



Our approach to occupational health and safety

Applicability: All US employees

Definitive Healthcare is a technology firm. As such, our employees generally work in offices or in their homes. Nonetheless, we are committed to providing a safe, healthy, and efficient work environment.

We are committed to the prevention of injury and ill health at all our offices and facilities for our employees, contractors, and visitors. Definitive Healthcare undertakes several occupational health and safety measures to continually improve our occupational health and safety management system and encourage the development of a positive health and safety culture by engaging our stakeholders effectively.

Employees and other persons visiting or working in all Definitive Healthcare facilities are expected to follow all company safety instructions, processes, and procedures. They're also responsible for taking reasonable care of their own health and safety, as well as the health and safety of others with whom they may come into contact in our offices or through the course of their responsibilities.

Policy

Our business does not involve the sale of physical goods and thus does not involve manufacturing or physical supply chain work streams. This minimizes the likelihood that our employees will suffer serious injuries or death in the course of their work. As a result, it is not necessary for us to maintain some of the more detailed safety procedures that one might find at, for example, a manufacturing company. Safety is nevertheless very important to us, and we do maintain safety policies and controls consistent with the risks posed to our employees.

We expect employees to work in a safe manner and maintain a work environment that is conducive to maintaining the health and safety of themselves and others. All employees, therefore, must:

- Comply with safe work practices to avoid injury to themselves and others.
- Cooperate with Definitive Healthcare on matters involving health and safety.
- Correctly use work items provided by Definitive Healthcare in accordance with any training and instruction.
- Not misuse anything provided for their health, safety, or welfare.
- Report all health and safety concerns to an appropriate person.

Definitive Healthcare takes its own obligations in this area very seriously. We make every effort to ensure our operations are free from significant risk to the health and safety of our staff, contractors, visitors, suppliers, the general public, and the environment. We are committed to the continual improvement of our policies and procedures by monitoring and evaluating our efforts on an ongoing basis.

Definitive Healthcare is committed to:

- Ensure the workplace is safe and without health risks.
- Ensure that equipment is safe and that safe systems of work are set and followed.
- Ensure articles and substances are moved, stored, and used safely.
- Provide adequate welfare facilities.
- Comply with applicable health and safety laws and regulations in each country we operate in.
- Provide information, instruction, training, and supervision that is reasonably necessary to ensure that each employee is safe from injury and risks to health.
- Provide information concerning potential hazards in or around our facilities.

Addressing emergencies

Our Occupational Safety and Health management system is based on the concept of continuous improvement. We constantly seek to improve our performance by designing and adapting processes, work practices, and systems in the direction of greater safety.

In the event of an emergency in our workplace, employees should follow alarms or other alerts to evacuate the building or area near the premises. Employees should always follow the basic evacuation procedures and remember that personal safety is paramount and takes precedence. Employees should do the following:

- Check the work area for anything needing to be secured and store it quickly.
- Secure locks on all secured containers and cabinets.
- Leave the work area and report to the designated assembly area.

Questions and concerns

If you have any questions or concerns about possible health and safety hazards, laws, or policies governing the workplace at any facility, please bring them to the attention of your Office Manager, your direct manager, or representative from Human Resources.

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.