

Concentra Environmental Policy

At Concentra, our mission is to improve the health of America's workforce, one patient at a time. We achieve this mission through our commitment to the following core values:

- A healing focus
- A selfless heart
- A tireless resolve

We practice these core values every day because we recognize that how we conduct our business is as important as the outcomes we achieve.

Essential to achieving this mission is our pledge to conduct business in a manner that minimizes harm to our planet and protects the health of our patients, colleagues, and the community we serve. Guided by the environmental standards set forth by the Occupational Safety and Health Administration (OSHA), the National Institute for Occupational Safety and Health (NIOSH), and the Environmental Protection Agency (EPA), Concentra employs sustainable practices, conserves resources, and prevents pollution through waste management and air quality control measures.

Concentra's environmental policy reflects our company values and commitment to responsible business practices and ethical conduct. It applies to all Concentra operations, its subsidiaries and affiliates and their managed entities, and Concentra's partners, suppliers, and vendors.

SUPPORT A HEALTHY POPULATION

As a health care organization, ensuring human health is a significant and multifaceted endeavor with both direct and indirect impacts. Understanding the connection between the environment and human health is paramount. Research links physical well-being to the air we breathe, the water we drink, the food we consume, and the environments where we live and work. Considering the link between pollution and various illnesses and diseases, we embrace sustainability and manage waste to be a positive force in efforts to improve the health and well-being of all people.

RESPECT FOR PRESENT AND FUTURE GENERATIONS

As a framework for managing Concentra's environmental impact, mitigating pollution, and conserving the intricate web of life and the processes that sustain it, Concentra will:

- Comply with federal, state, and local environmental laws and regulations applicable to our operations and facilities
- Develop, implement, and continually monitor processes and procedures that support compliance with environmental requirements and minimize our impact on the environment
- Evaluate and address environmental risks and priorities to confirm regulatory obligations are met or exceeded

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- Oversee our operations and facilities to mitigate the impacts of climate change
- Efficiently manage and conserve the resources used by Concentra in its operations
- Use energy efficiently and responsibly, including through conservation measures
- Minimize travel by leveraging virtual meeting technology in lieu of in-person meetings
- Educate our colleagues and share best practices with our corporate partners, demonstrating our favorable environmental performance
- Listen to our colleagues and corporate partners about ways we can do better to help protect the environment
- Empower our colleagues to implement environmentally conscious practices

Concentra's vision is to provide a positive customer experience through welcoming, respectful, and skillful colleagues. Part of this is ensuring our colleagues work to promote corporate responsibility, protect natural resources, and reduce waste. This is the foundation of our commitment to lessening the human impact on the environment by protecting our natural resources for the benefit of future generations.

POLICY GOVERNANCE

This policy is overseen by Concentra's Board of Directors.

REPORTING VIOLATIONS OR CONCERNS

Concentra encourages open and honest communication. We have robust resources to listen and respond to concerns and input, such as local, regional, and corporate HR and leadership, as well as the HR Helpline and the Compliance Hotline, which are both anonymous reporting mechanisms. If there are concerns about potential violations of this policy, please contact the Compliance Hotline at (844) 463-7750.