

**TRUBRIDGE, INC.**  
**HUMAN RIGHTS POLICY**

**(Last amended by the Board of Directors on October 25, 2024)**

## **Commitment**

TruBridge, Inc. (together with its subsidiaries, “TBRG,” “we,” “us” or “our”) is deeply committed to conducting our business ethically and with integrity. Operating in the healthcare industry, we recognize the importance of caring for others, and we embrace our responsibility as a corporate citizen to respect and promote human rights and to treat our customers, employees and vendors with dignity. We support the human rights principles contained in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights, and we strive to adhere to the applicable principles set forth in those standards. This Human Rights Policy reflects and implements our commitment to these standards and applies to us, our employees and management team, and our Board of Directors.

## **Key Impact Areas**

Our approach to human rights begins with understanding how our business activities, policies and practices may impact, either positively or negatively, our employees, vendors, customers, stockholders and the broader community (our “stakeholders”). We strive to ensure that the rights of our stakeholders are respected through our business activities.

- 1. Customer Due Diligence:** We strive to engage with business customers that respect human rights, and we may make reasonable inquiries of our customers to determine their compliance with legal and ethical standards. If a customer is expected to be a reseller of our products or services, we evaluate such customer for risks through our standard due diligence process (described below).
- 2. Vendor Operations:** While the vendors with whom we interact bear the responsibility to define their own policies with regard to human rights, we strive to make them aware of our standards and we set forth our expectations for vendor conduct in our Vendor Code of Conduct. At a minimum, we expect that our vendors shall conduct their business activities in full compliance with the applicable laws and regulations of their respective jurisdictions while conducting business with or on behalf of TBRG. We expect all third-party vendors that provide goods or services to us and our affiliates to conduct their business with honesty and the observance of the highest commercial standards of fair dealing. We evaluate vendors for risks through our standard vendor risk management due diligence process, which includes screening for sanctions, watchlists, blacklists, politically exposed persons, state-owned entities, and adverse media coverage. Additionally, we may make reasonable inquiries of our vendors to determine their compliance with legal and ethical standards.
- 3. Improper or Illegal Payments:** We conduct our business with the highest standards of integrity, and we do not condone any illegal or improper activities, including corruption, fraud, misrepresentation, extortion or bribery. We comply with anti-corruption laws of the

countries in which we do business, and do not make any direct or indirect payments or promises of payments to foreign government officials or regulators for the purpose of inducing the individual to misuse his or her position in order for us to obtain or retain business.

4. **Customer and Employee Privacy:** We respect the privacy of our customers and our employees, and we commit to protecting their sensitive financial and personal information. We comply with all laws pertaining to the proper collection, handling, storage and transmission of such information.
5. **Supply Chain and Modern Slavery / Human Trafficking:** Across our operations and in our supply chain, we seek to avoid the risk that we might become linked through our business relationships to any form of modern slavery, including forced labor or human trafficking, or child labor. We abide by labor laws and regulations in the regions where we conduct business, including those that address child labor, forced labor and human trafficking in our workforce. We do not engage in or tolerate practices which constitute child labor, forced labor or trafficking, including charging illegal or excessive recruitment fees, underpayment of wages, delayed or withheld wages, forced or involuntary overtime exceeding legal limits, and the withholding of identity documents. We do not employ children below the legal minimum age of employment in any country or local jurisdiction and those employees under the age of 18 only perform work in accordance with legal requirements of their country of employment.
6. **Freedom of Association and Collective Bargaining:** We respect our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.
7. **Equal Pay:** We believe in the equality of opportunity and treatment for all women and men. We are committed to enhancing gender balance and empowering women in our workforce. Fair and comparable wages, hours and benefits are paid to all employees for comparable work, and policies for the calculation of basic wages, overtime, bonuses and payroll deductions are the same for all employees, regardless of race, ethnicity, religion, color, national origin, gender, gender identity or expression, sexual orientation, pregnancy, age, disability, socioeconomic and family status, political affiliation or protected veteran status. We pay living wages and ensure that the wages and benefits paid for a standard working week meet national legal standards. Male and female employees are entitled to maternity/paternity protection (leave and benefits as well as protection against discrimination) in accordance with the requirements of national laws.
8. **Freedom from Discrimination:** We value and promote workplace diversity. We are working continuously to provide a safe, inclusive work environment for our employees and vendors. We believe workers should be treated with dignity, respect and fairness. We believe workers should not be subject to harassment, inhumane treatment or discrimination, including discrimination based on race, ethnicity, religion, color, national origin, gender, gender identity or expression, sexual orientation, pregnancy, age, disability, socioeconomic

and family status, political affiliation or protected veteran status, in hiring, promotion, compensation, access to training, termination, retirement or workplace cultural practices.

9. **Environmental Sustainability:** We are committed to conducting our business in an environmentally responsible way that creates long-term sustainable value for our stakeholders. We strive to understand the environmental risks and opportunities associated with our business and to mitigate the risk of negative environmental impacts. We also expect our vendors and others we work with to comply with all applicable environmental, health and safety laws, as described in our Vendor Code of Conduct.