



Investing in DH Talent

Our Philosophy

At Definitive Healthcare, we know that our people are our greatest asset. We're proud to boast a diverse employee base of long-time players who have helped grow the company along with newer team members who bring fresh perspectives and industry knowledge. Regardless of an employee's tenure or where they are in their careers, we invest in and enable our people to provide real impact to our customers and improve patient outcomes.

As an organization, we develop our talent and drive a high-performance culture in several ways, including:

1. Offering development programs aligned to business needs
2. Providing learning resources for individualized development or career needs
3. Implementing growth opportunities

Development Programs

We proudly provide cohort-based development programs throughout the year for our employees, with a focus on high-performing individual contributors, early and mid-career managers, and top talent. As part of these programs, employees learn, apply and reflect on key leadership and power skills that are essential to Definitive Healthcare's shared success. In addition, these cohort-based programs provide the opportunity for employees to build relationships and learn from others across the business.

With the increasing demand for ongoing development, including at the senior level, we continue to evolve our programs to address employee feedback and meet business needs. As we work to add additional programs to our suite of development opportunities, we prioritize social, virtual and practical learning solutions that are accessible to our employees across the globe.

Learning Resources for Individualized Needs

We understand that each employee has their own career path and often need nuanced learning solutions to build skills for success. To support our employees' pathway to growth, we offer an online learning platform chock-full of DH-specific courses, as well as LinkedInLearning licenses to accelerate business, technology, and creative skills. In the instances that we do not have a learning solution for an employee's specific learning need or professional pursuit, employees are able to take advantage of our tuition reimbursement program.

Growth Opportunities

At Definitive Healthcare, we believe in recognizing top talent and encourage internal mobility for high-performing individual contributors and managers. Whether it's advancing within a current department or exploring roles in other areas of the business, we strive to create an environment where everyone has the chance to grow and succeed. Through regular performance reviews, coaching from managers, and access to learning resources, employees are empowered and have the autonomy to take charge of their professional journeys.

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.