



Employee Health and Well-Being

Applicability: All US employees

Health Management

At Definitive Healthcare, the health and well-being of our employees is a top priority. We ensure our employees and their family members have access to the resources they need to lead a happy and healthy life while maintaining work-life balance. Definitive Healthcare frequently raises awareness on various health topics, focusing on mental health, stress management, physical exercise, and nutrition. Through our medical plan, we offer discounts on gym memberships and weight loss programs.

Definitive Healthcare offers employees access to an Employee Assistance Program (EAP) which is easily accessible and available 365 days a year, 24/7. Our EAP, through Mutual of Omaha, offers benefits and support programs that enhance the health and well-being of our employees. Employees can access a variety of experts including clinical/counseling, financial, and legal services, to help them respond to challenges they may face both inside and outside of the workplace.

We also offer Unlimited Paid Time-Off; and encourage people to take the time they need for their health, personal, and family needs.

If a formal leave is needed, Definitive is committed to providing paid family and medical leave benefits to all our eligible employees who may require assistance in adapting their workload or hours due to physical and mental health or personal challenges happening in their lives. We comply with and offer applicable state leave benefits to all eligible employees.

Definitive has an employee led affinity group called Awareness of Visible and Invisible Disabilities at Definitive Healthcare (AVID@DH). The group has worked with Human Resources and leader sponsors across the business to host a number of mental health focused events. Recent events have included:

- Celebrating Mental Health Month with a Mental Health Gift Exchange through which employees are matched with a buddy to exchange self-care themed gifts with one another.
- AVID@DH highlighted the importance of Mental Health through an informative article in the company newsletter.

Dependent Care

Offering Support for Dependent Care is a priority for Definitive Healthcare. Our EAP program offers parenting support and child and elder care resources and referrals. We also have a Parents@Definitive affinity group that is dedicated to helping to improve the experience, benefits, and community for working parents at Definitive and their families.

Definitive offers a robust parental leave policy starting with 4 weeks of fully paid leave for secondary caregivers and up to 16 weeks of fully paid leave for primary caregivers, based on tenure.

Workers Safety

Definitive Healthcare is committed to providing a safe, healthy, and efficient work environment. We take seriously our responsibility to prevent injury and illness in our offices and facilities. Details of our approach can be found in our Occupational Health and Safety policy.

During the past 5 years, Definitive Healthcare has not had a work-related accident or safety incident.

Insurance Benefits

Definitive Healthcare is committed to offering a comprehensive benefits package that is best-in-class and supports the needs and well-being of employees and eligible family members with minimal financial impact. There are a variety of plans and options for employees to choose from, including:

- 3 options for medical insurance plans, all subsidized substantially or in full by Definitive
- Flexible Spending Account(s) (for eligible plans)
- Health Savings Account with a match from Definitive (for eligible plans)
- Dental insurance
- Vision insurance
- Life & Accidental Death insurance fully paid for by Definitive with options for additional coverage
- Short and long term disability insurance fully paid for by Definitive

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.