



MAY 2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

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I. Policy

This Environmental, Social and Governance (“**ESG**”) Policy defines Corza Medical’s approach to assessing ESG risks and value creation opportunities. Corza Medical considers material ESG matters in the course of its due diligence of potential acquisition targets and day to day management of the company to the extent reasonably practical in a given circumstance and as required by law. For the purposes of this ESG policy, material ESG issues are defined as those issues that Corza Medical determines have or have the potential to have a direct substantial impact on the company’s ability to create or preserve economic value as well as environmental and social value for itself, the communities where it operates, and other stakeholders.

Examples of ESG matters include:

- **Environmental:** energy use and efficiency, carbon emissions, pollution, and waste and water management;
- **Social:** human rights, equality, health and safety, community impacts; and
- **Governance:** management and board structure, anti-money laundering and conflicts of interest.

We believe we have a fiduciary and ethical obligation to proactively address ESG risks and opportunities as part of our management strategy.

2. Objectives

Corza Medical seeks to:

- Actively develop and improve the long-term sustainability of Corza Medical for the benefit of multiple stakeholders.
- Work with customers, partners, contractors and stakeholders to the extent reasonably possible to improve and advance ESG initiatives.
- Promote transparency and timeliness in communication with stakeholders and partners on ESG matters.
- Follow strict guidelines that prohibit bribery and other improper payments to public officials and follow anti-money laundering laws and regulation globally.

3. ESG as Part of Operations and Acquisition Strategy

Corza Medical includes ESG risks and opportunities in its evaluation of potential acquisition opportunities and incorporates these factors into its integration and operational plans.

The company:

- Complies with applicable local, state, provincial, national and international labor laws and standards applicable to the jurisdictions it operates in. Corza Medical strives to provide a safe, healthy and supportive work environment and supports competitive wages and benefits for its employees.
- Incorporates the ESG risks and opportunities identified during due diligence into the post-acquisition action plan;
- Where appropriate, considers ESG matters when making operational decisions and when assessing employee performance and compensation.

4. Reporting and Transparency

Corza Medical integrates ESG factors into its internal reporting as well as its reports to its Board of Directors and to GTCR. Additionally, Corza Medical participates in its assessment processes and will submit available transparency reports with key performance indicators (KPIs) to the Board of Directors on at least an annual basis.

5. Scope and Responsibilities

Senior professionals of Corza Medical are responsible for ESG matters in partnership and collaboration with GTCR. The Chief Human Resource Officer and the Chief Compliance Officer at Corza Medical will be responsible for the management of the ESG policy and ensuring it is adhered to, reviewed periodically and updated as required. Continuous education and training on ESG will be provided in a variety of forms across the organization.

6. Authority

The CEO of Corza Medical has approved this policy. This Policy shall be reviewed and updated, as applicable, on an annual basis. If changes or updates to the policy are considered significant, approval is required prior to implementation.