



Marathon
Health™

2025

Corporate Social Responsibility Report



Letter from Chris Pricco, CEO

Marathon Health

At Marathon Health, we believe that true health isn't only about treating illness—it's about empowering people, strengthening communities, and caring for our planet. Our purpose, which guides everything we do, is clear and unwavering: **We exist to enable millions of people to live their healthiest lives, one patient at a time.**

In this 2025 Corporate Social Responsibility Report, I'm proud to share how we have brought this purpose to life and deepened our commitment to sustainability, equity, and integrity. Over the past year, Marathon has sharpened our focus on creating meaningful opportunities for our teammates, advancing health equity for our patients, and reducing our environmental footprint. Each of these efforts aligns with our Marathon Health Pledge and core values—**Courage, Empathy, Service Excellence, Teamwork, Bias to Act, and Joy**—which serve as the foundation for our decision-making and the culture we foster within our organization.

Courage guided us as we took bold steps toward more inclusive policies that better serve our diverse teammate population. Marathon expanded training and leadership development programs that intentionally promote Empathy and Service Excellence, ensuring every patient and teammate interaction is respectful, compassionate, and impactful. We advanced Teamwork by strengthening our connections to local communities, championing social initiatives, and engaging in collaborative partnerships that align with the United Nations Sustainable Development Goals (SDGs)—particularly SDG 17, “Partnerships for the Goals.” This spirit of collective action drives us to create health equity strategies, invest in local organizations, and encourage meaningful volunteerism.

Our enduring Bias to Act led to tangible results. Marathon improved diversity at all levels of leadership, reduced waste through recycling and energy-saving initiatives, and enhanced virtual care offerings that diminish carbon emissions. These efforts, infused with a sense of Joy, help us celebrate each other's contributions and build a stronger, more sustainable Marathon Health.

Looking ahead, we will continue to drive positive change by deepening our approach to health equity, expanding clinical training on social determinants of health, and offering inclusive benefits that reflect our growing understanding of diverse needs and backgrounds. From our ongoing community engagements to our innovative professional development programs, this report highlights the power of purpose-driven action.

Thank you for taking the time to review our 2025 Corporate Social Responsibility Report. We remain grateful for the trust our patients, teammates, and partners place in us. Together, we will continue to strive for a healthier, more equitable, and more sustainable future—one person, one community, and one planet at a time.

With Gratitude,



Chris Pricco, CEO
Marathon Health



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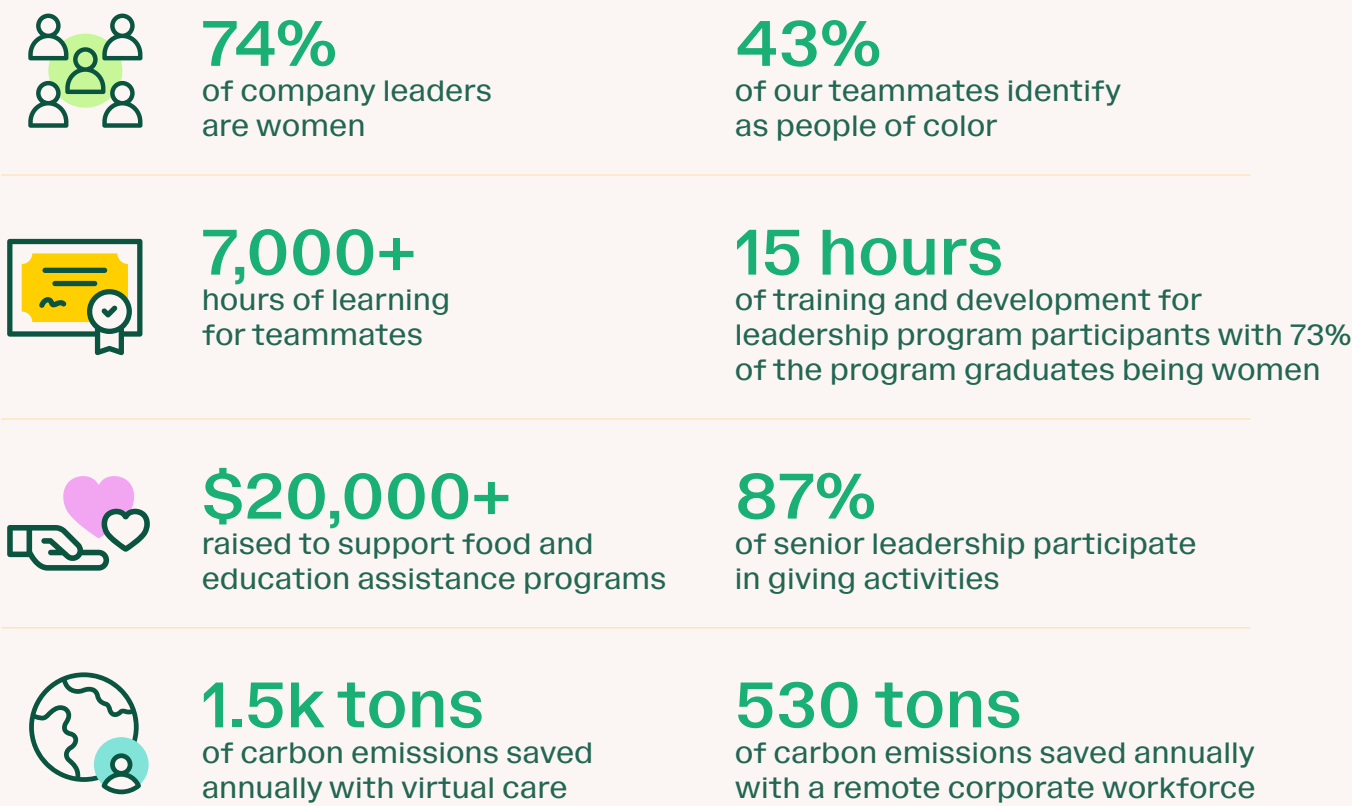
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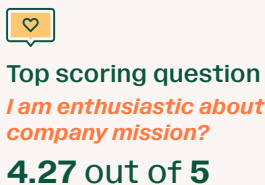
2025 impact at a glance

In 2025, Marathon Health continued to create industry-leading inclusive career growth pathways for our teammates, redoubled sustainability efforts across the organization, and made generous investments in inclusive training, leadership development, and community engagement.



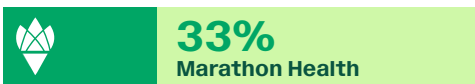
Engagement Survey Data

Marathon Health Overall Engagement Q4 2025



 Overall Engagement is a weighted analysis of how teammates answered all 8 standard questions. Fully Engaged teammates will have standardized engagement scores between 87 and 100.

Marathon Health % Fully Engaged Q4 2025



 % Fully Engaged teammates are "all in" and are connected to their people leaders, teams, jobs and Marathon Health as a whole. This data reflects the percentage of teammates who gave the highest score possible on all 8 standard engagement questions.



Social impact at Marathon Health

Social impact mission: Support Marathon Health's mission, vision, and values by increasing **inclusion, health equity, sustainability, and community.**



Five pillars:

1



Connection, belonging, and inclusion

Marathon Health seeks out and embraces diversity, working proactively to foster an equitable environment for all. We are an inclusive community where every teammate can bring their whole self to work.

2



Health equity

Marathon Health will address persistent and pervasive healthcare inequities using research, data, and best practices to impact social determinants of health and other root causes of health equity.

3



Environmental sustainability

Marathon Health strives to minimize our environmental impact through the development of sustainable processes, reducing waste and recycling, and increasing teammate awareness and education.

4



Community engagement

Marathon Health supports individual and collective efforts to serve the communities where our patients, clients, and teammates work and live through volunteerism, non-profit board participation, community organization membership, and other charitable activities.

5



Compliance, health, and safety

Marathon Health ensures the highest level of regulatory adherence, protects patient and staff well-being, and promotes a culture of safety and responsibility. Our work in compliance, health, and safety encompasses comprehensive training, regular audits, and continuous improvement strategies to uphold ethical practices and foster a secure healthcare environment.



Living our core values



Courage

We demonstrate bravery, honesty, authenticity and integrity in our actions and decisions, even when it is difficult or unpopular.



Teamwork

We believe our collective strength is greater than the sum of our individual talents. We actively build a culture of diversity and belonging by partnering with teammates, patients, and clients to achieve our shared goals.



Empathy

We seek first to understand others' perspectives. By leading with compassion, we create a caring community where everyone feels valued, heard, and respected.



Bias To Act

We acknowledge desired outcomes are not guaranteed. We lead with intent, and we proactively seek out solutions to deliver results. We speak up, take the first step, and commit to continuous improvement that helps us exceed expectations.



Service Excellence

We commit to consistently delivering exceptional experiences for our patients, clients, and fellow teammates.



Joy

We are passionate about doing meaningful work. We have fun, celebrate our collective impact, and seek to take home positive energy.

Training to be the best



Marathon Health provides extensive training and support for teammates to help them excel in the technical aspects of their roles and achieve their full potential in healthcare. Our Connection, Belonging, and Inclusion (CBI) trainings include scenario-based teachings on various aspects of respectful social dialogue, identity, and community to help our teammates engage with patients, clients, and fellow colleagues with empathy and compassion. The CBI aspects of our leadership development program help Marathon leaders become uniquely skilled in cultivating belonging and engagement skills such as:

- **Active Listening**
- **Recognizing and Mitigating Bias**
- **Empathy, Cultural Competence**
- **Self-Awareness**
- **Courageous Conversations and Conflict Resolution**
- **Building Diverse Teams**
- **Fostering Belonging**
- **Equitable Collaboration**

In 2026, Marathon will launch social determinants of health trainings for health center teammates, which will provide **population-specific training** to help our providers **better serve patients from historically medically marginalized communities** with persistent and pervasive health disparities.



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Belonging at Marathon



We made several updates to our benefits structure and eligibility to better serve and support our teammates. We expanded the pool of Marathon Health teammates who are eligible for our “A Day for What Matters” Floating Holiday benefit, which provides eight hours of paid time off for teammates to celebrate culturally and religiously significant days that are not included in our current allocation of federally recognized holidays. The day can also be used to support mental health and wellness activities.

We provide inclusive family formation benefits including assisted reproductive technology and support for adoption and surrogacy, all accessed without infertility diagnosis. Our benefits offerings and structure enable all of our teammates to build their families.

At Marathon Health, we support the ongoing development and education of our teammates around issues of

inclusion with a dedicated Connection, Belonging, and Inclusion area on our internal communications hub and monthly CBI awareness efforts tied to nationally recognized and community-specific heritage months.

Annual CBI events typically hosted by Teammate Resource Groups include a Pride film discussion, Women’s Leadership Panel, Black History Month Book Club, Parenting and Caregiving Coffee Chats, Disability Pride Workshop, and Veterans Day Commemorations.

Marathon teammates are empowered to charter new Teammate Resource Groups. In 2025, teammates launched new groups for Cancer Support, Disabilities, and the Community and Connection Committee.

Protecting the planet



2,000+

pounds of plastic recycling collected by teammates for TRES challenge



Sustainability tips

for health centers and home helped teammates implement changes on a monthly basis



70+

teammates took the sustainability pledge in 2025



2,500+

trees planted for teammate anniversaries as part of our work anniversary tree teammate appreciation program



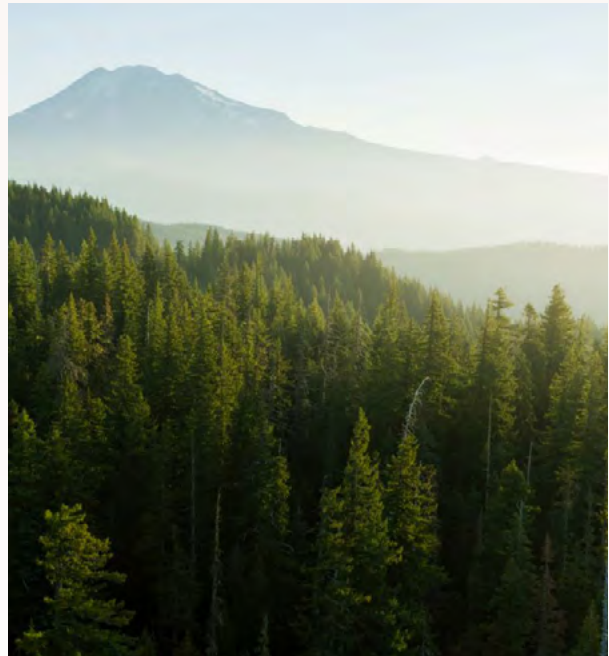
Trex Company, Inc.

is a manufacturer of wood-alternative composite decking, railing, and other outdoor items made from recycled materials. Headquartered in Winchester, Virginia, Trex is world's largest manufacturer of wood-alternative decking and railing. Trex composite products **are made of 95% recycled materials.**



American Forests

is a non-profit 501(c)3 environmental non-profit tree planting charity that plants trees in countries throughout the US. Trees are vital to our health and wealth. But a map of tree coverage in cities is too often a map of income and race; trees are sparse in low-income neighborhoods and some neighborhoods of color. Our Tree Equity program **strives to create Tree Equity — planting trees where they are needed the most.**



Sustainability scorecard

General facts about sustainability at Marathon Health



Remote-first corporate workforce

- Marathon Health supports a remote-first corporate workforce, enabling the reduction of **37,506 square feet** across multiple offices.
- An estimated **750,120 pounds** of carbon dioxide emissions have been saved by reducing unnecessary office space.
- With more than **100 remote corporate teammates**, the anticipated carbon emissions of traveling to the office are reduced by more than **519 tons of CO2**.



Green patient care

- Digital charts reduce the need for paper charts and visit summaries. There are currently **over 60,000 patient portal users** for whom paperless is the standard.
- We expanded our virtual healthcare team. Our patients had more than **154,300 telehealth appointments** in the last year, a **20.5% year-over-year increase**.
- Current telehealth volume eliminated **2,653,960** driving miles to in-person medical appointments, saving more than **1,167 metric tons** of CO2 from our atmosphere.
- In the last 12 months, Marathon Health has generated **964,000 unique digital prescriptions**, reducing one-time paper waste.
- We have implemented a **paper-free** approach to policy distribution and storage, with **262 total digital policies** now accessible on our internal communications hub site and our external policy repository.



2026 Environmental Management System KPIs

- **Emissions per visit:** Emissions per visit is a calculation of average length of trips taken to receive care at network centers
- **Sustainable virtual care:** Patient travel avoided is calculated by multiplying the number of virtual care appointments by the average distance traveled for care in the US
- **Regulated medical waste:** Regulated medical waste is tracked through Stericycle usage
- **Supplier sustainability coverage:** Supplier sustainability coverage will track the uptake of the supplier code of conduct and participation in ESG vendor survey
- **Site resilience readiness:** Measures whether each clinic can continue safe operations, protect patients and staff, and recover quickly when something disruptive happens, such as power outage, extreme heat, wildfire smoke, flooding, severe storms, supply interruptions, etc



Marathon gives back

Marathon is proud to support these organizations with our time and resources:



United Way brings communities together to find strength and share hope. It's the way we rally together in hard times to meet people's needs so they can rise back up and build a better future. We bring people and resources together to tackle our communities' toughest challenges.

48M lives United Way changes annually

1,100+ United Way agencies serve thousands of communities globally



Feeding America is a US-based, Christian, non-profit organization with a nationwide network of more than **200 food banks** that feed more than **46 million people** through food pantries, soup kitchens, shelters, and other community-based agencies. Forbes ranks it as the largest U.S. charity by revenue.



NC MedAssist seeks to ensure that no eligible person in North Carolina has to choose between purchasing food or their needed medication; **improving the patient's health and lowering uncompensated health care costs for all stakeholders.**



The Action Center is a non-profit located in Jefferson County, CO, supplying food, clothing, and support services for those in need and the homeless. The Action Center's mission is to provide an immediate and compassionate response to those in our community experiencing hardship by offering the resources and services needed to **stabilize lives and promote pathways to lasting change.**

Marathon in the community

In October, our Vermont-based teammates supported the annual Empty Bowls Dinner presented by Vermont Federal Credit Union, which raised \$107,000 in funds for Spectrum Family and Youth Services to help support teens and young adults facing homelessness and other challenges. The event brings community members and supporters together to choose a handmade ceramic bowl and fill with soups donated by local restaurants. Marathon Health teammates have been actively participating in this event for seven years.

Marathon teammates in Charlotte, North Carolina supported Feeding America and MedAssist through hands-on volunteer work in operations and sorting, while also spending time directly with community members who depend on these organizations' services. Seeing the full scope of MedAssist's mission firsthand reinforced how each volunteer session helps expand access to care and closely reflected Marathon Health's commitment to advancing health and wellness. The experience also strengthened connections among teammates by bringing together colleagues who do not regularly work side by side, helping build relationships that carry back into everyday work.



Corporate Giving

Marathon Health teammates and senior leaders came together in meaningful ways to support local communities through corporate giving initiatives that reflected our values. Senior leaders in Indianapolis assembled backpacks filled with binders, pencils, pens, notebooks, water bottles, erasers, and other essential school supplies to benefit local students through United Way affiliates. Marathon teammates across the country expanded that impact through an online back-to-school giving drive, raising money to help United Way address school supply needs in communities nationwide.

Leaders also assembled “Thanksgiving in a Bog” for a local food pantry, helping provide families with items for a holiday meal. Teammates supported the giving efforts through an online winter goods drive. Together, these efforts demonstrate how Marathon Health lives its mission by supporting the well-being of the communities we serve.



The Marathon Pledge in Action

Marathon Health's Living the Mission Medical Trip Program is a company-wide award opportunity that brings the Marathon Pledge to life through service. Rooted in our Marathon Values—**Courage, Empathy, Service Excellence, Teamwork, Taking Action, and Joy**—this program recognizes three teammates each year who demonstrate a strong commitment to volunteering and giving back. In partnership with The Making a Difference Foundation (MADF), a global nonprofit created by our client CHG Healthcare, selected teammates participate in group medical mission trips that support underserved communities around the world.

Through this experience, teammates extend essential care to people who may otherwise lack access, deepen their understanding of different cultures and perspectives, and build meaningful connections with fellow volunteers—all while reflecting the values and spirit of the Marathon Pledge in action.







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