

Environmental, Social and Governance Report 2023

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CEO Letter



At Tenet Healthcare, we are committed to our mission to provide high-quality, cutting-edge care in the communities we serve. Our caregivers and staff are present for our patients and their families, serving the diverse cultures and backgrounds we see. Every day, our healthcare facilities provide lifesaving treatments and give people a chance to enjoy their lives in communities across the country.

Our service extends beyond the doors of our patient care sites. We recognize the importance of making a lasting, positive impact through our operational activities and our intentional environmental, social and governance (ESG) initiatives.

In 2022, we advanced our ESG programs, underlining our commitment to operate responsibly and efficiently. In the subsequent pages, we highlight how we continue to advance these priorities.

Meeting a Need

We enhanced access to specialty and ambulatory care across the country. We opened new medical campuses and services, introduced new technologies and added many lower-cost, outpatient surgical sites. We actively engaged our communities to seek necessary medical care to help improve patients' health status after delays in care during the pandemic.

Supporting Our People

Our people are at the heart of what we do. We foster a diverse and inclusive healthcare workforce that reflects the communities we serve. Our Diversity Council drove meaningful growth of our Diversity and Inclusion (D&I) program. We increased diverse and small-business spend and expanded our industry-leading Tenet Nursing Extern and Immersion Program.

Community Impact

We understand that the communities in which we operate depend on us. We continue to support programs to advance education for underrepresented groups, promote healthcare awareness, and give back through a multitude of local and national efforts.

Protecting the Environment

We conducted an environmental assessment and committed to fully retrofitting our hospitals to LED lighting by 2030. We continue to explore avenues to drive internal and external stakeholder sustainability engagement.

Leading with Integrity

We reported using the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) indices for the first time and strengthened our data privacy and cybersecurity program.

Like the duty we have to our patients and employees, we recognize the duty to contribute to a more sustainable future. We invite you to discover our multi-faceted programs and initiatives to benefit our communities, our society, and our environment.

A handwritten signature in black ink, appearing to read 'Saum Sutaria'.

Saum Sutaria, M.D.

Chief Executive Officer

About Tenet Healthcare

We are a diversified healthcare services company that touches many different dimensions of care. Our enterprise includes the largest ambulatory platform in the country operated by United Surgical Partners International (USPI), premier hospitals in urban and suburban communities, and a leading provider of revenue cycle management, as well as value-based care services, through Conifer Health Solutions.

Founded in 1969, we have grown tremendously in size, scope and capability, building a home in new markets over time, and curating those homes to provide a compassionate environment for those entrusting us with their care. Today, we are a leading health system and services platform that continues to evolve, differentiated by our top-notch medical specialists and service lines that are tailored to each community we serve. We work to save lives and accept nothing less than excellence from ourselves in service of our patients and their families, every day.



BY THE NUMBERS

\$19.2B

net operating revenue

8.2M

patient encounters

102K

employees

3

business segments:
Ambulatory, Hospitals
and Conifer

~\$7B

in uncompensated care
delivered in our communities

~\$25B

revenue managed by Conifer

466

USPI ambulatory surgery
centers & surgical hospitals

61

acute care &
specialty hospitals

109

additional outpatient
care sites

2022 ESG Highlights

Improving our impact on the environment

- Conducted environmental assessment
- Exploring Scope 1 and 2 emissions baseline reporting
- Enhanced workforce sustainability engagement through employee activation portal

Operating our company effectively

- ESG Board oversight through Environmental, Social and Governance; Human Resources; and Quality, Compliance & Ethics Committees
- Inaugural reporting of the SASB and TCFD indexes

Fostering a purpose-driven, diverse and inclusive culture

~80%

total gender diversity

~50%

total ethnic/racial diversity

\$430M+

total diverse and small business spend

~\$384K

donated through the Tenet Care Fund

Tenet ESG committee

Tenet's ESG Committee of the Board operates in accordance with a charter, of which the primary responsibilities include:

- Reviewing and discussing with management the Company's ESG strategy, initiatives and policies;
- Reviewing, monitoring and providing input on operational, regulatory and reputational risks and impacts of ESG on the Company;
- Reviewing and discussing reports from management regarding the Company's progress toward its ESG objectives; and,
- Providing input and guidance on ESG communications to company stakeholders, including employees and investors



Richard Fisher
Former President and CEO,
Federal Reserve Bank
of Dallas



Meghan M. Fitzgerald, DrPH
Adjunct Professor,
Columbia University



Richard Mark
Former Chairman and
President of Ameren
Illinois Company



Nadja West, M.D.
Lieutenant General,
U.S. Army (Ret.) and
44th Surgeon General
of the U.S. Army

A Community Built on Care



OUR MISSION:

To provide quality, compassionate care in the communities we serve.



OUR VISION:

To consistently deliver the right care, in the right place, at the right time and to be a premier organization to work, where patient care and saving lives remain our focus.



OUR VALUES:

Defined by a Community Built on CARE



CARE



C

Compassion and respect for others and each other, supporting our communities and advocating for our patients

A

Acting with integrity and the highest ethical standards, always

R

Results delivered through accountability and transparency

E

Embracing inclusiveness for all people in our workplace and the communities we serve

Our Approach

As healthcare providers, we care for patients during some of the most important moments in their lives. ESG considerations are integral to our mission; our actions demonstrate that advancing ESG is also a decision to advocate for the best interests of our planet, society and the communities in which we operate. Tenet Healthcare is committed to operate responsibly and efficiently, as we believe doing so is inextricably linked to generating sustainable growth and long-term shareholder value.

We continuously seek to identify, measure and map the ESG impacts of our business. Our ESG priorities are guided by our stakeholders and third-party frameworks including the SASB Health Care Delivery standard and TCFD.

Our ESG efforts are sponsored by our leadership and exemplified by employees across the enterprise. Tenet's Board of Directors has ultimate oversight over our ESG programs and policies. The Board has delegated certain ESG oversight responsibilities to various Board committees. Tenet's ESG Committee consists entirely of independent directors and provides input and guidance to help establish the company's overall approach to ESG matters.

Environmental, Social and Governance Committee

Responsible for topics such as climate-change impacts, energy and natural resources conservation, environmental and supply-chain sustainability, human rights, diversity and inclusion and other topics material to the company and its ESG strategy.

Human Resources Committee

Responsible for compensation and human resources strategies and policies to support workforce development.

Quality, Compliance & Ethics

Responsible for policies and procedures on ethics, quality assurance and legal compliance.

About this report

This report highlights our commitment to ESG and provides an overview of our governance, oversight, policies, programs and performance around ESG issues important to Tenet Healthcare and its stakeholders. We look forward to obtaining feedback from our stakeholders and building on the initiatives outlined in this report as we continue to develop our practices and disclosures in the future.

Unless otherwise specifically stated, this report covers Tenet Healthcare's performance in 2022.

MEETING THE NEED



Meeting the Need

Our goal is to provide high-quality and accessible healthcare to all our patients. We are committed to maintaining a standard of excellence within our facilities, treating all patients with dignity and compassion and providing care that is necessary and appropriate.

Our three operating segments include United Surgical Partners International (USPI), our hospital segment and Conifer Health Solutions. Our team members in each business are united by a commitment to deliver quality, compassionate care, while also providing the support system for those who do.

We have a comprehensive healthcare program to promote the quality goals of the enterprise. All our facilities focus on:

- Delivering services to patients that focus on their specific needs
- Utilizing innovative technology and solutions to improve quality care
- Establishing a culture that prioritizes patient safety
- Creating successful credentialing and peer review mechanisms for our medical staff

Better Together

Tenet Healthcare is dedicated to going above and beyond for those whose lives we touch. Our employees embody the idea that everything we do is in the name of helping others. From performing a complex surgery to supporting a new team member on the job, our tenet is to take the best care of our patients and one another. This is grounded in our belief that all aspects of health and care are Better Together. Every day, our teams of experts, providers, nurses and staff pursue excellence to care for the people, families and communities that trust us. In this collective pursuit, we empower our patients to become partners in their care.

Advocating for Our Patients

We are committed to providing accessible healthcare to the communities in which we operate. We have a dedicated team who provides a range of services, including determining eligibility for healthcare coverage and connecting patients to different financial assistance programs they may need.

Conifer's Eligibility and Enrollment Services (EES) team helps patients and their families identify options to pay for healthcare expenses. Part of an EES team member's role is to be a strong patient advocate, help to determine eligibility for healthcare coverage and connect patients to different assistance programs they may need.

Through multiple channels (in-person, phone, text and/or online), EES works to:

- Support the completion of applications,
- Answer any insurance-related questions,
- Help eligible patients appeal mistakenly denied applications,
- Monitor and ensure patient satisfaction through tracking our patient satisfaction score performance,
- Assist in identifying and securing coverage through the Health Insurance Marketplace as a Certified Application Organization and
- Connect patients to other resources (e.g., food stamps, housing/ utility, pharmacy assistance).



Expanding Access to Healthcare in Our Communities



Baptist Health System Breaks Ground for New Hospital

Baptist Health System celebrated the launch of construction of the Westover Hills Baptist Medical Campus that will serve the area and those living in far west San Antonio. When complete, this new facility will be a five-story, 104-bed hospital with emergency, imaging, lab, obstetric, surgical and inpatient services. It will also feature two medical office buildings that will house physician offices, outpatient imaging and other ancillary medical services, as well as an ambulatory surgical center for elective procedures.



South Carolina Hospital Opening

Piedmont Medical Center—Fort Mill celebrated its opening with a ribbon cutting ceremony in September 2022. The 200,000 square foot facility boasts 100 beds, a 12-bed full-service emergency department, six multi-specialty operating rooms, 10 labor and delivery rooms, a 10-bed ICU, a 76-bed medical/surgical unit and a 60,000 square-foot medical office building.

The Hospitals of Providence

In 2022, the Hospitals of Providence announced a 30-acre land purchase in Eastlake to expand its facilities to offer needed care in East El Paso and Horizon City.

Palm Beach Gardens Medical Center Expansion

In the Palm Beach Health Network, we have committed to enhancing the care and service we provide our patients while giving our physicians and staff access to the latest technologies. This includes multi-million-dollar investments at Palm Beach Gardens Medical Center to advance the level of specialty care for the community.

Valley Baptist Set to Expand Neuroscience Institute

Valley Baptist Medical Center expanded its new Neuroscience Institute to offer the latest and most cutting-edge technology for patients, especially for brain traumas and strokes.

Abrazo Arrowhead Neonatal Unit Expansion

Abrazo Arrowhead Campus, one of the Phoenix's leading destinations for maternity care, undergoing a \$14 million expansion of the hospital's neonatal unit for preterm babies. The 8,500 sq. ft. addition will increase the neonatal unit from 21 to 35 beds, as well as support enhanced capabilities to pursue certification as a higher Level IIIB Neonatal Intensive Care Unit for more complex maternal and neonatal medical conditions, obstetric and fetal complications.

2022 USPI Expansion



In 2022, Tenet added 52 new facilities to the USPI portfolio through acquisitions and de novo openings. One of our new facilities, Citrus Heights Surgery Center, is a state of the art facility that specializes in ENT, General, GI, Orthopedic, Pain and Podiatry care.

Commitment to Innovation

Advanced Stroke Treatment Technology

Our Carondelet Saint Joseph's Hospital invested in an interventional radiology lab to provide unrivaled treatment in southern Arizona. This technology will allow physicians and clinicians access to more detailed information during brain imaging.

Robotic Assisted Minimally Invasive Lung Biopsy

Huron Valley-Sinai Hospital is using a robotic assisted platform for bronchoscopic biopsy of the lung. This method allows for advanced maneuverability and navigation through narrow airways to nodules far into the peripheral lung. A team from the Charach Cancer Treatment Center has successfully performed cases at Huron Valley-Sinai Hospital..



Gamma Knife Stereotaxic Radiosurgery

The Hospitals of Providence Cancer Program is the first in El Paso to offer upgraded Gamma Knife technology to better treat patients with brain tumors. Gamma Knife is a state-of-the-art treatment method for lesions in the brain, which uses a noninvasive surgical technique called stereotaxic radiosurgery.

GammaTile Cancer Treatment

The Saint Francis Hospital in Memphis, is one of only two hospitals that provide this treatment in Tennessee, and the only one that provides it in Memphis. Placement of the GammaTile — which is under 2 centimeters long — only adds about 20 to 30 minutes to the end of the surgery, and recovery for patients is the same as with any craniotomy.



Hi-Desert Medical Center Trauma Center Designation

Hi-Desert Medical Center, one of Desert Care Network's three hospital campuses, was designated as a Level 4 Trauma Center by the County of San Bernardino, bringing a higher level of health care close to home for the residents of the Morongo Basin. The prestigious designation requires advanced trauma education for nurses and physicians, clinical protocols and equipment. We believe this achievement is a pivotal step in advancing care for the mostly rural region of the Inland Empire, which includes the communities of Yucca Valley, Joshua Tree and Twentynine Palms.

Patient Testimonials

Kenneth

Cardiovascular
Palm Beach Gardens
Medical Center



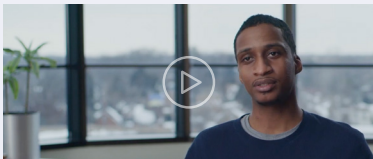
Inez

Neurosciences
Delray Medical Center



Dontai

Cardiothoracic
Detroit Medical Center



Elizabeth

Trauma
Desert Care Network





Health and Safety

The safety and well-being of our patients and employees is our top priority. We are committed to maintaining an environment that promotes health and safety for all. Our SVP, Chief Clinical Operations Officer provides managerial oversight of our health and safety programs, policies and procedures.

We provide health and safety training to all clinical employees during onboarding, including training on N95 respirators, infection prevention, universal isolation from infective diseases, hazard identification and OSHA training. We actively listen to our employees on safety and solicit their concerns through our annual safety survey. The survey seeks to collect responses from our staff on key elements of hazard identification and the results are used to address any identified gaps and catalyze continuous improvement.

We adhere to the operating guidelines established by the Centers for Medicare & Medicaid Services (CMS) for the healthcare industry. To ensure the integrity and safety of our facilities, The Joint Commission inspects all hospitals at least once every three years and the College of American Pathologists inspects our hospitals regularly, ranging from every two to every four years. In addition, we are subject to mandated OSHA, state and federal inspections and audits.

Tenet takes a systematic approach for facilities responding to incidents and emergencies. Our emergency preparedness procedures and business continuity plan are included in our System Business Continuity Policy. This policy, and the procedures it includes, cover a variety of potential events that might pose adverse impacts on our operations, such as extreme weather, natural disasters, internal operation disasters and violence. In the case of an incident or emergency, the Tenet Command Team directly guides and supports all local teams at our hospitals.

SUPPORTING OUR PEOPLE



Supporting our People

At Tenet, our people, caregivers and patients are at the heart of what we do. We seek to provide employees with the resources, tools and support to serve our patients and customers in the best way possible. We are committed to helping team members further develop their career pathways and maximize their potential at every stage of their career.

Fostering a Diverse and Inclusive Culture

One of our core values is embracing inclusiveness for all people in our workplace and in the communities we serve. We believe diversity and inclusion (D&I) are an active and engaged part of how we operate. We focus on cultivating a culture where everyone belongs and feels valued and where respect and equal treatment are the cornerstones of every interaction.

Our D&I efforts are guided by the leadership of our Diversity Council and employee resource group (ERG) sponsors, along with support from Tenet's Board of Directors and executive management. The Council and ERG sponsors are a diverse group of leaders who represent different parts of our business. The Human Resources Committee of our Board oversees our D&I initiatives.

TENET DIVERSITY COUNCIL



Nico Tejada
Western Group President,
El Paso and Diversity
Council Chairman



Nikia Smith
Diversity & Inclusion
Manager



Molly Vandenheuvel
VP, Procurement



Manny Vela
CEO, Valley Baptist



Deepali Narula
SVP, HRCM Operations,
Conifer



Peter Blach
COO, USPI



Andy McCawley
CDO, USPI



Tye Royal
Sr. Director, HR, Conifer

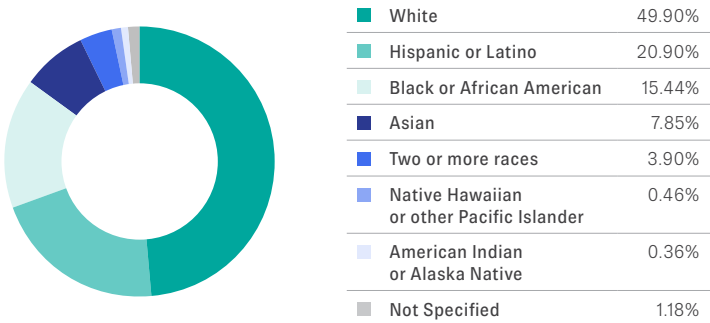


Marita Covarrubias
SVP, Legal

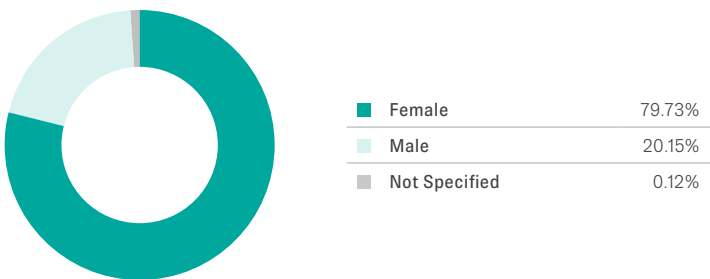


Ava Española
Sr. Director, Marketing
and Comms, GBC

EMPLOYEE POPULATION BY ETHNICITY



EMPLOYEE POPULATION BY GENDER



Tenet Healthcare believes our workforce must represent the communities we serve and actively support that goal across our business. D&I is integrated into our wider human resources strategy and at each stage of our formal talent pipeline. We ensure this integration through initiatives such as diversity-focused intern development programs, diverse interview slates and employee succession planning.

Our D&I program prioritizes the following:



A workforce and talent pipeline that reflects the communities we serve



A leadership team that is composed of and elevates underrepresented groups



Training, education and engagement to proactively address the best ways to nurture an inclusive and diverse culture



A top-down, bottom-up approach to ensure active involvement from leadership and employees across the enterprise

55.6%

of new hires were ethnically diverse

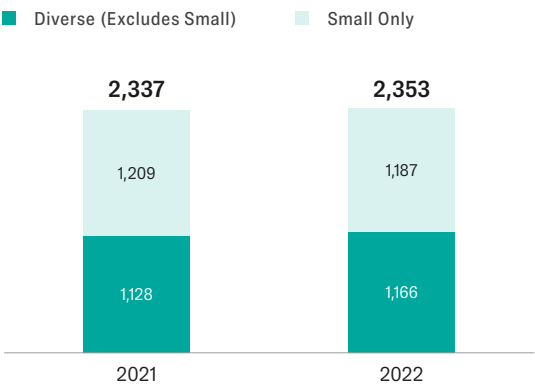
78.9%

of new hires were female

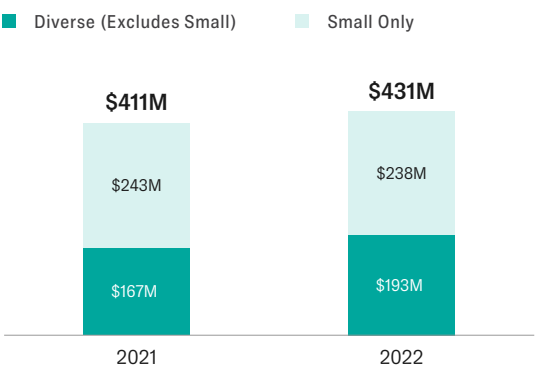


Our commitment to D&I extends to our business partners. Supplier diversity is part of Tenet’s approach to responsible and sustainable sourcing, and we require our primary suppliers to share their diversity goals.

DIVERSE AND SMALL BUSINESS VENDORS



DIVERSE AND SMALL BUSINESS SPEND



Employee resource groups (ERGs)

As part of our D&I program, our multi-faceted ERGs are sponsored by executives across our enterprise. Our ERGs and executive sponsors are as follows:

- **Women ERG** – sponsored by Andy McCawley, Chief Development Officer, USPI
- **African American ERG** – sponsored by Donita Fleming, Market President, DFW, USPI
- **LGBTQ+ ERG** – sponsored by Tarek Naser, Chief Financial Officer, St. Mary’s Medical Center & Palm Beach Children’s Hospital
- **Veterans ERG** – sponsored Matt Luke, Regional Vice President, California, USPI
- **Hispanic ERG** – sponsored by Monica Vargas, Market Chief Executive Officer, Carondelet Health Network
- **Asian/Pacific ERG** – sponsored by Carol Han, Sr. Director, Managed Care

Department of Defense Employment Partnership

The Department of Defense Military Spouse Employment Partnership (MSEP) connects military spouses with hundreds of partner employers who have committed to recruit, hire, promote and retain military spouses. In 2022, Conifer was inducted as a new MSEP partner, and we expect to further advance our veteran-focused recruiting efforts through this partnership.

Education and Development for Healthcare Leaders

Our people shape who we are and the high-quality care we provide to our patients. We are committed to fostering an environment that encourages continuous learning so our employees can serve our patients and customers in the best way possible. Tenet employees receive regular and formal performance reviews that provide feedback on their contributions to the organization, as well as actions they can take to invest in their professional development. Tenet offers access to a portfolio of functional, professional and leadership training and development resources to assist employees' career development. Additionally, we have mechanisms in place to promote employee feedback such as focus groups, town halls, employee engagement surveys and other communication channels.

Dedicated Clinical Education Teams

Across the network, our health systems and facilities provide new care providers with hands-on clinical training and situational coaching to help ensure a supportive transition as they begin their careers in healthcare. This includes specialized nurse residency programs to offer hands-on skills training and immersion into the clinical setting with the full support of a dedicated team.

Executive Development Program

Our Executive Development Program (EDP) is a year-long program offered to USPI employees seeking to grow into the role of facility Administrator or CEO. Recommended by a regional/market leader, candidates must demonstrate leadership competencies and model our mission and culture.

CFO Development Program

Tenet's CFO Development Program facilitates the advancement of high-potential, aspiring CFOs. The experience allows participants to develop leadership skills and the functional capability needed to successfully become a CFO, typically within one to three years of graduation. Since inception, nearly half of program graduates have been promoted to CFO.

Hands-On Learning Nurse Residency Program

Tenet health systems support nurse residency programs across the country. For example, our Baptist Health System has a Nurse Residency Program designed for recently licensed registered nurses who are within the first six months of their professional RN practice. The program provides participants with the tools and skills needed to deliver exceptional bedside care. Through a combination of online and classroom learning, as well as ongoing checkpoints with a nurse preceptor, participating nurses will achieve competency in many areas of nursing practice, including acute care regulatory requirements, interpersonal and critical-thinking skills and technical proficiency in a chosen clinical area. In 2022, we welcomed 89 new nurses to this program.

Tenet Nursing Extern and Immersion Program

The Tenet Nursing Extern and Immersion Program was founded at Palm Beach Health Network. Today, we are expanding this program across our enterprise, including expansions into other practice areas and specialties. Our industry-leading extern and immersion program aims to build robust talent pipelines in the early stages of future nurses' careers. We actively seek out new talent by partnering with more than 200 educational institutions and by pairing their learning objectives with our business needs. The extern and immersion program provides students with training prior to graduation, offering insightful and relevant hands-on experience. Through our program, Tenet is able to reduce the onboarding and training time of new nurses, and has been able to reduce the expenses related to new hire training.



Graduate Medical Education (GME) Program

At the center of our GME program is a commitment to deliver the right care, in the right place, at the right time while training high-quality physicians in the communities we serve. Upon completion of the Tenet residency or fellowship, residents and fellows have access to employment opportunities at all of Tenet's ambulatory surgery centers and surgical hospitals, acute care hospitals and additional outpatient centers. We currently have more than 1,600 residents and fellows enrolled in 154 training programs in 58 specialties across 25 of our teaching hospitals.

Tenet Women's Executive Development Program

Launched in 2022, high-performing women leaders across Tenet hospital operations, USPI and Conifer participate in our executive development program. This program provides mentorship and executive coaching tailored to each individual to support the advancement of their professional goals. The program also provides group coaching to foster a network of support for women leaders across the enterprise.

COMPENSATION AND BENEFITS

Being a community built on care means taking care of ourselves and our families. We are pleased to offer employees a comprehensive and competitive benefits package.

Medical, dental, vision and a variety of other benefits

Natural disasters and crisis support through our 501(c)(3) Tenet Care Fund

Flexible financial benefits help employees save for retirement or contribute to tax-free savings accounts

Paid holidays and vacation

Career growth benefits vary by facility and include opportunities for leadership development and continuing education

COMMUNITY IMPACT



Community Impact

We like to say that we are national in scope, but local at heart. Our philanthropic efforts are centered around strengthening the health of our communities. While we have a vast footprint, each of our care facilities give back to its local community in different ways. From education, to fighting hunger, to health advocacy and awareness, our efforts to give back to our neighbors reflect our mission.

The Tenet Care Fund — Rebuilding Lives After Unexpected Hardships

The [Tenet Care Fund](#) is a 501(c)(3) public charity that provides financial assistance to employees who have experienced hardship due to events beyond their control. This includes natural disasters, extended illnesses or injuries. We set up the Care Fund to provide hope and financial support for employees when faced with difficult and unforeseen circumstances. This program also enables us to offer employees a mechanism to make donations that benefit fellow team members in need.

The Care Fund was founded by Tenet employees and exists primarily through the generosity of fellow team members. The Care Fund's Board of Directors and Care Committee serve as stewards of the program to ensure that the grants awarded meet specific criteria and guidelines. Assistance for emergencies and crisis situations are considered on a case-by-case basis. In 2022, we approved 169 submissions with total funds distribution of \$384,000.



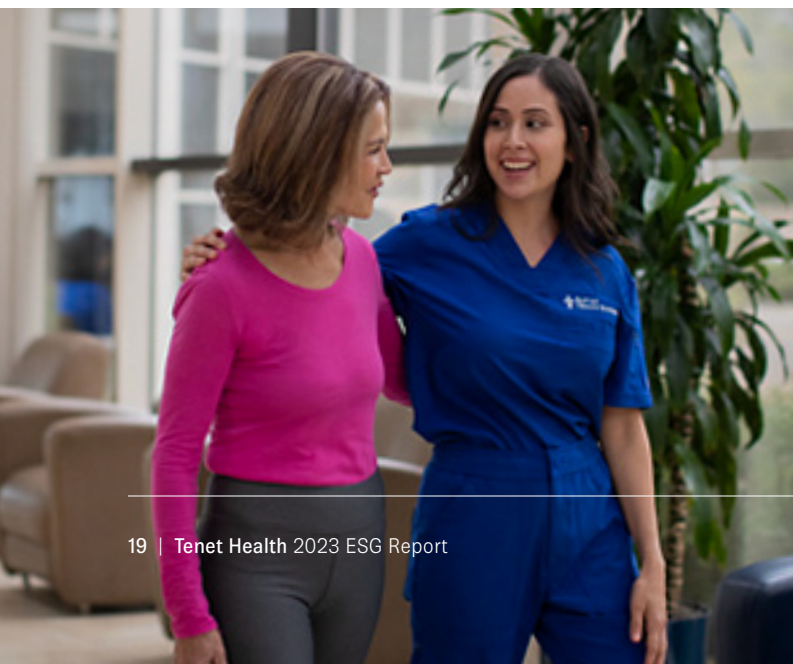
UNCF MASKED Ball

Tenet was honored in March with the 2022 UNCF Mankind Assisting Students Kindling Educational Dreams Award, one of the organization's highest honors, for its support in furtherance of UNCF's mission.



Nest Program Donations to Mothers in Need

Mission Trail Baptist Hospital introduced the Nest Program, a collaboration with local churches and non-profits to prepare newborn assistance kits to help families in need.





Promise Fund Partnership

Good Samaritan Medical Center, part of the Palm Beach Health Network, pledged to sponsor the treatment and care for local women diagnosed with breast or cervical cancer after screenings made possible by the Promise Fund of Florida. This partnership seeks to advance the health equity of women through providing quality care to underserved women within the local community.



Ask-A-Doctor Campaign

Abrazo Health introduced the Ask-A-Doctor campaign in Phoenix as part of its community outreach and education efforts. Abrazo also provides vascular and heart screenings in collaboration with physicians and community partners, such as the local YMCA.

Diabetes Community Education

Valley Baptist Medical Center-Brownsville offers diabetes management education sessions for patients in the Rio Grande Valley. Patients receive up to four sessions, including one-on-one conversations with a registered dietitian. Such education is vital in a region that faces significantly higher rates of diabetes than the national average.

Stop the Bleed Sessions for Educators

Our Stop the Bleed sessions are focused on how to recognize and respond to life-threatening bleeding situations. All of Tenet's trauma centers provide training sessions to teachers and administrators in their local school districts.

Healthcare Scholarships for Future Providers

The Doctors Hospital of Manteca Auxiliary offers annual scholarships to college-bound students who are interested in pursuing careers in healthcare.

Veterans Day Luncheon

Baptist Health System hosted a Veterans Day thank you luncheon for local veterans at Mission Trail Baptist Hospital in San Antonio. Intended to target military members transitioning from service to civilian life, the event connected local veterans with MTBH leadership, veteran staff members and recruiting representatives who shared information about career opportunities at Baptist Health System.

El Paso Project Search Program

The Hospitals of Providence is proud to offer the Project Search program within two hospitals. Project Search offers students with disabilities the opportunity to come in to the hospital and learn real life valuable work skills and gain employment upon completion of the program.



Operation Stand Down

Our Dallas Corporate office support homeless veterans in the area through a partnership with Homeless Veterans Services of Dallas (HVSD), a 501(c)(3) non-profit organization that works to meet the needs of veterans and their families. In collaboration with the VA North Texas Health Care System, HVSD coordinates stand down events, which provide supplies and services to homeless veterans.

Gratitude for Our Communities

Through its annual Season of Gratitude program, USPI invites colleagues across the country to participate in activities that demonstrate gratitude for each other and their communities. In 2022, employees spearheaded a project or activity to support a local organization meaningful to their team.



Neonatal Intensive Care Units (NICU) Family Support

The NICU Family Support Program at Children's Hospital of Michigan is a partnership with Priority Health and March of Dimes. This partnership was made possible through grants made by the Total Health Care Foundation and Children's Foundation. The program will help increase families' knowledge and confidence while caring for their babies in the NICU and ensure they have the support they need at a stressful time.

Combating Childhood Hunger

Every June, Tenet employees collect boxes of cereal and raise money for children and families in our communities struggling with the effects of hunger. The Healthy Over Hungry® Cereal Drive was launched in 2010 by a pediatric nurse at the Children's Hospital of Michigan, a Tenet hospital that is part of the Detroit Medical Center (DMC). Today, the program continues to thrive with enterprise-wide participation.



PROTECTING THE ENVIRONMENT

An aerial photograph of a dense, vibrant green forest. A winding river flows through the landscape, curving around a grassy clearing. The forest canopy is thick and textured, with various shades of green. The river's surface reflects the surrounding foliage. The overall scene conveys a sense of natural beauty and environmental health.

Protecting the Environment

We believe caring for the health and wellbeing of our communities resonates with operating responsibly and efficiently. We continue to integrate sustainability across our enterprise, including the way we operate and the priorities we set. Protecting the environment and managing climate impacts enhances our ability to provide quality, compassionate care in the communities we serve.

Our ESG Committee provides Board oversight and our EVP, Corporate Development, provides managerial oversight of our environmental programs and initiatives. To identify the sustainability issues most important to our enterprise, we conducted a materiality assessment in 2022. We evaluated peer reporting and research to determine a list of potentially material environmental topics and interviewed senior Tenet

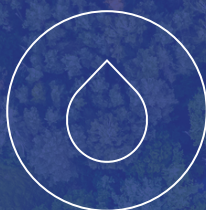
leaders and external stakeholders. We then validated our findings with our leadership, refined our environmental strategy and are preparing to implement the strategy across our enterprise. Tenet is committed to strengthen our environmental initiatives and collaborate with our suppliers, industry associates and other healthcare partners as we further develop our environmental strategy.

Our Environmental Strategy Pillars



Carbon

Baseline greenhouse gas (GHG) emissions, identify emissions hotspots and initial reduction opportunities



Water

Baseline water consumption and conduct water-risk assessment



Waste

Baseline waste consumption and explore enterprise-reduction options



Sustainable Procurement

Engage Tenet's Procurement Team and Group Purchasing Organization (GPO) on sustainability programs and initiatives

Enterprise-Wide LED Lighting Upgrade by 2030

In 2022, we completed LED retrofitting for three out of five pilot hospitals, with the remaining two hospitals to begin upgrading in 2033. We are finalizing our LED upgrade roadmap and expect to retrofit five to seven hospitals per year, with the target of enterprise-wide retrofitting completed by 2030.

Engaging Employees and Stakeholders on Environmental Sustainability

Through a partnership with Practice Greenhealth, a leading membership and networking organization for sustainable health care, we are leveraging our employee activation portal to enhance sustainability engagement. We are also considering additional engagement avenues such as surveying our employees, engaging patients and families and working with suppliers, industry associates and other healthcare partners to foster collaborative action on environmental sustainability.



INITIATIVES TO REDUCE OUR IMPACT:

- Focus on sustainable design for new construction.
- Partner with HealthTrust, our national group purchasing organization, to increase the sustainability of our supply chain.
- Ensure sustainability strategies are consistent with other organizations in the sector.
- Expand our integrated waste management program and streamlining methods for electronic waste disposal.
- Promote sustainability awareness across the enterprise through communications and engagement.

LEADING WITH INTEGRITY



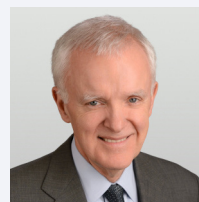
Leading with Integrity

We believe sound governance begins at the top, and we are committed to maintaining corporate governance policies and practices that protect the long-term interests of our shareholders and promote Board and management accountability. These policies and practices are designed and implemented by the Board to help us operate effectively while remaining true to our mission.

Our Board is committed to robust oversight and practices and the ultimate oversight of sustainability and ESG lies with our Board. The Board has delegated certain oversight responsibilities to various committees of the Board such as the ESG Committee, Human Resources Committee and Quality, Compliance & Ethics Committee. More information of each committee's oversight responsibilities can be found in the "Our Approach to Sustainability" section.

Tenet's [Code of Conduct](#) (Code) serves as the bedrock of our Quality, Compliance & Ethics (QCE) program and sets forth policies and procedures to promote anti-bribery and anti-corruption and foster an environment of ethical behavior and integrity. Our QCE Committee provides Board-level oversight of ethics, quality assurance and compliance, and our Chief Compliance Officer (CCO) provides managerial oversight of these topics, including anti-bribery and anti-corruption. In addition to our [QCE Committee Charter](#), we also have in place a [QCE Program Charter](#), which details the governing structure and responsibilities of all QCE program committees, officers and departments. The Chief Medical Officer (CMO) and CCO prepare a quarterly presentation including the company's major QCE activities to the QCE committee and is followed by executive meeting sessions. In addition, the CCO holds in-person compliance training with the collective Board annually.

TENET BOARD OF DIRECTORS



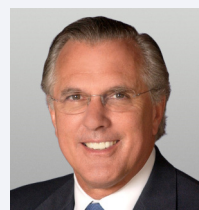
J. Robert Kerrey

Chairman, Tenet Healthcare;
Managing Director, Allen &
Company; Former United
States Senator



James L. Bierman

Former President
and CEO, Owens &
Minor, Inc.



Richard Fisher

Former President and CEO,
Federal Reserve Bank
of Dallas



**Meghan M.
FitzGerald, DrPH**

Adjunct Professor,
Columbia University



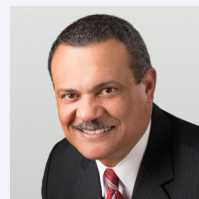
Cecil D. Haney

Admiral, U.S. Navy (Ret.)
and Former Commander
of U.S. Strategic Command
and U.S. Pacific Fleet



Chris Lynch

Former National
Partner in Charge of
the Financial Services
division at KPMG, LLC



Richard Mark

Former Chairman and
President of Ameren
Illinois Company



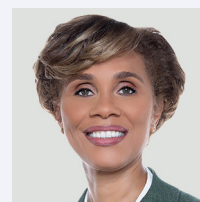
Tammy Romo

Executive Vice President
and Chief Financial Officer,
Southwest Airlines Co.



Saum Sutaria, M.D.

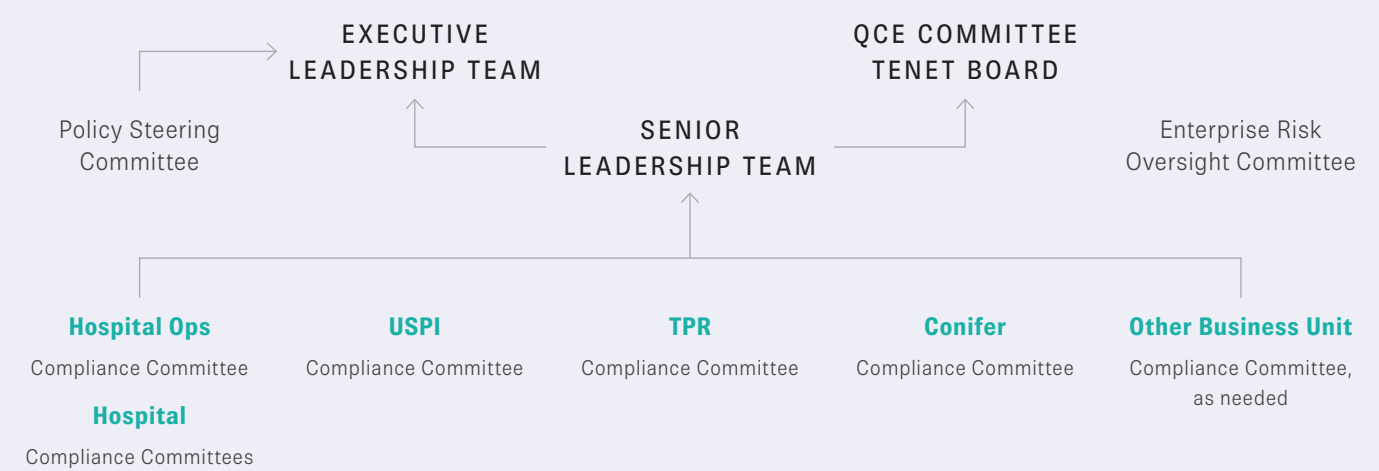
Chief Executive Officer,
Tenet Healthcare



Nadja West, M.D.

Lieutenant General, U.S.
Army (Ret.) and 44th Surgeon
General of the U.S. Army

Quality, Compliance & Ethics Committees and Governance



Tenet completes an annual compliance risk assessment using both qualitative and quantitative methodologies for identifying, evaluating and prioritizing risks that could negatively impact the organization, including topics such as anti-bribery and anti-corruption. During the risk assessment, the CCO/Risk Officer interviews executive leaders in our facilities and evaluates potential compliance issues and respective facility profiles. Findings of our compliance risk assessment are reported to the executive-level Enterprise Risk Committee. Based on organization analytics, interviews and lessons learned from both the company's and other regulatory assessments, Tenet periodically updates and revises the compliance risk assessment. This risk-assessment process ensures a risk-tailored allocation of resources and risk-based review of policies, procedures and controls under the guidance of the Compliance Risk Oversight Committee.

Our QCE program seeks to deter non-compliance and minimize exposure to unethical opportunities at every level of the enterprise. Our facility compliance officers and our specialized compliance audit teams conduct routine monitoring of compliance risks, audits and risk assessments. We provide annual compliance and ethics, fraud, waste and abuse, and anti-bribery and anti-corruption training for all employees, including part-time employees and contractors. Conifer provides annual Code of Conduct training to all

employees, and the rest of Tenet and its subsidiaries provide Code of Conduct training at the time of hire and again only if there are substantive changes to the Code. Documentation of employees completing the anti-bribery and anti-corruption training is housed within our LearnShare system. Employees may also receive additional role-specific training related to subjects such as contracts and physician interactions. In addition, all employees at the director level or above must complete a quarterly compliance certification that reaffirms that they have complied with all policies and procedures and includes an attestation that they have reported any potential compliance concerns that they are aware of so they can be investigated and remediated.

We seek to foster a workplace environment that is free from bribery and corruption and to encourage open channels of communication and continuous improvement. We have mechanisms in place for employees to consult on ethical issues including our 24/7 Ethics Action hotline. In addition, employees can also consult their supervisors, the CCO and/or our Code. We have a policy that addresses our record-keeping and document retention guidelines, and our Code and policy on approval limits and procedures include details on our approval procedures. Our compliance auditors continually review payments with referral sources to ensure alignment with ethical conduct and deter potential bribery and corruption. Our Code includes established procedures on appropriate behavior when interacting with government officials.

Data Privacy and Cybersecurity

We are invested in a robust Information Privacy and Security Program (Program) and our Program is aligned with the National Institute of Standards and Technology's (NIST) cybersecurity framework; the Center for Internet Security's (CIS) 18 Critical Security Controls; and the HIPAA Privacy, Security, and Breach Notification Rules.

Our Chief Privacy Officer (CPO) oversees our data privacy policies and procedures, and our Chief Information Security Officer (CISO) oversees our cyber and data security. Our Audit Committee provides ultimate oversight of our Program. Our [Cybersecurity Policy](#) sets forth guidelines and procedures regarding our Program and is overseen by our Chief Information Officer (CIO), and any instances of non-compliance are reported to our CCO. We also have in place a Third-Party Risk Committee, chaired by the CISO, which is responsible for evaluating our technology purchases and liabilities. Our Risk and Compliance Committee is responsible for reviewing operational governance of our Program, as well as for reviewing the security of our technologies. Both the Third-Party Risk Committee and Risk and Compliance Committee receive executive participation.

Ethics Action Line

To help ensure compliance with our Code and to promote ethical conduct, we have an anonymous reporting program overseen by our CCO. Our [Ethics Action Line](#) offers anonymous, 24/7, multi-lingual reporting of any concerns, and the existence of this resource is communicated to all team members during initial and annual Code of Conduct training sessions and via the company intranet and posters in all locations. All reported incidents are investigated and tracked in our compliance system through final resolution.



We conduct regular internal audits and risk assessments of our technologies and practices affecting user data in the form of our annual maturity assessment, including a Health Insurance Portability and Accountability Act (HIPAA) data privacy assessment. We also perform annual penetration testing and quarterly tabletop exercises for cybersecurity responses and conduct a major annual assessment with our executive leadership team. Our internal audit team performs regular IT audits against a variety of areas such as user access and access to Protected Health Information (PHI) and Personally Identifiable Information (PII) to seek continuous improvement of our Program. In addition, we periodically conduct external audits and compliance reviews of our Program to assess potential vulnerabilities.

In the case of an incident, we have operational measures and procedures in place to monitor and respond. We regularly test our response procedures on a semi-annual basis, and our CISO, Legal Counsel and internal response team are responsible for any incident response actions. Should an incident occur, Tenet classifies the incident based on severity and will fulfill reporting and notice obligations, including notifying affected individuals. At the most critical severity classification, we engage and notify our executive leadership team. We encourage our employees to use the Ethics Action Line and report anything they suspect might compromise the safety and integrity of our Information Privacy and Security Program.

All employees complete a mandatory data privacy and cybersecurity training during onboarding and receive an annual refresher training thereafter. In addition, we conduct monthly simulated phishing campaigns and periodic data privacy and cybersecurity-awareness activities.

Forward-Looking Statements

This report includes “forward-looking statements.” These statements relate to future events, including, but not limited to, statements regarding operational and strategic initiatives, as well as developments in legislation, regulation and the healthcare industry more generally. In addition, historical, current and forward-looking ESG-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

All these statements represent management’s expectations, based on currently available information, as to the outcome and timing of future events, but, by their nature, address matters that are uncertain. Actual results, performance or achievements could differ materially from those expressed in any forward-looking statement. We assume no obligation to update any forward-looking statements or information subsequent to the dates such statements are made.

Appendix

Sustainability Accounting Standards Board (SASB) Index

SASB is an independent, private sector standards-setting organization dedicated to improving the effectiveness and comparability of corporate disclosures on environmental, social and governance factors. The table below cross-references the SASB accounting metrics with where that information can be found in Tenet Healthcare’s reporting.

Accounting Metric	Code	Disclosure
Energy Management		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	HC-DY-130a.1	Not reported
Waste Management		
Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	HC-DY-150a.1	Not reported
Total amount of: (1) hazardous and (2) nonhazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	HC-DY-150a.2	Not reported
Patient Privacy & Electronic Health Records		
Percentage of patient records that are Electronic Health Records (EHR) that meet "meaningful use" requirements	HC-DY-230a.1	Not reported
Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	HC-DY-230a.2	See the section “Data Privacy and Cybersecurity” for more information.

Accounting Metric	Code	Disclosure
(1) Number of data breaches, (2) percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI), (3) number of customers affected in each category, (a) PII only and (b) PHI2	HC-DY-230a.3	(1) 1 cybersecurity incident (2a) 0% (2b) 100% (3a) 0 (3b) 1,686,204
Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	HC-DY-230a.4	Not reported
Access for Low-Income Patients		
Discussion of strategy to manage the mix of patient insurance status	HC-DY-240a.1	We are committed to providing accessible healthcare to the communities in which we operate in. We have dedicated patient access representatives who provide a range of services, including determining eligibility for healthcare coverage and connecting patients to different financial assistance programs they may need.
Amount of Medicare Disproportionate Share Hospital (DSH) adjustment payments received	HC-DY-240a.2	Not reported
Quality of Care & Patient Satisfaction		
Average Hospital Value-Based Purchasing Total Performance Score and domain score, across all facilities	HC-DY-250a.1	Not reported
Number of Serious Reportable Events (SREs) as defined by the National Quality Forum (NQF)	HC-DY-250a.2	Not reported
Hospital-Acquired Condition (HAC) Score per hospital	HC-DY-250a.3	Not reported
Excess readmission ratio per hospital	HC-DY-250a.4	Not reported
Magnitude of readmissions payment adjustment as part of the Hospital Readmissions Reduction Program (HRRP)	HC-DY-250a.5	Not reported
Management of Controlled Substances		
Description of policies and practices to manage the number of prescriptions issued for controlled substances	HC-DY-260a.1	Not reported
Percentage of controlled substance prescriptions written for which a prescription drug monitoring program (PDMP) database was queried	HC-DY-260a.2	Not reported
Pricing & Billing Transparency		
Description of policies or initiatives to ensure that patients are adequately informed about price before undergoing a procedure	HC-DY-270a.1	Not reported
Discussion of how pricing information for services is made publicly available	HC-DY-270a.2	Not reported
Number of the entity's 25 most common services for which pricing information is publicly available, percentage of total services performed (by volume) that these represent	HC-DY-270a.3	Not reported

Accounting Metric	Code	Disclosure
Employee Health & Safety		
(1) Total recordable incident rate (TRIR) and (2) days away, restricted, or transferred (DART) rate	HC-DY-320a.1	Not reported
Employee Recruitment, Development & Retention		
(1) Voluntary and (2) involuntary turnover rate for: (a) physicians, (b) non-physician health care practitioners, and (c) all other employees	HC-DY-330a.1	Not reported
Description of talent recruitment and retention efforts for health care practitioners	HC-DY-330a.2	We have a number of talent recruitment programs for health care practitioners such as the Tenet Nursing Extern and Immersion Program and the Graduate Medical Education (GME) Program. See the section “Education and Development for Healthcare Leaders” for more information.
Climate Change Impacts on Human Health & Infrastructure		
Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events and (2) changes in the morbidity and mortality rates of illnesses and diseases, associated with climate change	HC-DY-450a.1	Not reported
Percentage of health care facilities that comply with the Centers for Medicare and Medicaid Services (CMS) Emergency Preparedness Rule	HC-DY-450a.2	Not reported
Fraud & Unnecessary Procedures		
Total amount of monetary losses as a result of legal proceedings associated with Medicare and Medicaid fraud under the False Claims Act	HC-DY-510a.1	Not reported
Activity Metrics		
Number of (1) facilities and (2) beds, by type	HC-DY-000.A	(1) 466 ambulatory surgery centers and surgical hospitals 61 acute care and specialty hospitals 109 outpatient care sites (2) 15,472 total licensed hospital beds
Number of (1) inpatient admissions and (2) outpatient visits	HC-DY-000.B	(1) 523,326 (2) 5,063,852

Task Force on Climate-related Financial Disclosures (TCFD) Index

We are committed to providing transparency on our climate change risk management. The TCFD has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders, which we have used to guide our reporting.

Governance

Board oversight – Tenet’s Board of Directors has ultimate oversight of climate change related risks, programs and policies as part of its wider sustainability oversight. However, the Board has delegated certain oversight responsibilities to the various Board committees. Specifically, our Environmental, Social and Governance Committee is responsible for topics such as climate change impacts, including risks related to climate change.

Management oversight – Our sustainability strategy and goals are reviewed and approved by our CEO. Our EVP, Corporate Development is responsible for overseeing our sustainability-related programs. The EVP, Corporate Development provides reports to the ESG Committee and full Board periodically.

Strategy

Climate-related risks and opportunities

We have identified climate-related risks that may affect us over the short-, medium- and longer-term. These include:

- **Physical risks:** We could be affected by climate change and adverse weather events as a result of climate change such as fire, tornadoes, hurricanes, flooding and other storms, to the extent such issues adversely affect the general economy or affecting the communities in which our facilities are located. In addition, as the number and severity of adverse weather events rise, these events have created increased risk that is expected to lead to a rise in insurance premiums and reductions in coverage for properties.
- **Regulatory risks:** Our operations are subject to a number of federal, state and local environmental laws, rules and regulations that govern, among other things, our disposal of solid waste, as well as our use, storage, transportation and disposal of hazardous and toxic materials (including radiological materials.) Our operations also generate medical waste that must be discarded in compliance with statutes and regulations that vary from state to state. In addition, our operating expenses could be adversely affected if legal and regulatory developments related to climate change or other initiatives result in increased energy or other costs.

Risk Management

Our leadership and Board of Directors are committed to managing and mitigating various risks to our business and financial performance, including climate change and other environmental risks. Such risk management topics are reviewed and discussed among our leadership across the organization.

Metrics and Targets

We do not currently disclose our greenhouse gas emissions.



Tenet Healthcare Corporation

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If you have any questions regarding
the ESG Report, please contact
InvestorRelations@tenethealth.com

April 2023