Texas Health®

2022

Texas Health Resources
Social Purpose Report Summary
Environmental | **Social** | **Governance**

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This performance summary highlights Texas Health Resources' key environmental, social and governance (ESG) impacts and our long-standing commitment to operating in ethical, responsible, sustainable, equitable and community-focused ways. Our 2022 Social Purpose Report describes key programs and strategies to optimize our organization and improve North Texas communities' health and well-being. More information and performance data can be found in our full 2022 report at TexasHealth.org/Responsibility.

Information in this report covers our wholly owned facilities unless otherwise noted. Some programs and benefits may only apply to some employees and/or facilities we own, operate and/or joint venture. All financial figures are in U.S. dollars. References to "Texas Health," "the organization," "we," "us," and "our" refer to Texas Health Resources.

ENVIRONMENTAL

SOCIAL

GOVERNANCE

A NOTE FROM OUR CEO

Twenty-five years ago, Presbyterian Healthcare Resources, Harris Methodist Health System and Arlington Memorial Hospital came together to form Texas Health Resources. Since then, Texas Health has provided care through 36 million patient encounters, delivered 640,000 babies, administered hundreds of thousands of influenza and COVID-19 vaccines and contributed impactfully to the community.

Today, North Texas is the fourth most populous region in the nation. Our system has expanded to more than 400 points of access to meet our region's health and well-being needs. We've added a wide range of services and additional Texas Health Physicians Group practices, Neighborhood Care & Wellness Centers as well as Breeze Urgent Care and hospital locations. We also introduced at-home care and enhanced our virtual care capabilities to provide access and support when and where consumers need it.

Our system continues our digital transformation to connect consumers seamlessly to healthcare services, resources and providers. Through these innovations, we guide consumers to support and suggest behavior changes before health conditions escalate. We also create personalized care journeys that improve consumer experiences and outcomes.

As a faith-based, nonprofit health system, Texas Health has a mission to care for all in our community and keep North Texans healthy. We conducted our triennial Community Health Needs Assessment in 2022, which guides our efforts to fund and deliver programs that address the most pressing needs. Our communities remain impacted by the lasting effects of the pandemic and continue to struggle with food and housing insecurity, mental health, substance use disorders and health inequities.

To retain our position as a community health leader, we continued enhancing our workplace and environments of care to improve employee, provider and patient satisfaction. Amidst industrywide workforce shortages, increased workplace violence and inflation, we strengthened physical and mental health protections for our people while maximizing the value and services we provide North Texans.

There is much to be proud of in our past and hopeful for in our future. Through sustainable, purpose-driven strategies, we will help make North Texas a healthier place to live, work, play and pray. We look forward to driving healthcare innovation for the next quarter century and appreciate your support of our Mission.

Sincerely,

BARCLAY E. BERDAN, FACHE
Chief Executive Officer

25 YEARS

LOOKING FORWARD. GIVING BACK.

2022 Facts

1.9+ PATIENTS SERVED
(millions)*

6,400 PHYSICIANS
on medical staff

400+ POINTS OF CARE
across 16 counties

26,844 EMPLOYEES**

29 HOSPITAL LOCATIONS***

20 URGENT CARE CLINICS
and growing

$11.86 TOTAL ASSETS
(billions)

$5.76 OPERATING REVENUE
(billions)

*Includes discharges and outpatient visits.

**Includes PRN (as needed) employees.

***Includes joint ventures.

Our Social Purpose Priorities

Earn the trust and lifetime loyalty of North Texans.

Be a good corporate citizen.

Create a culture of excellence.

Reduce operational costs and environmental impacts.

Grow strategically and responsibly.

Provide community health services, resources and education.

ABOUT TEXAS HEALTH RESOURCES

Texas Health is a faith-based, nonprofit health system that offers a broad portfolio of innovative programs and services tailored to individual needs at virtually every stage of life. With a service area of 16 counties and access points serving nearly 8 million people, the system is committed to providing quality, coordinated care through Texas Health Physicians Group and 29 hospital locations.

In 2022, Texas Health:
Expanded access to care
We opened:

- The Jane and John Justin Tower at Texas Health Harris Methodist Hospital Fort Worth, the largest construction project in the system's history.

- A four-story Center for Women at Texas Health Presbyterian Hospital Denton.

- Six additional Texas Health Breeze Urgent Care™ clinics that offer on-site prescriptions, extended hours and all-inclusive pricing.

Continued investing in community health
The Texas Health Resources Foundation received nearly $13 million in gifts to fund construction projects and clinical, educational and community health programs.

Facilitated innovation through data, analytics and artificial intelligence
We leveraged technologies to better understand consumer needs and preferences, assess health disparities and their root causes and optimize efficiencies across the system.

"We help our communities choose healthcare that best furthers their well-being goals so that health doesn't become a barrier to people living their best lives."

WINJIE MIAO
Senior Executive Vice President and Chief Operating Officer

[Our Identity | Who We Are]

Mission
Why We Exist

To improve the health
of the people in the
communities we serve

Vision
The Future We Imagine

Partnering with You
for a Lifetime of Health
and Well-Being

Values
How We Act

Respect, Integrity,
Compassion
and Excellence

Our Texas Health Promise®
How We Live our Mission, Vision and Values | Individuals Caring For Individuals, Together®

We Will Do It By Being Reliable, Safe, Seamless, Efficient, Proactive, Caring

EAP Counselors Deliver Essential Support

Texas Health's Employee Assistance Program (EAP) staff have worked tirelessly to create innovative and relevant mental health resources to ease employees' emotional burden.

Through routine Self-Care Check-Ins, we provide continued support and psychological first aid to our front-line workers while reinforcing the value that mental health support provides.

"My EAP counselor was one of the most empathetic and compassionate people I have ever met," said one employee. "I loved every suggestion she made. Most especially, she provided some real coping solutions, which have changed my total outlook on life."

One caregiver turned down another job offer because she didn't want to lose her EAP counseling benefits at Texas Health.

"I feel like I'm treated with dignity, respect and care," she said. "I feel Texas Health cares for me as a human being and is concerned enough about my well-being to provide this resource."

CARING FOR OUR PEOPLE

Texas Health's ability to deliver high-quality, reliable care depends on its employees feeling supported, cared for and at their best. Our 2022 priorities were to enhance their well-being, reduce burnout and increase retention. We did this by:

Reinforcing self-care and expanding access to support
We launched a campaign to destigmatize mental health concerns, increased the number of free counseling visits and connected 1,576 employees to counselors through our Self-Care Check-In program.

Helping employees feel valued and supported
Leaders across the system focused on creating meaningful and productive relationships, fostering open communication and prioritizing wellness within their teams to help them feel more valued, connected and heard.

Alleviating burdens caused by staffing shortages
Texas Health accelerated employee hiring and development through apprenticeships, externships, earn-while-you-learn programs, as well as nursing graduate development and graduate medical education programs for physician residents.

Preserving our Best Place to Work culture
Thanks to intentional efforts to cultivate an excellent workplace, we continued attracting and retaining the best people to work for us. Texas Health was again named No. 1 on Fortune magazine's Best Workplaces in Health Care™.

Recruiting from diverse communities and organizations
We are cultivating a diverse talent pool by introducing students in underserved communities to healthcare careers and engaging military agencies to recruit veterans to work for our system.

Protecting our people from harm so they can focus on caring for people in need
We enhanced security protections in response to a nationwide increase in violence in healthcare settings. We also reduced work-related COVID-19 exposures by 40% and our lost-time injury rate by 15%.

"Honoring our unique differences creates an inclusive work environment where we can all do our life's best work and value each other as people."

CARLA DAWSON
Chief People Officer

DELIVERING SEAMLESS, QUALITY CARE

Texas Health aims to deliver healthcare services how, when and where consumers need them. Our 2022 priorities were to deliver quality care safely, positively and seamlessly. We did this by:

Enhancing consumers' access to care
We introduced Texas Health Care at Home, expanded virtual capabilities and built additional surgical suites, obstetrical and neonatal intensive care units and urgent care clinics.

Making it easy to find providers and resources
We rebranded our Virtual Care Center to Texas Health Connect and added patient navigation capabilities to direct consumers seamlessly to appropriate services, providers and resources. They can schedule appointments, register for classes and more with one click or call.

Providing inclusive, welcoming care
Texas Health strengthened patient and family connections by training nurse leaders and Texas Health Physicians Group providers on ways to improve the care experience. We also reduced communication barriers by rounding with Spanish-speaking interpreters and expanding our video interpreter service systemwide.

Delivering quality and safe care
We remained diligent about improving our quality of care and keeping patients safe. We reduced serious harm event rates by 7.5%, central line-associated bloodstream infections by 41% and the sepsis mortality rate to 7.24%.

Examining care inequities across the system
Texas Health established processes to identify patient health disparities at the hospital level and began developing evidence-based procedures to improve maternal health.

"We aim to provide access to care and tools that honor consumers' preferences, time and resources. Our goal is to position Texas Health as a lifelong health and well-being partner."

LAURA IRVINE
Senior Executive Vice President and Chief Experience Officer

Addressing Social Determinants of Health

A systematic plan to help Texas Health's patients go home to safe situations where they can get care and stay healthy — supported by healthcare teams that keep them connected to resources — is under development.

To inform this plan, Texas Health's hospitals collect data on five social determinants of health (SDoH) — physical security and the availability of utilities, transportation, food and housing — from adults admitted for care. These insights help hospital leaders understand patients' nonmedical conditions that influence health outcomes so they can refer those at risk to social services or community agencies that can help.

The Joint Commission is requiring U.S. hospitals to screen patients for SDoH upon admission and address at least one of the identified disparities starting in 2023. The Centers for Medicare and Medicaid Services also will require that hospitals submit two new quality measures starting in 2025: one measures how many adults were screened for SDoH upon admittance and the other measures the extent of conditions each patient had.

The ultimate goal is to improve health equity and discharge patients into a better situation than they left.

ENRICHING OUR COMMUNITIES

To help our communities thrive, Texas Health provides grants and deploys health programs and resources that generate measurable, sustainable improvements. Our 2022 priorities were to reduce disparities, food and housing insecurity and remove barriers to care. We did this by:

Identifying North Texans' most pressing health needs

We expanded the 2022 Community Health Needs Assessment from 16 counties to 20, identifying 56 high-need ZIP codes (i.e., higher poverty rates). We are deploying practical, community-driven strategies to drive improvements and remove barriers to care.

Texas Health Named a Healthy People 2030 Champion

Texas Health was selected as a Healthy People 2030 Champion by the Office of Disease Prevention and Health Promotion within the U.S. Department of Health and Human Services. We were recognized for helping achieve its vision of a society where all people can reach their full potential for health and well-being across their lifespans.

"One of the greatest threats to an individual's health and well-being is having inequitable access to quality healthcare," said Catherine Oliveros, DrPH, Texas Health's vice president of Community Health Improvement. "We work toward improving poor health outcomes by meeting people where they are."

Caring for vulnerable and under-resourced communities

We provided $874.3 million in charity care and community benefit and awarded $5 million in Community Impact grants to provide life-enriching resources, programming and pandemic relief.

Delivering community health improvement programs

We continued efforts to prevent chronic disease, manage behavioral health issues and improve health literacy and navigation through faith-based communities, mobile health, North Texas Healthy Communities and other initiatives.

Advocating for policies and funding that help fulfill our Mission

Engaging with policymakers enabled Texas Health to help prevent $38 billion in Medicare cuts from taking effect, receive funding for graduate medical education for physician residents and preserve the 340B drug savings program.

Equipping under-resourced students with skills to meet future workforce demands

Texas Health employees from various roles mentored more than 75 high school students to connect them to career pathways in healthcare. We also donated medical equipment, supplies and training resources as part of the Pathways to Technology and Early College (P-TECH) program, a national workplace learning initiative that allows students to earn a high school diploma and an associate degree in a specific discipline, such as healthcare.

Enriching our communities through service projects and engagement

Texas Health received the American Hospital Association's Foster G. McGaw Prize for addressing community health needs. We also provided $2.5 million of support through community sponsorships and charitable contributions and enabled employees to give more than 5,300 hours of their time to participate in community service projects.

"Texas Health's investments in community health and well-being, along with those of our business and community partners, are providing impactful and meaningful changes within the communities we are privileged to serve."

DAVID TESMER
Chief Community and Public Policy Officer

ENHANCING OUR ENVIRONMENT OF CARE

Texas Health invests in making its buildings safe, healthy and efficient to provide an exceptional healing environment for the people we serve. Our 2022 priorities were to:

Optimize building conservation and sustainability

Texas Health used green building guidelines and design excellence standards that increase energy and water efficiency. We recycled 1.93 million pounds of materials and diverted 71,753 pounds of single-use devices from landfills.

Expand access to critical supplies and services

Texas Health invested in the local manufacturing of saline bags, saline flush syringes and gloves to increase the availability of essential supplies. We also reduced certain supply expenses by $33 million, despite inflation, when adjusted for increased surgical volumes.

Strengthen business continuity and emergency preparedness

We conducted a business impact analysis and standardized hospital-level business continuity plans to provide a consistent approach to incident response. We also updated and standardized emergency operation plans, hazard vulnerability analyses and after-action reports to drive consistency in processes, protocols and responses.

Protect our facilities and campuses

Texas Health invested in additional police officers, security assets and active shooter training in response to increased violence within the community. We also implemented robust security systems to help detect and prevent cyber threats.

Become more effective, efficient and agile

We optimized 25 digital channels to create a consistent experience for consumers seeking health and wellness information, providers or appointments and added 45 analytic dashboards that help leaders optimize performance.

"As a high reliability organization, Texas Health works to reduce any strain on resources we depend on to succeed. Only through prudent management can we lower the cost of care, achieve health improvement goals and reduce the potential for harm for generations to come."

SHAUN CLINTON
Senior Vice President,
Supply Chain Management

Driving Efficiencies in Lab Services and Operations

Texas Health's Laboratory Services' leaders make lab tests, assays and reagents available to help physicians on the medical staff accurately diagnose hundreds of thousands of people annually. They also track fluctuating volumes of patients and supplies, which vary by season, hospital and the demographics of people needing care. These fluctuations make it challenging to deploy an optimal number of employees to collect and analyze lab samples.

For years, the team relied on disparate computer systems, outdated reporting and tedious processes to plan for and monitor these activities across the system. To address this, Laboratory Services' leaders spent 15 months designing, building and testing a dashboard that gives them immediate visibility into multiple aspects of lab operations.

Today, Laboratory Services has real-time data to make intelligent, cost-effective decisions that drive improvements. While implemented for just a short time, the department has realized significant cost savings by optimizing staffing.

ADVANCING DIVERSITY, EQUITY AND INCLUSION

To better care for our communities, our consumers and each other, we must care for ALL individuals and recognize the unique backgrounds and gifts we all bring. Texas Health advanced its strategic Diversity, Equity and Inclusion (DEI) priorities by:

Expanding the competencies and demographics of our Board of Trustees and leadership

We assessed the skills of Board and system leaders to balance their unique traits and increase the representation of women and ethnic minorities governing our system.

Building a workforce and leadership pipeline that reflects the demographic composition of the communities we serve

We launched fast-track apprenticeship programs to hire people from underserved communities, filled more than 38% of charge nurse roles with underrepresented minorities and delivered Texas Health R.I.S.E. (Readying Inspiring leaders with Skills to promote Equity), a DEI leadership development program, to 60 participants.

Facilitating access to reliable and equitable care

We collected race, ethnicity and language (REaL) data to help us identify areas of inequity, examined ways to reduce clinical variability among demographic groups within our service lines, and deployed new policies and clinical workflows to reduce the rates of maternal morbidity in Black women.

Awarding grants to help reduce health disparities

We engaged with community health and faith-based organizations to develop innovative solutions that address social determinants of health.

Generating business opportunities for minority- and women-owned enterprises

We increased our spending with diverse suppliers and began developing a formal mentorship program.

Creating a culturally welcoming environment that embraces the diverse identities of the people we serve

We leveraged insights about consumers' cultural heritage, language, beliefs and religious background to communicate more effectively and enrich their experiences with Texas Health.

Clinical Care Equity · Supplier Diversity · Health Disparities · Diversity in Governance · Diversity in Talent · Inclusive and Culturally Welcoming Environment

Texas Health set six strategic priorities to advance DEI across the system and throughout the community.

Snapshot: Diversity Leadership Group Receives Honor, Graduates Second Cohort

Texas Health received the American College of Healthcare Executives of North Texas' Diversity, Equity and Inclusion Award for "embodying and promoting values focusing on diversity and inclusion in the healthcare management field" through its R.I.S.E. (Readying Inspiring leaders with Skills to promote Equity) DEI leadership program.

R.I.S.E. is designed to support Texas Health's diverse, inclusive workforce and develop a leadership pipeline that reflects the demographic composition of the communities we serve. Participants spearhead new DEI projects and strengthen our organization and communities by applying their knowledge.

2022 DATA TABLES

Community | Charity Care and Community Benefit

Texas Health provided $874.3 million, or nearly $2.4 million a day, in charity care and community benefit.

CHARITY CARE	2018	2019	2020	2021	2022
Patient charity care[1]	$236,707,341	$211,327,936	$217,351,474	$235,315,852	$213,465,155
Cost of unreimbursed government-sponsored indigent healthcare[2]	$75,195,476	$45,322,544	$45,527,596	$25,122,786	$3,984,843
Charity care provided through others	$2,504,837	$2,230,154	$2,179,823	$751,203	N/A
Subtotal charity care	$314,407,654	$258,880,634	$265,058,893	$261,189,841	$217,449,998
Other Community Benefit Care					
Unreimbursed Medicare[2]	$484,601,553	$558,172,380	$435,724,253	$599,540,675	$595,850,222
Community Benefit[3]					
(Community Health Improvement program, cash and in-kind donations, and value of employee volunteer hours)	$44,038,957	$59,958,216	$56,086,387	$66,326,031	$61,046,234
GRAND TOTAL	$843,048,164	$877,011,230	$756,869,533	$927,056,547	$874,346,454

[1] The cost of care provided to those who are financially or medically indigent.
[2] The difference between the treatment costs for these patients and government reimbursement.
[3] Programs or activities that provide treatment or promote health and healing in response to identified community needs.

Consumers | Quality Measures

MEASURE	2018	2019	2020	2021	2022
Average length of stay (days)	4.5	4.4	4.6*	5.0*	4.9
Clostridium difficile**	0.77	0.61	0.59	0.68*	0.67
Catheter-associated urinary tract infections**	0.98	0.44	0.42	0.35	0.48
Central-line-associated bloodstream infections**	0.57	0.68	0.67	0.94*	0.55
Surgical site infection (SSI) following colon procedure**	N/A	0.90	0.95	1.08	0.61
SSI following abdominal hysterectomy**	N/A	1.37	1.27	1.30	1.16
All-cause readmission observed/expected ratio (omissions: errors threshold)**	0.95	0.92	0.93	0.94*	0.91
Sepsis mortality observed/expected ratio	0.86	0.77	1.10*	1.15*	0.72
Sepsis mortality rate	8.06%	7.07%	7.12%	8.41%	7.24%
Overall mortality observed/expected ratio	0.76	0.77	0.95*	0.99*	0.66
Pneumonia mortality observed/expected ratio	1.12	1.04	1.20	1.13	0.68
Pneumonia readmission observed/expected ratio	.99	1.01	1.03	1.05	0.93

*The COVID-19 pandemic impacted results due to higher acuity patients and longer lengths of stay.

**The Healthcare-Associated Infection (HAI) ratios in this table are calculated based on the number of observed (actual) infections divided by what was predicted. Ratios under 1 mean that patients had fewer infections than predicted. Readmission ratios are calculated similarly and use a risk methodology for additional factors (e.g., the severity of patients' health conditions and demographics).
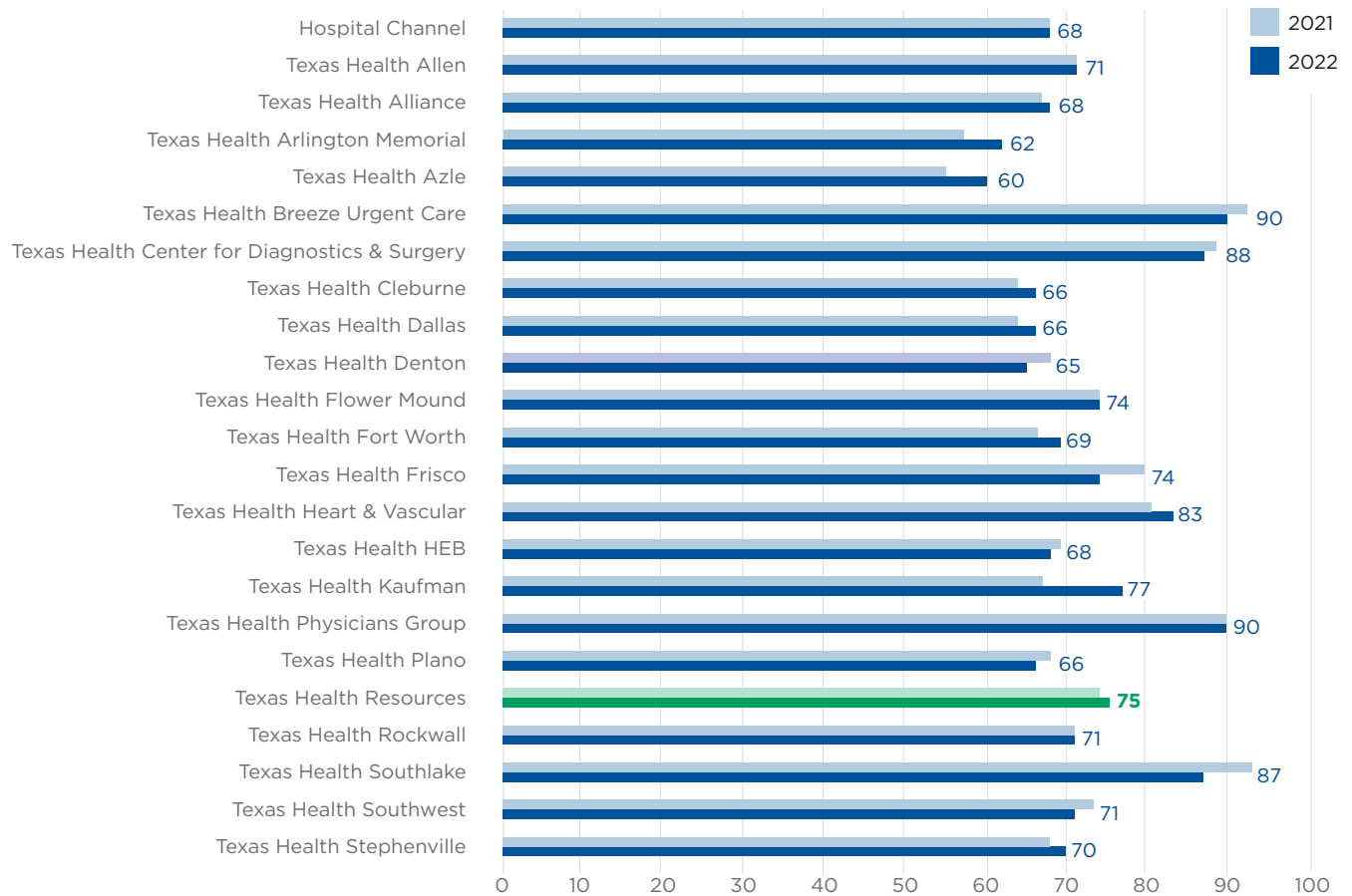
Consumer Experience and Satisfaction

CONSUMER SURVEYS	2018	2019	2020	2021	2022
Inpatient* HCAHPS (National Percentile Rank)					
Rate hospital 0-10	66	61	63	64	62
Recommend the hospital	70	66	67	68	68
Nurse communication	58	47	42	45	46
Staff responsiveness	67	61	57	61	62
Doctor communication	59	52	41	48	45
Cleanliness	43	36	45	47	47
Quietness	68	65	62	65	65
Medicine communication	58	53	33	47	37
Discharge information	47	38	30	45	48
Care transitions	78	68	63	70	68
Medical Practice (National Percentile Rank)					
Overall doctor rating 0-10	47	50	51	66	76
Recommend this provider office	45	46	49	60	64
Ambulatory Surgery (National Percentile Rank)					
Facility rating 0-10	67	65	74	66	59
Recommend the facility	64	65	75	70	60
Communication	57	57	79	73	69
Facility/personal treatment	56	55	62	53	54
Discharge	48	44	51	52	52
Emergency Department (ED) CAHPS (National Percentile Rank)					
Rate ED care 0-10	76	79	77	73	74
Recommend the ED	83	85	77	77	78
Outpatient Services (National Percentile Rank)					
Outpatient	77	80	91	89	92

*HCAHPS is the Hospital Consumer Assessment of Healthcare Providers and Systems survey. National Percentile Rank reflects how Texas Health compares in a specific area to other U.S. hospitals, where 99 is the best and 1 is the worst.

Net Promoter Score

These scores measure consumers' likeliness to recommend Texas Health on a scale of -100 to 100. We measure scores twice a year to monitor changes and make refinements. The data below are from July to November 2021 compared to the same period in 2022.

	2022
Hospital Channel	68
Texas Health Allen	71
Texas Health Alliance	68
Texas Health Arlington Memorial	62
Texas Health Azle	60
Texas Health Breeze Urgent Care	90
Texas Health Center for Diagnostics & Surgery	88
Texas Health Cleburne	66
Texas Health Dallas	66
Texas Health Denton	65
Texas Health Flower Mound	74
Texas Health Fort Worth	69
Texas Health Frisco	74
Texas Health Heart & Vascular	83
Texas Health HEB	68
Texas Health Kaufman	77
Texas Health Physicians Group	90
Texas Health Plano	66
Texas Health Resources	75
Texas Health Rockwall	71
Texas Health Southlake	87
Texas Health Southwest	71
Texas Health Stephenville	70

(Bars show 2021 and 2022 values; values labeled are 2022.)

Environment of Care

CONSUMPTION	2018	2019	2020	2021	2022
Energy Consumption					
Total energy use (metric million British thermal units)	2,193,366	2,188,637	2,157,257	2,253,052	**2,358,298**
Energy use per square foot (kBtu/square foot)*	201.5	201.1	198.2	193.2	**191.6**
Water Consumption					
Water/wastewater consumption (million kgals)	1.10	1.39	1.07	1.21	**1.35**
Water/wastewater consumption per square foot (kgal/square foot)	0.101	0.128	0.098	0.104	**0.110**
Waste Generated (lbs.)**					
Regulated medical waste		1,574,040	1,557,109	1,667,154	**1,640,534**
Solid waste		17,716,488	16,598,408	17,558,646	**16,920,334**

*Overall energy and water consumption have increased due to systemwide expansion. While energy use per square foot has decreased, water consumption has increased at a slightly higher pace.

**Began disclosing waste generated in 2019.

Employees | Health and Safety

RATES	2018	2019	2020	2021	2022
OSHA incident rate (vs. national average)	4.1 (5.6)	4.0 (5.5)	4.2 (7.6)	3.7 (6.1)	3.7*
OSHA lost time rate (vs. national average)	1.2 (1.3)	1.2 (1.3)	1.7 (3.7)	1.3 (2.3)	1.1*
OSHA restricted work rate	0.5	0.6 (0.9)	0.5 (.9)	0.4 (.9)	0.5*

*OSHA is the Occupational Safety and Health Administration. National averages will be available in November 2023.

Diversity

GENERATIONS	2018	2019	2020	2021	2022
The Silent Generation (1928-1945)	0.5%	0.3%	0.3%	0.2%	0.1%
Baby Boomers (1946-1964)	22.7%	21.0%	20.7%	16.7%	15.4%
Gen X (1965-1981)	39.0%	39.3%	39.2%	38.1%	38.1%
Millennials (1982-1996)	37.5%	38.6%	38.8%	41.5%	41.6%
Gen Z (1997-2012)	0.4%	0.8%	0.9%	3.4%	4.7%
AGE, GENDER AND ETHNICITY					
Men	21.3%	21.5%	21.9%	21.6%	21.2%
Women	78.7%	78.5%	78.1%	78.4%	78.8%
Age < 40	42.6%	40.8%	40.1%	40.1%	40.8%
>40	57.9%	59.2%	59.9%	59.9%	59.2%
Ethnic minorities	43.5%	45.4%	45.8%	47.9%	49.2%
OVERALL ENGAGEMENT					
Employees	84%	84%	82%	85%	83%
Physicians	82%	79%	83%	82%	74%
WORKFORCE					
Total employees*	24,536	24,344	24,843	25,298	26,844
Retention**	86.90%	85.60%	87.40%	81.40%	83.00%

*Revised data to include PRN (as needed) employees.
**Revised data to exclude PRN employees.

CONTRIBUTORS

Texas Health Resources' (Texas Health) 2022 Social Purpose Report provides a high-level overview of our environmental, social and governance impacts, as well as key issues of interest to our stakeholders.

Special thanks to the following Texas Health departments and teams for contributing to the scope, direction and development of this report:

- Brand Experience
- Community Affairs
- Community Health Improvement
- Environment of Care & Emergency Management
- Environmental Services
- Faith & Spirituality Integration
- Finance Operations
- Governance Services
- Government Affairs & Advocacy
- Information Services
- Information Systems & Application Management
- Integrated Experience
- Legal Services
- North Texas Healthy Communities
- Performance Improvement
- Quality & Patient Safety
- Quality Outcomes
- Real Estate Engineering
- Strategy & Planning
- Supply Chain Management
- System Engineering
- Texas Health Physicians Group
- Texas Health Resources Foundation
- Texas Health Resources University

LEARN MORE

To access our full report, please visit:

TexasHealth.org/Responsibility

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