

To everyone in the Definitive Healthcare family,

It's safe to say that the past few years have taught us a number of invaluable lessons about physical and mental health, flexibility, patience, and resilience. But the violence and hatred we witnessed this past year has also taught us that systemic racism is real, and it is pervasive. It also gave us the opportunity to look inward and reflect on what we as leaders, and as an organization, can do to actively participate in the fight for racial justice.

I am here to tell you that Definitive Healthcare has not and will not ever stand for racial injustice or inequality. As a company, we unite against acts of racism, violence, and hatred. We support one another and, most importantly, our communities of color.

I am also here to acknowledge that as a company, we are imperfect. Our efforts to increase diversity and improve equity at Definitive Healthcare began many years ago and will continue for many years to come. I say this not to diminish the progress we have made thus far, but to underline our ongoing commitment to promote positive change. We are in this for the long haul; diversity, equity, and inclusion are a top priority for always, not just for now.

It is my promise to you that Definitive Healthcare will continue to learn, to improve, and to work towards becoming a more diverse, inclusive, and equitable place. Because doing better is not just our goal, it is our responsibility.

As we move forward, I ask all of you to join me in practicing humility, honesty, curiosity, and courage both inside and outside of the office. Let us become better together.

Jason