



# Supporting Employee Work/Life Balance

## Our Philosophy

Definitive Healthcare is powered by real people who make healthcare happen. And at DH, we understand that real people fundamentally need and deserve balance in their life to be engaged, productive and long-time players on the team. To that end, we see it as business-critical to support our employees' work/life balance so that they can provide real impact to our customers and improve patient outcomes.

As an organization, we support employee work/life balance in several ways, including:

- Providing flexibility for hybrid work
- Creating opportunities for folks to grow their community within DH
- Investing in employee resources and benefits that support wellness

## Flexibility for Hybrid Work

Hybrid or remote work offers significant flexibility for our employees, empowering them to balance personal and professional demands. At DH, we're proud to have a diverse, co-located team across the globe with our headquarters in Massachusetts, US. As part of our hybrid work program, employees who live within a commutable radius of our offices have the autonomy to work remotely 2-3 days every week. Those who live outside of the commutable distance work remotely nearly 100% of the time, with occasional travel to support business needs. With limited exceptions based on role requirements, our hybrid work benefit is offered to all employees and does not need to be earned.

In addition, employees may take advantage of the option to 'work from anywhere' for up to two weeks per year. And in unexpected and extenuating circumstances, DH managers strive to provide additional flexibility to employees while balancing business needs.

## Cultivate Community within DH

While we're working hard to make healthcare happen, we also take the time to foster positive, professional relationships to support employee sense of belonging and satisfaction. As part of the hybrid work benefit, employees can capitalize on the days in office together to collaborate, learn, and socialize.

Additionally, we're proud to support five employee-led Affinity Groups that sponsor educational, charitable, and engaging events throughout the year that bring our employees together on topics, initiatives, or holidays they care about. Moreover, as part of our employee-driven DefinitiveCares program, every single employee comes together to support and volunteer for organizations that focus on the issues we're passionate about. Whether we're working side-by-side on a solution for our customers or in a field harvesting vegetables for a local farm and food bank, we're all one team and we're in this together.

## Employee Resources and Benefits

Finally, Definitive Healthcare invests in competitive benefits to support employee work/life balance and enable our employees to prioritize their personal wellbeing more effectively. In addition to flexible hybrid work and as part of our total rewards package, employees enjoy competitive health benefits, flexible PTO, and access to an array of mental, physical and financial wellness programs and resources through our EAP.

*All information set forth within this document speaks only as of December 31, 2024 unless otherwise noted. Definitive Healthcare undertakes no obligation to publicly update this information, except as may be required by law.*