

## Titanium Solutions Sustainability Policy

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Titanium Solutions is conscious of our ecological and social impact as a business. We have adopted this policy with the goal of making the world a better place through our ordinary business practices.

Titanium Solutions' primary impact on the ecology and social structure is via:

- Energy consumption both in the daily operation of the business and through employee travel.
- Who we employ and in what roles.
- Biases and cultural preferences.
- Limitations or biases that we create in our products, which then impact Customers and Customers' Patients.

Our strategy to mitigate these impacts is to periodically review our operations, identify company biases and any limitations in our products and then to make changes to reduce these impacts where possible.

Our Company culture aims to promote inclusiveness.

Current Policies:

- Use electronic communication in preference to travel where possible.
- Facilitate hybrid work, which reduces travel.
- Employees who travel for work should choose lower carbon footprint flights and/or purchase carbon offsets when offered.
- Titanium uses electronic file storage and document signing to reduce printing where possible.
- Vehicles which the company purchases or rents should be electric where possible.
- Free Electric Vehicle (EV) charging stations at our offices where this is possible.
- Titanium practices non-discrimination in our hiring methods and thus has a diverse workforce.
- Titanium sponsors business and industry relevant LGBTQI+ events.
- Titanium continues to invest in proactive social sustainability policies built into the software to enable our customers to support gender diversity including patient preferred gender pronouns.
- The software also supports patient language and culture preferences - including correspondence in the patient's preferred language and other cultural preferences such as lunar dates and non-Latin text.