and evaluating our overall performance.</p> <p>We measured our Scope 1 and Scope 2 GHG emissions using an operational control approach in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) and U.S. Environmental Protection Agency (EPA) guidelines.</p> <p>2023            (1) Scope 1: 30,734 Mt CO<sub>2</sub>e            (2) Scope 2: 7,701 Mt CO<sub>2</sub>e</p> <p>We are committed to measuring and monitoring our Scope 1 and Scope 2 emissions and are focused on preparing for upcoming climate regulatory requirements. We do not have set targets but will seek guidance on how to more effectively maintain energy efficiency throughout our operations.</p>





# 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 [\*\*media@agilitihealth.com\*\*](mailto:media@agilitihealth.com)

