CORPORATE CITIZENSHIP REPORT

FISCAL YEAR 2024

agiliti®

ABOUT THIS REPORT

This report covers Agiliti, Inc. and its subsidiaries representing data for the calendar year 2024 (January 1, 2024 – December 31, 2024), along with historical data to demonstrate 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 regulations evolve, we are monitoring changes and will update our reporting accordingly.

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. We continue to focus our investments on areas with the greatest impact and potential, advancing key sustainability topics most significant to our business and stakeholders. These include employee health and safety, human capital management, sustainable development 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 improved data collection and key metric performance. 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.**

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OUR BUSINESS

WE BELIEVE EVERY INTERACTION HAS THE POWER TO CHANGE A LIFE

Agiliti is a leading medical device manufacturer and service provider to the U.S. healthcare industry with solutions that help support a more efficient, safe and sustainable healthcare delivery system. We make sure healthcare providers are always patient ready — equipped with essential medical and surgical technologies and services that help address complex clinical challenges, lower costs, reduce waste and maintain the highest standard of medical device quality in the industry.

5,500+
TEAM MEMBERS
5,000+ field operators and account managers supporting our customers every single day.

10,000+
CUSTOMERS
National, regional and local acute care hospitals, health systems (IDNs) and alternate site providers. We also serve the federal government as well as a number of city and state governments.

130+
LOCAL MARKET SERVICE CENTERS
2 million+ square feet of storage/warehouse space. 1,700+ specialized delivery fleet and 275+ mobile service labs.

OUR MODEL FOR LONG-TERM VALUE CREATION

We focus first on our **PEOPLE**: to **attract, train, pay and retain** an engaged team who embodies our mission

An engaged team creates **HAPPY CUSTOMERS,** who choose to **invest more** in the solutions we provide

Our **MOMENTUM** powers **GROWTH**, enabling us to create more opportunities for our **PEOPLE**

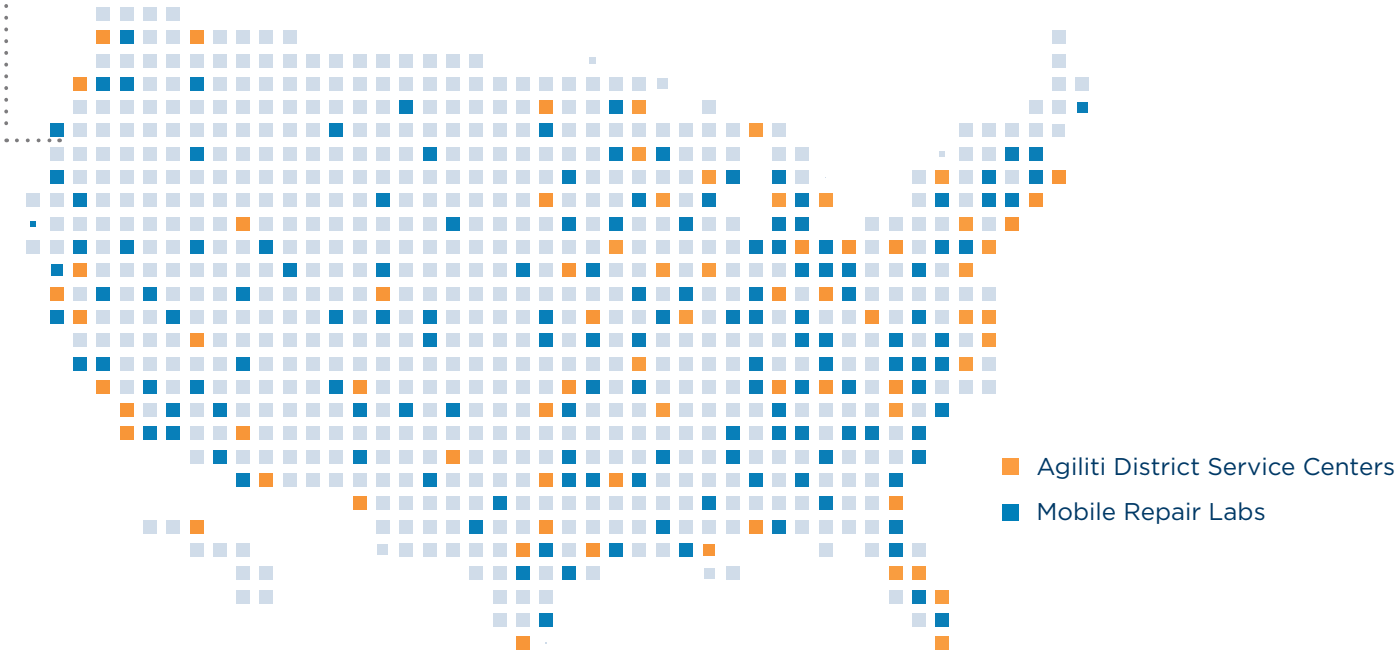
Our **DIFFERENTIATED OFFERING** unlocks unique value for **customers,** driving **MOMENTUM** in the market

OUR REACH

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

130+

SERVICE CENTERS AND CENTERS OF EXCELLENCE,
a majority of which are certified to ISO 13485:2016



>90%

U.S. acute and alternate care settings within a **100-mile radius** of an Agiliti service center

- **1,700+** vehicles in specialized delivery fleet
- **2 million+** square feet of storage/ warehouse space
- **275+** mobile service labs

- **5,000+** field operators and account managers
- **800+** device maintenance technicians
- **200+** field sales and account managers
- **700+** surgical equipment repair technicians
- **450+** surgical laser and equipment technicians

OUR IMPACT

Our products and services offer substantial benefits to the U.S. healthcare industry. We align our sustainability efforts with the United Nations Sustainable Development Goals (SDGs). Among the 17 SDGs outlined in the 2030 Agenda for Sustainable Development, three are especially relevant to our objectives.

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**
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	**Optimizing Clinical Outcomes**	**Improving Economic Outcomes**	**Reducing Waste**
Description of Agiliti Alignment	We enhance patient care with our top-tier programs and stringent standards for medical device quality, safety and support. Our initiatives have proven effective in reducing costs, minimizing waste and promoting optimal patient outcomes. By offering refurbishment and maintenance services, we extend the lifespan of our customers' equipment. Additionally, our equipment management programs assist customers in optimizing their medical equipment inventory. We proudly collaborate with federal, state and local government agencies to manage emergency medical equipment stockpiles, ensuring rapid deployment nationwide or locally during critical peak periods or emergencies.	We work to reduce the financial burden of medical equipment ownership for healthcare providers, which enhances the overall sustainability of the healthcare system. Our policies are guided by a strong commitment to good governance, business ethics, sustainable development and the protection of human rights. This commitment extends beyond our own operations to include our supply chains, ensuring that our values are upheld throughout. Additionally, we support this SDG by increasing economic productivity through diversification, technological advancements, refurbishment and innovation within the medical services industry.	We optimize healthcare system efficiencies by extending the lifespan of medical devices and reducing the environmental impact of their deployment, maintenance and disposal. Our end-of-life management protocols ensure responsible disposal, recycling and refurbishment according to manufacturer guidelines, or donation to global health facilities where they can still be utilized. Additionally, we support this SDG by integrating sustainability practices across our communication channels and collaborating with our executive team to embed sustainability into our business operations and model.

OUR APPROACH TO CORPORATE RESPONSIBILITY

We view corporate responsibility as a strategic imperative, central to our mission. We orient our sustainability strategy to the mutual interests of our stakeholders (customers, team members, investors and communities) as identified through a detailed materiality assessment.

This evaluation continues to shape our sustainability-related initiatives and priorities which are reflected in the following commitments.

OUR PILLARS OF CORPORATE RESPONSIBILITY

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

- **Product Circularity and End-of-Life Management**
- **Product Safety and Quality**
- **Supply Chain Sustainability**
- **Waste Management**
- **Climate and Energy 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**
- **Inclusion**
- **Competitive and Fair Pay**
- **Health and Safety**
- **Human Capital Management**
- **Resilience and Dependability**
- **Supplier Diversity**

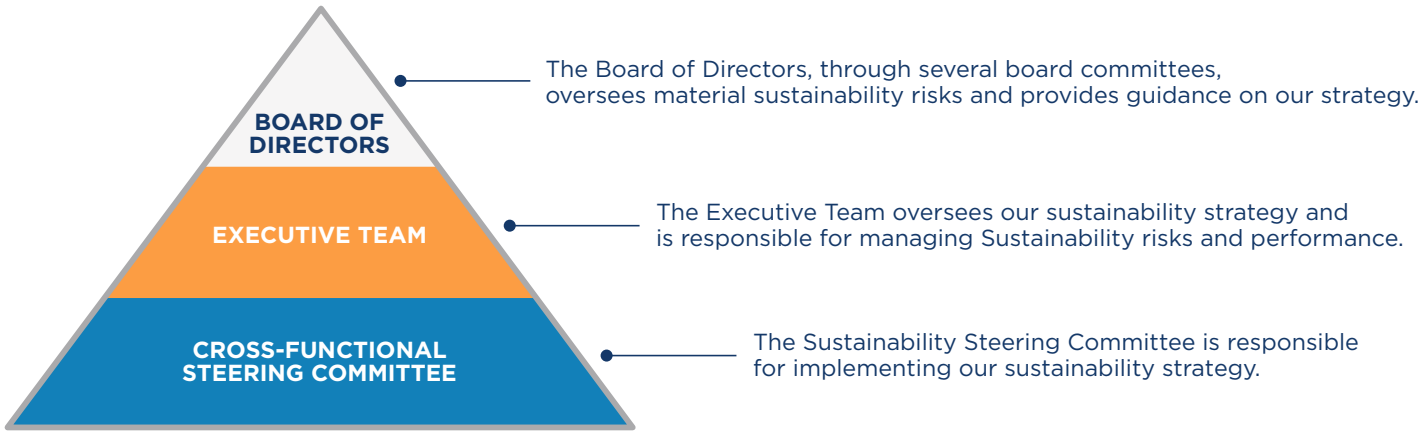
ETHICS AND GOVERNANCE

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

OUR APPROACH TO CORPORATE RESPONSIBILITY



The **Compensation, Nominating and Corporate Governance** Committee (CN&G Committee) governs the company's strategies, activities, policies and communication of sustainability-related matters and makes recommendations related to risks and opportunities.

The CN&G Committee also guides the Board in its oversight of human capital management, including company culture, recruiting, and retention, talent management, career development and succession planning and employee relations.

The **Audit Committee** monitors enterprise-wide compliance and risk management. It reviews the company's compliance with applicable laws and regulations and oversees company policies, procedures and programs designed to promote and monitor legal, ethical and regulatory compliance.

QUALITY AND SUSTAINABILITY

Our quality and sustainability pillar encompasses our environmental and product-related commitments, including product circularity and end-of-life management, product safety and quality, climate and energy management, supply chain sustainability and waste management. We believe these commitments are essential to the success and credibility of our operations and contribute to a more sustainable future for healthcare.

PRODUCT CIRCULARITY AND END-OF-LIFE MANAGEMENT

Comprehensive product lifecycle management and circularity practices are fundamental to our business, ensuring efficient end-to-end management of medical devices from manufacturing through 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. Our protocols for equipment end-of-life management include processes for refurbishment, diagnostics and testing to extend the useful life of medical device inventories.

Our standards and practices for product quality and device maintenance have been proven to create positive outcomes for both patient care and the environment.

Product End-of-Life Management Metrics	2024	2023	2022[1]
Medical Devices Owned and Deployed	~275,000	~300,000	~350,000
Units Disposed at End-of-life	8,903	14,705	16,018
Percent of Disposed Units Resold to customers	8%	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 implements effective waste management strategies to optimize manufacturing processes and streamline recycling. Our Environmental Health and Safety team oversees our waste management program, ensuring compliance with regulatory requirements across all operations.

Our protocols include specific focus on:

Chemical waste disposal, applying to all chemicals used in the cleaning and maintenance of medical equipment. Diversey Holdings, Ltd., our chemical supplier, offers integrated cleaning and disinfection solutions that are 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.

Waste Management Metrics	2024	2023	2022[1]
Waste Generated from Operations (tons)	347.5	329.0	77,477.0
Percent Recycled	43%	51%	99%
Percentage of Recycled Content Comprised of Scrap Metal from Obsolete Products and Manufacturing Materials	72%	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 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.

We maintain **ISO 13485:2016** certification — 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 throughout every stage of the medical device lifecycle.

SUPPLY CHAIN SUSTAINABILITY

We closely manage the environmental impacts of manufactured medical equipment, prioritizing compliance with the highest standards of regulatory and quality assurance required for the proper care of life-saving medical devices.

We apply those strict standards and approval processes to all medical equipment and components utilized in our operations. For higher-risk equipment requiring FDA registration and oversight, we ensure repairs and maintenance are performed exclusively with OEM-qualified parts.

We are committed to developing processes to limit the use of Conflict Minerals in our operations. We expect our suppliers to develop policies and processes regarding the use of Conflict Minerals that align with Agiliti's priorities and retain the right to request suppliers comply with third-party auditing to verify claims of conflict-free sourcing.

QUALITY AND SUSTAINABILITY

CLIMATE AND ENERGY MANAGEMENT

We closely track all federal and state regulations related to climate disclosures to ensure our reporting evolves in line with stakeholder expectations. In 2024, we began preparatory work for California's Climate Accountability bills (SB:253 and SB:261) which require companies to report and disclose greenhouse gas emissions and climate-related financial risks and their mitigation strategies. We are preparing for third-party limited assurance of our Scope 1 and Scope 2 inventory in Q1 2026.

We routinely monitor our climate and energy impact, seeking opportunities for improvement that benefit both our communities and the environment, in alignment with our Environmental Policy.

Greenhouse Gas Inventory	2024	2023	2022
Scope 1 Emissions (MT CO2e)	24,287	30,734	25,474
Scope 2 Emissions (MT CO2e)	7,970	7,701	8,073
Total Direct (Scope 1 and 2) Emissions (MTCO2e)	**32,257**	**38,435**	**33,547**

Scope 3 Emissions (MT CO2e)	2022
S3 Cat. 1 – Purchased goods and services	19,731
S3 Cat. 2 – Capital goods	8,865
S3 Cat. 4 – Upstream Transportation & Distribution	6,750
S3 Cat. 5 – Waste	135
S3 Cat. 6 – Business Travel	7,150
S3 Cat. 7 – Employee Commuting	317
Total Scope 3 Emissions (MT CO2e)	**42,948**

Energy Consumption	2024	2023	2022
Electricity (MWh)	20,835	19,780	20,118

As part of our climate engagement, we participate in the Cabon Disclosure Project (CDP), and submit detailed annual reports on our environmental performance. Our climate-related reporting is aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework and can be found in the appendix of this report.

CULTURE AND COMMUNITY

HEALTH AND SAFETY

Agiliti is dedicated to ensuring a safe working environment for our team members. Our Environmental Health and Safety team guides and governs policies, procedures and training programs to minimize risk for employees and visitors, maintain compliance with relevant safety regulations and certifications, and manage the reporting and investigation of safety incidents.

These efforts have shown to help maintain incident rates below the industry average.

Safety Metrics	2024	2023	2022
Fatalities	0	0	0
Total Recordable Incident Rate (TRIR)	1.46	1.6	1.3
Bureau of Labor Statistics Industry Benchmark	2.7	2.7	2.7

HUMAN CAPITAL MANAGEMENT

Our workforce is our greatest asset and is essential to realizing our core mission and values. We are committed to hiring talented team members who share our values and to providing our people with opportunities to enhance their skills and advance their careers. We are committed to a workplace culture that is free from discrimination and harassment. We appreciate the value of varied backgrounds, ideas, and experiences and believe that the power of different perspectives leads to greater connection, superior innovation and better outcomes.

Employee Engagement

We prioritize employee engagement, actively seeking regular feedback to ensure our workplace is one where our people are proud to work. We conduct an annual engagement survey to monitor team member satisfaction, using the insights gained to shape our initiatives and areas of focus. Our commitment to employee recognition, internal hiring and promotion, talent development and comprehensive benefits are a few reasons why Agiliti is celebrated as an exceptional workplace.

Employee Engagement Metrics	2024	2023	2022
Employee Engagement Score (0-100)	66	60	72
Percentage of Positions Filled from Internal Candidates	19%	23%	25%

CULTURE AND COMMUNITY

Recognition

We celebrate and 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 award that celebrates our most esteemed team members and highlights their examples as role models. Since 2015, we have recognized nearly 60 award winners into our Legends program.

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 for an extensive curriculum of on-demand training and resources and offer a range of bespoke development programs designed to help our team members build and grow meaningful careers at Agiliti.

Talent Recruitment

Our Talent Acquisition team uses a mix of grassroots and outsourced strategies to attract skilled candidates. They manage our participation in career fairs and promote job openings through our career site and online platforms to reach a wide audience.

2024 Talent Development Highlights

52% of all leaders
completed Leadership Development training

9,000 hours
invested in biomedical technician training and scholarship programs

More than 20%
of open roles were filled by internal candidates

26% of new hires
joined Agiliti via our Employee Referral 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 enables us to host interns in nearly every major market in the U.S. In 2024, Agiliti hosted 120 SkillBridge interns and 38 of those interns were hired as Agiliti employees.

"Participating in SkillBridge has given me the knowledge, skills and experience to become a competitive hire and smoothly transition from the military into a civilian workforce. Additionally, it has provided me an opportunity to continue a fulfilling and rewarding career after serving my country by now serving the community I live in."

— Anthony Espinoza

"The opportunity that Agiliti has provided for me through the SkillBridge program has been monumental in the transition from military to civilian life. The program has allowed me to utilize the skills I learned in the Navy and apply them to a new role in a new environment."

— Wyatt Sims

CULTURE AND COMMUNITY

EMPLOYEE BENEFITS

Agiliti provides comprehensive and competitive Total Rewards packages that support our team members' health and well-being both at work and at home. The Agiliti Board of Directors is updated at least annually on our health and wellness plans and planned enhancements to our Total Rewards benefits. This commitment reflects our dedication to fostering a supportive and healthy work environment for all our employees.

COMMUNITY ENGAGEMENT

Agiliti partners with more than 75 national and global nonprofit organizations to offer matching donation programs and year-round volunteer opportunities for our team members. The company donates equipment to local health systems during emergency events and supports global health systems by providing medical devices to underserved areas. We empower our team members to serve their communities through active, year-round volunteering and company-supported philanthropic campaigns. Our annual Day of Caring program generates hundreds of volunteer hours and thousands of dollars in donations, many of which are matched by the company.

ETHICS AND GOVERNANCE

ETHICAL BUSINESS PRACTICES

At Agiliti, ethical business practices are a shared responsibility. We cultivate a culture where all team members understand and strive to uphold the highest standards of ethics, compliance and responsible business. 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 uphold these commitments through company policies, employee training and compliance efforts, as guided by our Code of Conduct, Anti-Corruption Policy and Whistleblower Policy.

Description	Comment / Location
Ethical Business Practices	
Code of Conduct	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.
Anti-Corruption Policy	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.
Whistleblower Policy	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.

All new hires are required to complete Code of Conduct training upon joining the company, and all employees and our Board of Directors must certify compliance with the Agiliti Code of Conduct annually.

ETHICS AND GOVERNANCE

BOARD QUALIFICATIONS AND INDEPENDENCE

Agiliti had eight Board members as of December 31, 2024. In its selection practices, the Compensation, Nominating and Governance Committee considers all candidates for Director based on skills, qualifications and experience. It is the stated responsibility of our Compensation, Nominating and Governance Committee to ensure candidates from a wide array of backgrounds are identified in its nomination process.

DATA PRIVACY AND SECURITY

Our comprehensive cybersecurity and privacy program includes policies and procedures for data use and protection among Agiliti employees in compliance with relevant laws, such as the U.S. Health Insurance Portability and Accountability Act of 1996 (HIPAA), and follows the NIST Cybersecurity Framework (NIST 800-53) guidelines and best practices for managing cybersecurity risks.

Our Data Security and Privacy team conducts regular risk assessments of our cybersecurity and HIPAA postures, implements ongoing team member training and manages a robust incident response system that ensures incidents are reported according to relevant laws and regulations. We have not experienced a material breach of data in the last four 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 for any questions.

DATA TABLES

Stakeholder Engagement

We enhance stakeholder engagement by fostering a corporate culture that encourages open dialogue among all stakeholder groups. At Agiliti, we believe that thoughtful communication with our valued stakeholders leads to meaningful, successful and sustainable outcomes for our business.

Stakeholder	Engagement Summary
Communities	• 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. • We invest in local communities via job creation, workforce development, volunteering and charitable contributions.
Customers	• Our Marketing and Customer Experience team proactively measures and evaluates our customer experience through annual surveys and responsive action planning to customer feedback. • We engage regularly with our customers through requests for information and other questionnaires to share details on our approach to corporate citizenship.
Employees	• Engagement surveys are conducted regularly to identify opportunities for improvement and ensure Agiliti is a place where our people are proud to work. • 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. • We encourage and model open, two-way communication throughout the organization. Our team leaders conduct regular performance evaluations, provide ongoing feedback on performance.
Suppliers	• Our Supplier Code of Conduct highlights our commitment to ethical business practices. • Agiliti conducts regular reviews on our suppliers to ensure they meet the highest quality standards for safety, quality and compliance.

DATA TABLES

Global Reporting Initiative (GRI) Index

GRI STANDARD/ DISCLOSURE	Description	Location/Comment
Stakeholder Engagement		
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 "Our Pillars of Corporate Responsibility" section of this report.
Reporting Practice		
102-45	Entities included in the consolidated	All subsidiaries of Agiliti Health, Inc. are included in reporting unless otherwise stated.
102-46	Defining report content and topic boundaries	Please see the "Our Pillars of Corporate Responsibility" section of this report.
102-47	List of material topics	Please see the "Our Pillars of Corporate Responsibility" 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	media@agilitihealth.com.
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	This report has been prepared in reference to the GRI Standards: Core option.
Anti-Corruption GRI 205: Anti-Corruption 2016		
103-1 103-2 103-3	Management approach	Agiliti's Code of Conduct outlines our dedication to maintaining the highest ethical standards in our business practices and interactions, both within the workplace and externally. Additionally, our Anti-Corruption Policy specifies our principles and commitments to preventing 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 acknowledgment of our Code of Conduct.

DATA TABLES

Global Reporting Initiative (GRI) Index

GRI STANDARD/ DISCLOSURE	Description	Location/Comment
Energy GRI 302: Energy 2016		
103-1 103-2 103-3	Management approach	We actively manage our energy consumption and continuously seek opportunities to improve operational efficiencies, enhancing transparency in the process. For more information, see our Environmental Policy and the Quality and Sustainability section of this report.
302-1	Energy consumption within the organization	Total electricity consumption in 2024 was estimated to be 20,835 MWh. Please see the Climate and Energy Management section of our report.
Emissions GRI 305: Emissions 2016		
103-1 103-2 103-3	Management approach	Our dedication to environmental stewardship drives us to constantly find new methods to decrease energy use and cut carbon emissions. For more information, see our Environmental Policy and the Quality and Sustainability section of this report.
305-1	Direct (Scope 1) GHG emissions	24,287 Mt CO2e.
305-2	Energy Indirect (Scope 2)	7,970 Mt CO2e.
Waste GRI 306: Waste 2020		
103-1 103-2 103-3 306-1 306-2	Management approach	Our dedication to environmental stewardship drives us to constantly find new methods to decrease energy use and cut carbon emissions. For more information, see our Environmental Policy and the Quality and Sustainability section of this report.
306-3	Waste generated	In 2024, our total waste generated from our manufacturing operations was 347.5 tons of which Agiliti recycled approximately 43%. Of the recycled waste, approximately 72% 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.
Environmental Compliance GRI 307: Environmental Compliance 2016		
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 2024, Agiliti had no instances of non-compliance with environmental laws or regulations.
Supplier Environmental Assessment GRI 308: Supplier Environmental Assessment 2016		
103-1 103-2 103-3	Management approach	Our Supplier Code of Conduct highlights our commitment to supplier environmental engagement. In particular, Agiliti expects its suppliers to pursue full awareness of the environmental impacts of their operations and seek continuous improvement in environmental sustainability.
308-1	New suppliers that were screened using environmental criteria	Not Reported.
Employment GRI 401: Employment 2016		
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
Occupational Health and Safety GRI 403: Occupational Health and Safety 2018		
103-1 103-2 103-3	Management approach	Please see the Health and Safety section of this report.
403-9	Work-related injuries	Agiliti's Total Recordable Incident Rate (TRIR) in 2024 is 1.46.
Training and Education GRI 404: Training and Education 2016		
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.
Diversity and Equal Opportunity GRI 405: Diversity and Equal Opportunity 2016		
103-1 103-2 103-3	Management approach	Please see our Human Capital Management section of this report.
405-1	Diversity of governance bodies and employees	Please see the Human Capital Management and Board Qualifications and Independence sections of this report.
Local Communities GRI 413: Local Communities 2016		
103-1 103-2 103-3	Management approach	Please see the Community Engagement section of this report.
Supplier Social Assessment GRI 414: Supplier Social Assessment 2016		
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). Agiliti is focused on improving this. However, with our policies and procedures ensuring we are using OEM parts, most of our spend is dependent on OEM's and not something we would source to a 3rd party. 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
Customer Privacy GRI 418: Customer Privacy 2016		
103-1 103-2 103-3	Management approach	Please see the Data Privacy and Security 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 and 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				
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	HC-DY-130a.1	Total electricity consumption in 2024 was estimated to be 20,835 MWh or 75,006 GJ. Please see the Climate and Energy Management section of our report for more details.
Waste Management	Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated and (c) landfilled	Quantitative	Metric tons (t)	HC-DY-150a.1	In 2024, our total waste generated from our manufacturing operations was 347.5 tons of which Agiliti recycled approximately 43%. Of the recycled waste, approximately 72% 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	
Product Safety	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	11 total Medwatch reports: 10 related to Agiliti manufactured foam mattresses, 1 related to a rental for which the Manufacturer was not specified.

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Sustainability Accounting Standards Board (SASB) Index

Stakeholder	Engagement Summary				
Product Design and 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 focus on product quality and device maintenance helps extend the life of medical equipment and reduce waste, benefiting patient care and the environment. We manage the disposal of medical devices responsibly, following manufacturer guidelines or donating them to global health facilities for continued use.
	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 8,093 units of equipment in 2024. Of that, 8% 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.
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) 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 adhere to strict standards for medical equipment and parts, preferring OEM parts for FDA-registered devices. Higher-risk equipment is repaired with only OEM-qualified parts. To improve supply chain traceability, we are expanding our supplier approval questionnaire to include sustainability criteria screening.
	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.

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Sustainability Accounting Standards Board (SASB) Index

Stakeholder	Engagement Summary				
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 (2024) = 1.46 Please see the Health and Safety section of this report for more details.
Employee Recruitment, Development and 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 associated with false marketing claims.
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 associated with bribery or corruption.
	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 employees (full-time, part-time, temporary and on-demand).

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Task Force on Climate-Related Financial Disclosures (TCFD) Index

Our Reporting Framework Applied: This Climate-Related Financial Risk Report has been prepared in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework (June 2017).

Scope of Disclosures: Using the TCFD framework as a reference point, we have included disclosures aligned with the following TCFD recommendations: governance, strategy, risk management and metrics and targets.

Omissions and Future Plans: Some disclosures recommended by the TCFD have not been included in this report due to current data limitations and the evolving nature of our climate risk assessment processes. Specifically:

- Quantitative scenario analysis has not been conducted at this time, as it is currently under development and may be duplicative with other reporting obligations.
- Certain metrics and targets are still being evaluated to ensure consistency and decision-usefulness. We continue to assess operational opportunities, such as energy efficiency initiatives, that may support broader climate resilience and inform future reporting.

We will continue to refine our approach and expand disclosures over time as our internal capabilities and data availability improve.

TCFD Recommendations	Description
Governance	
Disclose the organization's governance around climate related risks and opportunities A) Describe the board's oversight of climate-related risks and opportunities B) Describe management's role in assessing and managing climate-related risks and opportunities	At the Board of Directors level, the Compensation, Nominating and Corporate Governance Committee is responsible for the Company's strategies, activities, policies and communications regarding 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. Our Sustainability 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 Sustainability Committee is composed of executive leadership from Communications, Legal, Human Resources, Engineering, Operations and Accounting.
Strategy	
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. A) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. b) Describe the impact of climate-related risks and opportunities on the organizations businesses, strategy and financial planning. c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degrees Celsius or lower scenario.	We recognize that climate conditions may impact the medical device and healthcare delivery industries, and potentially affect our operations and supply chains. We currently monitor risks and opportunities that could materially affect our financial performance, our ability to serve customers and stakeholders, and our corporate reputation. As part of our approach to risk management, we will begin conducting biennial climate risk assessments and reporting to ensure astructured and transparent evaluation of environmental impacts over time. We've identified the following time-horizons as short, medium and long-term when evaluating our climate-related risks and opportunities. • **Short-term:** 1 to 3 years • **Medium-term:** 3 to 5 years • **Long-term:** Over 5+ years To ensure our financial resilience and drive sustainable growth, we assess climate-related financial risks and proactively address the impacts of climate change. Understanding both transitional and physical risks enables us to navigate regulatory changes, technological advancements and climate-related events, while discovering opportunities for innovation and improvement.

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Task Force on Climate-Related Financial Disclosures (TCFD) Index

TCFD Recommendations	Description
Strategy (cont'd)	
	At Agiliti, we believe the following climate-related risks to be relevant to our business and industry: • **Physical climate risk events:** In the medical device and healthcare delivery industry, timely delivery of products and services is crucial for our healthcare partners to effectively care for their patients. We have a robust distribution network across the United States to mitigate the impacts of climate-related events that could disrupt operations. Acute physical events, such as storm surges, wildfires, hurricanes and flooding, pose risks to health systems, infrastructure and overall health. These risks affect our operations in the short, medium and long term. By maintaining proper systems and processes to assess climate-related risks, we can further mitigate these impacts and enhance operational efficiencies. • **Reputation and market risk:** We face pressure from multiple stakeholders to meet climate-related requirements, driving us to strategically advance our operations and business practices. As transparency around climate change increases, we recognize that failing to meet these expectations could negatively impact our financial performance in the short, medium and long term. We are currently addressing a growing number of inquiries from customers and suppliers about our environmental metrics, particularly how we monitor greenhouse gas (GHG) emissions within our operations and business functions. To maintain strong engagement, we aim to better understand and meet our customer and supplier requirements. • **Regulatory and transitional risk:** We recognize that emerging regulations are introducing new compliance requirements for companies at both national and state levels. Failure to meet these requirements could result in business challenges, including fines and reputational risks, in the short and medium term. We are proactively working to anticipate and prepare for relevant climate regulations, considering transitional risks such as future carbon pricing, electric vehicle mandates and other transitional elements in our strategic planning. Climate-related opportunities: • **Resilience:** As health systems evaluate their strategies for managing physical climate risks, we see a unique market opportunity to offer immediate support during acute weather events. The rising frequency of hurricanes, tropical disease outbreaks and other climate-exacerbated events will continue to strain health systems, necessitating additional medical devices and support during peak pressure periods. This positions us with a distinct climate-related advantage, as we enhance medical systems' resilience and emergency preparedness efforts. • **Resource efficiency:** We continuously assess our operations and facility management practices to identify areas for improvement, aiming to enhance efficiencies across our distribution channels and throughout our product life cycle. Our environment and safety team evaluates energy usage, emissions, and associated costs at our facilities, as these factors directly impact site operations and profitability. • **Energy sources:** Technological advancements will enable us to explore new lower-carbon alternatives, particularly in optimizing our fleet efficiency. Across all aspects of our operations — distribution centers, processes, and product delivery — our teams are dedicated to identifying greener alternatives to reduce fuel consumption and implementing software solutions to streamline efficiencies in the short, medium and long term.

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Task Force on Climate-Related Financial Disclosures (TCFD) Index

TCFD Recommendations	Description
Risk Management	
Disclose how the organization identifies, assesses and manages climate-related risks. a) Describe the organization's processes for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Climate-related risks and opportunities are identified through cross-functional committee engagement, peer benchmarking, and continuous monitoring of regulatory and market trends. These risks are prioritized based on their potential impact on business continuity, supply chain resilience, regulatory compliance and reputational standing. Our Sustainability Steering Committee regularly discusses climate-related risks and opportunities, along with updates on key climate regulations and timelines. These matters are reviewed by our Compensation, Nominating and Governance Committee, which oversees climate-related risks and opportunities at the board level. The responsibility for identifying, assessing and managing climate-related risks is shared among business leaders and the Sustainability Steering Committee. As part of our forward-looking strategy, we evaluate climate-related risks as part of our existing Enterprise Risk Management (ERM) framework. This integration enables cohesive and efficient approach to risk identification, assessment and mitigation — ensuring that environmental factors are considered alongside other strategic and operational risks. Through these activities, climate-related risks and opportunities are shared with Agiliti's ERM team for potential inclusion in their enterprise-wide risk governance process. Within that process, the ERM function collaborates with business leaders to identify the most significant risks to the business, focusing on strategic growth and compliance. Once key risks are identified, leadership will assess each risk based on impact and likelihood, generating a heatmap from the average scores. Business and functional leaders are responsible for developing, implementing and monitoring risk response plans. The ERM team facilitates this process, conducts quarterly reviews to track and report on mitigation progress. Oversight is provided by senior management and the Audit Committee.
Metrics and Targets	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks. c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our sustainability reporting aligns with the GRI standards and SASB standards for Health Care Delivery and Medical Devices. Within those frameworks, we track and report various climate-related metrics, including energy consumption, greenhouse gas (GHG) emissions, fleet efficiency, and waste management. We enhance transparency by sharing detailed insights through our annual CDP Climate disclosure. These metrics are continuously monitored and disclosed, serving as vital tools to evaluate compliance with regulatory standards, manage risks and opportunities, and assess overall performance in sustainability initiatives. We measured 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. **2024** (1)Scope 1: 24,287 Mt CO2e (2)Scope 7,970 Mt CO2e We are committed to monitoring and managing our GHG emissions in anticipation of evolving climate regulations, and we regularly incorporate expert guidance to enhance energy efficiency across our operations. In the coming years, we hope to explore data management solutions that could support more detailed evaluation of energy use and help surface opportunities for efficiency improvements — delivering both environmental benefits and potential cost savings.

ABOUT AGILITI

Agiliti is a leading medical device manufacturer and 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?
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