

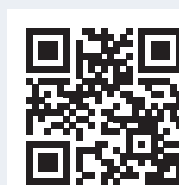
Trinity is committed to creating an inclusive environment where all employees can grow. In 2024, we expanded our efforts beyond traditional DEI frameworks to build a comprehensive approach to inclusion and engagement that touches every aspect of our organization—reinforcing our belief that every decision we make impacts lives, both within our company and beyond.

By collaborating thoughtfully as an organization, we are confident that Trinity can be a changemaker for prioritizing diverse, equitable, and inclusive practices and outcomes in the healthcare industry and beyond.

Our Mission

1. The Inclusion & Engagement Strategy team is founded on Trinity's mission to lead transformation in the life sciences industry. We believe that diverse, equitable, and inclusive thinking and outcomes are integral to our ability to innovate and build successful, trusting relationships both internally and in partnership with our clients.
2. Recognizing that change starts from within, we are committed to continuous and measured assessment of our existing policies and behaviors to ensure we're attracting, developing, and retaining exceptional teams that reflect the communities we ultimately serve.
3. By collaborating thoughtfully as an organization, we are confident that Trinity can be a changemaker for prioritizing diversity, equity, and inclusivity in the healthcare industry and beyond.

Trinity's Social Impact and Inclusion Report



Trinity is committed to being a welcoming place for professionals of all backgrounds and identities.

Our commitment to inclusion is based on a belief that when we demonstrate mutual respect — free of pressure to engage in political, religious, or cultural debates — we can also bring out the best in one another.

Accomplishments

- Improved our recruitment practices to reduce bias and subjectivity throughout the process
- Piloted sponsorship and mentorship programs for management and staff
- Introduced a mini training series for management as well as company-wide monthly/bi-monthly trainings on social impact and inclusion topics
- Conducted regular pay equity studies
- Launched the Empathy Circle series, a brave and safe space for employees to share their experiences
- Refined Trinity's values and mission statement, where we now emphasize the importance of inclusion
- Published a report on Social Impact & Inclusion for three years in a row
- Provided additional employee resources through Community Resource Groups