

.Outset

Reimagining the future of dialysis

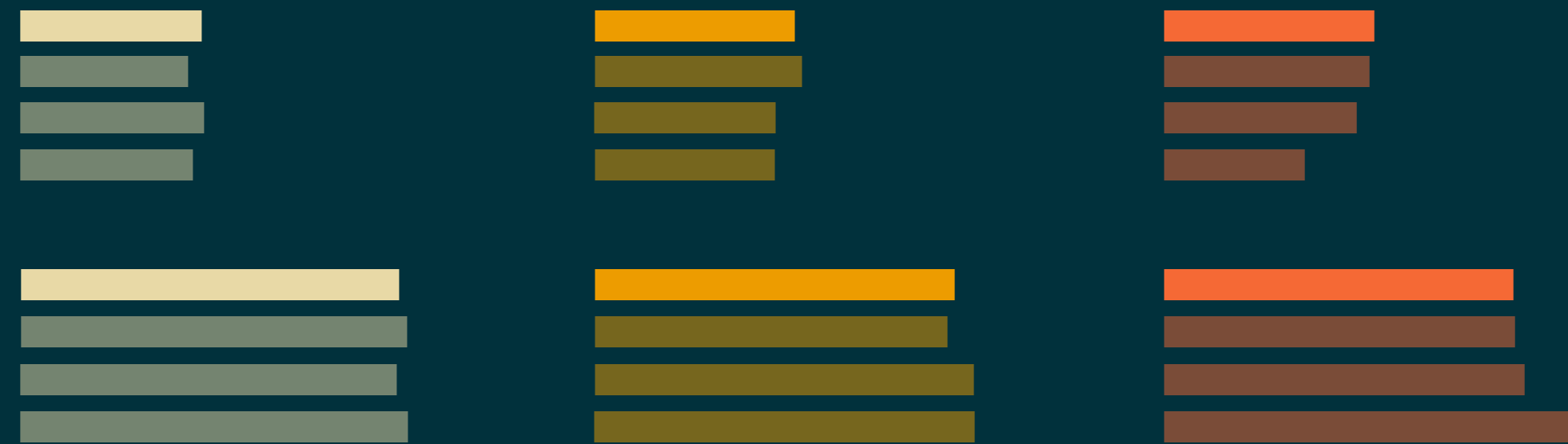
Outset Medical
**2024 ESG Report
Supplement**

U.S. Workforce Demographics

■ Professionals ■ Mid-level Managers ■ Executives / Senior Managers

GENDER

Gender	Year	Professionals	Mid-level Managers	Executives / Senior Managers
Female	2023	32.4%	35.7%	37.6%
	2022	30.8%	37.3%	36.4%
	2021	32.8%	32.3%	35.6%
	2020	30.8%	32.1%	25.0%
Male	2023	67.6%	64.3%	62.4%
	2022	69.2%	62.7%	63.6%
	2021	67.2%	67.7%	64.4%
	2020	69.2%	67.9%	75.0%



Totals

GENDER

Year	Total
2023	33.8%
2022	32.4%
2021	33.2%
2020	30.0%
2023	66.3%
2022	67.6%
2021	66.8%
2020	70.0%

U.S. Workforce Demographics

■ Professionals ■ Mid-level Managers ■ Executives / Senior Managers

Totals

ETHNICITY

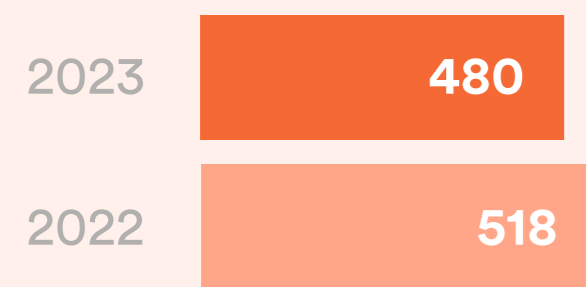
ETHNICITY	Year	U.S. Workforce Demographics			Totals		
		Professionals	Mid-level Managers	Executives / Senior Managers	Professionals	Mid-level Managers	Executives / Senior Managers
White	2023	56.0%	62.5%	75.3%	60.2%		
	2022	57.2%	59.7%	76.6%	60.4%		
	2021	53.4%	67.7%	71.2%	58.3%		
	2020	50.2%	55.4%	67.9%	54.3%		
Hispanic or Latino	2023	11.2%	1.8%	4.7%	9.0%		
	2022	9.9%	3.0%	6.5%	8.5%		
	2021	10.6%	3.2%	5.5%	8.7%		
	2020	10.9%	3.6%	5.4%	8.6%		
Black or African American	2023	10.0%	1.8%	0.0%	7.3%		
	2022	6.7%	4.5%	0.0%	5.4%		
	2021	8.7%	1.6%	1.4%	6.5%		
	2020	5.5%	5.4%	1.8%	4.8%		
Asian	2023	20.6%	30.4%	16.5%	21.0%		
	2022	21.7%	29.9%	14.3%	21.6%		
	2021	22.8%	24.2%	17.8%	22.2%		
	2020	28.4%	30.4%	21.4%	27.5%		
All Other Ethnicities	2023	2.1%	3.6%	3.5%	2.5%		
	2022	4.5%	3.0%	2.6%	4.0%		
	2021	4.5%	3.2%	4.1%	4.3%		
	2020	5.0%	5.4%	3.6%	4.8%		

Percentages may not total 100% due to rounding.

Attracting Diverse Talent

We are committed to attracting the best talent and providing our employees with challenging work in a fast-paced environment.

Our Team



U.S. Employees



U.S. + Outset Mexico Employees

Employee Engagement



Engagement score with 94% or more of employees participating in our “Employee Voice” survey.

New Hire Demographics

GENDER

	2023	2022	2021	2020
Female	41.2%	35.4%	31.7%	31.2%
Male	58.8%	64.6%	68.3%	68.8%



ETHNICITY

	2023	2022	2021	2020
White	60.3%	66.5%	60.5%	51.4%
Hispanic or Latino	5.3%	5.1%	7.0%	12.3%
Black or African Am.	11.5%	6.3%	8.2%	8.7%
Asian	22.9%	19.6%	20.2%	21.0%
Other	0%	2.5%	4.1%	6.5%

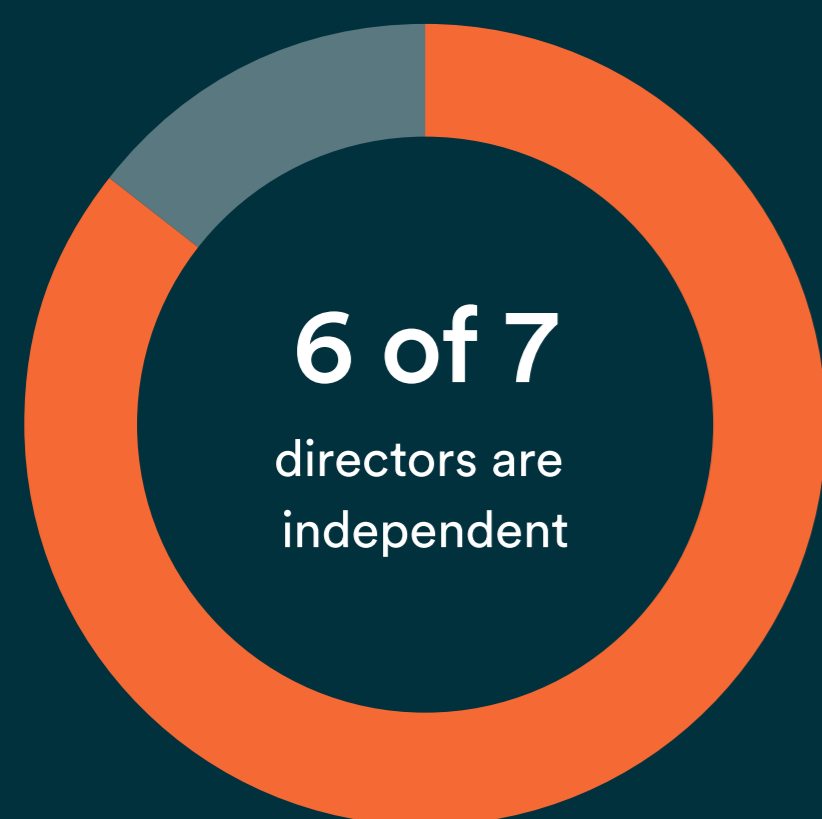


VETERANS

	2023	2022	2021	2020
Total %	6.1%	12.7%	13.1%	3.0%

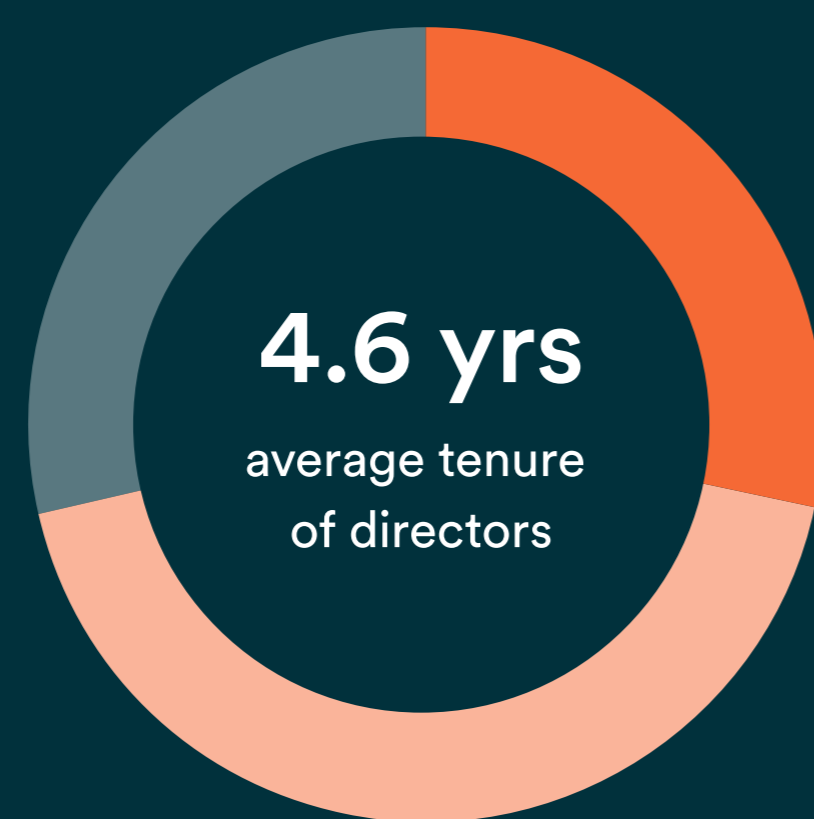


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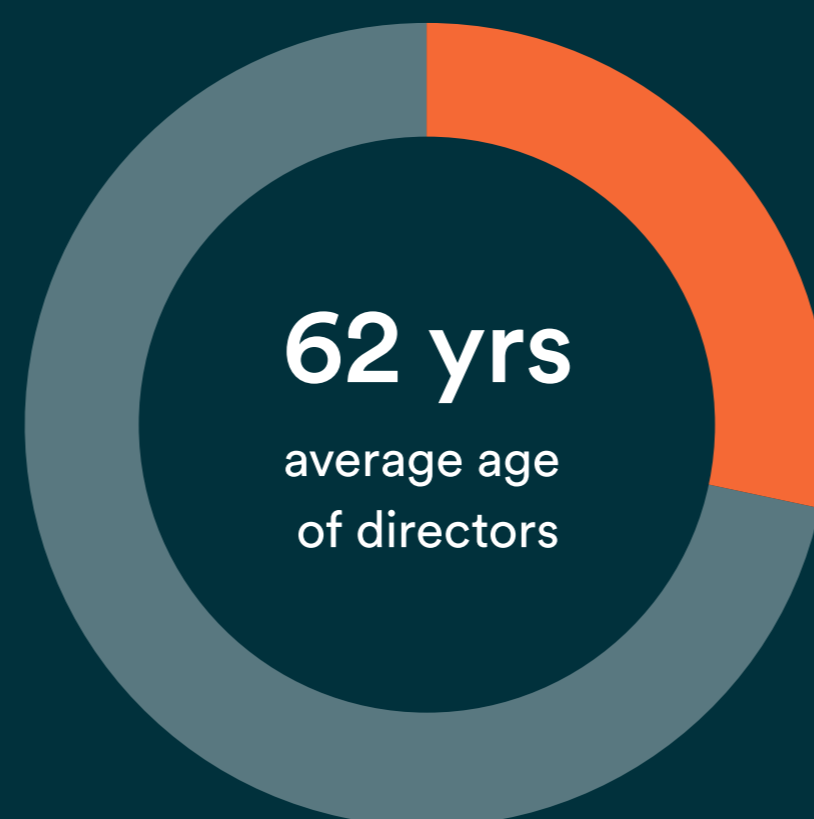
Independence

- Independent 6
- Management 1



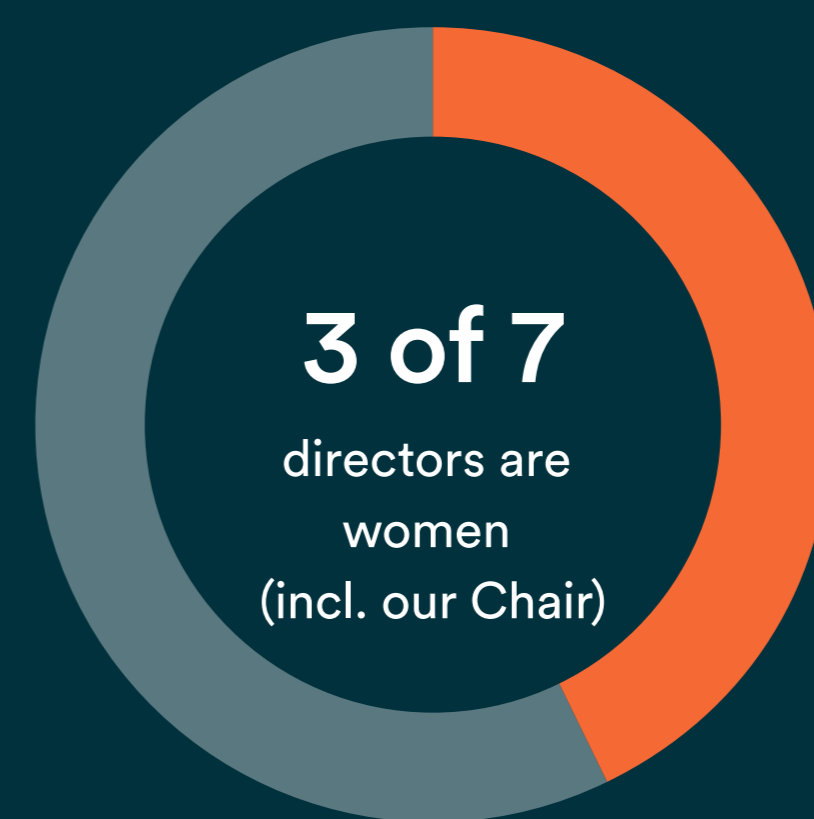
Tenure

- < 3 year 2
- 3-6 years 3
- 7+ years 2



Age

- < 60 years old 2
- > 60 years old 5



Gender diversity

- Women 3
- Men 4



Racial or ethnic diversity

- Diverse 2
- Non-diverse 5

DIRECTOR DASHBOARD

Our directors bring diverse viewpoints and perspectives to our boardroom and exhibit a balance of tenure, skills, experiences and backgrounds that we believe enhances the deliberation and decision-making processes of our Board and allows our Board to effectively fulfill its oversight function.

Our directors bring a balance of skills and experience, including those listed here.

This skills matrix identifies the most prominent competencies of each director (reflected on an aggregate basis). In representing only the most prominent skills and core competencies of our Board, our goal is to provide a meaningful presentation of their key contributions to our company and stockholders.

SKILLS MATRIX

Public Company Board Service		7
Public Company CEO or CFO Experience		3
Other Senior Leadership Role		3
Healthcare / Medical Device Industries		6
Financial Literacy / Accounting		7
FDA / Regulatory		3
Sales & Marketing		5
Supply Chain / Manufacturing		1
Human Capital Management		4
M&A / Strategic Transactions		4
Risk Management		7
International Business		5
Environmental & Social		1

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the federal securities laws. All statements other than statements of historical fact are forward-looking statements. These forward-looking statements include, but are not limited to, statements regarding current and future compliance and sustainability initiatives, anticipated environmental, social and governance policies and practices, and other plans, prospects, goals, initiatives, strategies, or future actions, events, or performance. In some cases, you can identify forward-looking statements by terminology such as “may,” “will,” “should,” “could,” “expect,” “plan,” “anticipate,” “believe,” “estimate,” “predict,” “intend,” “hope,” “potential,” “would,” “continue,” “ongoing” or the negative of these terms or similar expressions.

Forward-looking statements are based on management’s current assumptions and expectations of future events and trends, which affect or may affect our business, strategy, operations or financial performance, and actual results and other events may differ materially from those expressed or implied in such statements due to numerous risks and uncertainties, some of which cannot be predicted or quantified. These risks and uncertainties include: our future financial performance, including our expectations regarding our revenues, cost of revenues, operating expenses, gross margin and our ability to achieve and maintain future

profitability; continued execution of our initiatives designed to expand gross margins; our ability to attain market acceptance among providers and patients; our ability to manage our growth; our expansion into the home hemodialysis market; our ability to ensure strong product performance and reliability; our relations with third-party suppliers, including contract manufacturers and single source suppliers; our ability to overcome manufacturing disruptions; financial pressures faced by our customers including staffing shortages and increased costs and resulting cost-containment efforts; the impact of epidemics, natural or man-made disasters, and similar events, on our industry, business and results of operations; our ability to offer high-quality support for Tablo; our expectations of the sizes of the markets for Tablo; our ability to innovate and improve Tablo; our ability to effectively manage privacy, information and data security; concentration of our revenues in a single product and concentration of a large percentage of our revenues from a limited number of customers; our ability to compete effectively; our ability to accurately forecast customer demand and manage our inventory; our ability to ensure the proper training and use of Tablo; and our compliance with FDA and other regulations applicable to our products and business operations and our ability to respond and resolve any reports, observations or other actions by the FDA or other regulators in a timely and effective manner; general economic or financial market conditions; as well as other risks and uncertainties described

in the Risk Factors section of our public filings with the SEC, including our latest annual and quarterly reports. Forward-looking statements should be considered in light of these risks and uncertainties, and you should not rely on these forward-looking statements as predictions of future events. These forward-looking statements speak only as of their date and we undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future developments or otherwise.

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