



## Supporting Our Community

One of our guiding principles is doing our part to better the communities where we live and work. This is a closely held value that is part of our DNA. We encourage and challenge every employee to get involved and improve their community.

### Our Focal Points

To target and prioritize efforts, we leveraged the United Nations Sustainable Development Goals as our framework to direct our energy and invest in our communities. Our approach and community-based effort target the following aspirations:

- Zero Hunger
- Good Health and Wellbeing
- Quality Education
- Reduced Inequalities

### Definitive Cares Volunteer Efforts

Our DefinitiveCares program is an employee-led initiative that aims to give back to the community through volunteer initiatives. It is focused on providing assistance through commitments of time and volunteer effort, as well as financial donations and contributions. These efforts help foster a more supportive and generous environment both within our company culture as well as a more profound direct connection to the community at large.

Definitive Cares Employee Ambassadors recommend, select, and cultivate the relationship with each of our growing number of community programs. They create and share volunteer opportunities for employees, with everyone getting the chance to participate in DefinitiveCares events.

Employees can work with 40 charitable organizations, supporting causes from hunger and homelessness to healthcare, education, LGBTQ+ issues, racial justice, women's initiative and more. We support local community and national organizations that focus on the sustainable development goals we prioritize.

As we continue to grow, we're incredibly proud that all our employees continue to engage with DefinitiveCares and that we've been able to expand our impact to local communities in Sweden and India, as well as in the towns of our remote employees.

### Impact of Definitive Cares

2021 marked the sixth year we had 100% employee participation in DefinitiveCares. Additionally, in 2021 our employees donated more than \$265,000 and volunteered nearly 3,800 hours.

We've even been awarded Top Charitable Contributors by the Boston Business Journal two years running.

### Other Ways We support Our Community

In addition to Definitive Cares efforts, we support other initiatives to serve our community and stakeholders. Each year we host several independent fundraising efforts for topical issues and concerns. This year that include our annual golf tournament for Dana Farber, relief efforts for the war in Ukraine and GiveIndia to support India's COVID-19 efforts. In many of these instances, we match employee contributions to these charities.

We also manage the Definitive Healthcare Employee Relief Fund, which is available to support Definitive Healthcare employees during times of significant financial hardship following a federally declared Qualified Disaster.