



Community Outreach and Engagement Policy

1. Purpose

This policy establishes Stance Healthcare Inc.'s commitment to community outreach and engagement as a core component of its Sustainability Management System (SMS). Stance seeks to create shared value by supporting the social and economic well-being of the communities in which it operates while strengthening long-term business resilience, stakeholder trust, and sustainable growth.

2. Policy Statement

Stance is committed to being a responsible corporate citizen and trusted community partner. Through strategic investments in volunteerism and charitable giving, we aim to contribute to inclusive growth and community stability in alignment with our corporate values and our mission of Improving Lives by Design.

3. Scope

This policy applies to all operations, employees, and leadership, across all regions where Stance operates.

4. Community Outreach and Engagement Programs

4.1 Employee Volunteerism

Stance promotes employee engagement through volunteerism by:

- Encouraging participation in outreach events and initiatives that service our communities.
- Providing paid time to volunteer in company organized outreach events and initiatives.

4.2 Charitable Giving and Donations

Stance supports communities through responsible corporate giving by:

- Providing financial and in-kind donations to qualified nonprofit and community-based organizations.
- Supporting disaster relief and emergency response efforts when communities are impacted.

4.3 Community Resiliency and Sustainability

Stance supports community resiliency by:

- Supporting community-based programs that strengthen public health, housing stability, and economic resilience.

5. Measurement, Reporting, and Disclosure

Stance measures and tracks our community outreach and engagement performance using metrics such as:

- Employee volunteer participation
- Charitable contributions and community investments
- Number of community partnerships

Results are divulged alongside other sustainability disclosures and through stakeholder communications.

6. Continuous Improvement

Stance's SMS Team periodically reviews and updates this policy to ensure ongoing alignment with evolving ESG priorities, stakeholder expectations, and community needs.