



Benefits Orientation

Introduction to the Video Series

Mission, Vision, Values, Actions, Promise – the Why and How

What is our Core Identity?



Our Mission

We, Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities.



Our Core Values

- Reverence
- Commitment to Those Experiencing Poverty
- Safety
- Justice
- Stewardship
- Integrity



Our Vision

We will be the most trusted health partner for life.



Our Actions

As a Trinity Health colleague, I will:

- Listen to understand.
- Learn continuously.
- Keep it simple.
- Create solutions.
- Deliver outstanding service.
- Own and speak up for safety.
- Expect, embrace and initiate change.
- Demonstrate exceptional teamwork.
- Trust and assume goodness of intentions.
- Hold myself and others accountable for results.
- Communicate directly with respect and honesty.
- Serve every person with empathy, dignity and compassion.
- Champion health equity and the Common Good.



Our Promise

We Listen.

We Partner.

We Make it Easy.

Focus on
Creating the
**Exceptional
Member
Experience**

Together, we are Trinity Health

One of the largest Catholic health care systems in the nation

\$25.4B
Operating Revenue

25
States

1.1M
Attributed Lives

\$1.4B
Community Benefit

\$2.9B
Community Impact

133K
Colleagues

8.9K
Medical Group Physicians and Providers

30K
Affiliated Physicians

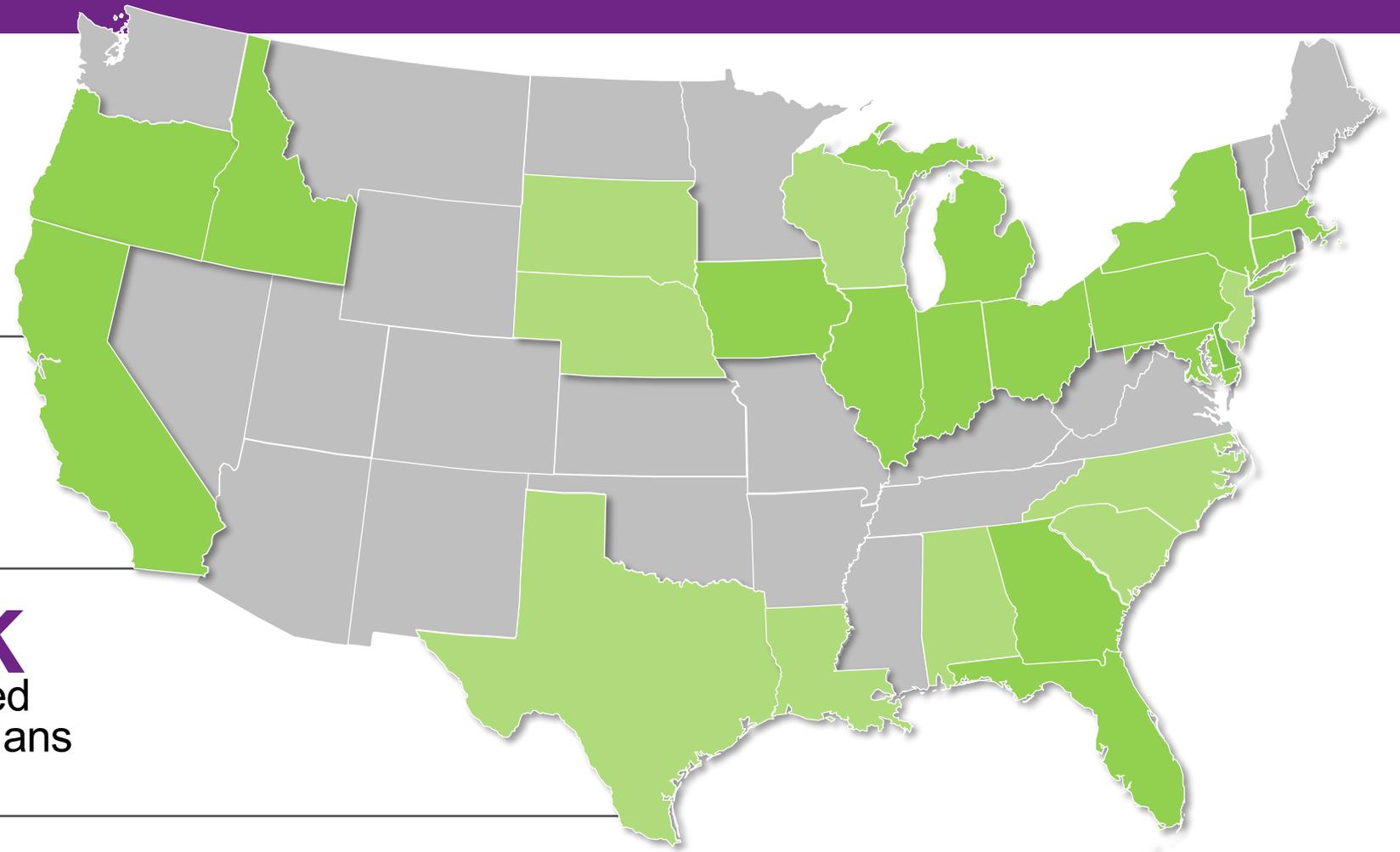
92
Hospitals^{1,2}

12
Clinically Integrated Networks

101
Continuing Care Locations²

28
PACE Center Locations²

121
Urgent Care Locations²



FY25 data unless noted. 1. Decreases to 91 hospitals effective 9/1/25 with divestiture of MercyOne Siouxland Medical Center. 2. Owned, managed or in JOAs or JVs. Dark green states: primary ministry locations. Light green states: other services

Our Tax-exempt status

A Ministry of Hope and Healing

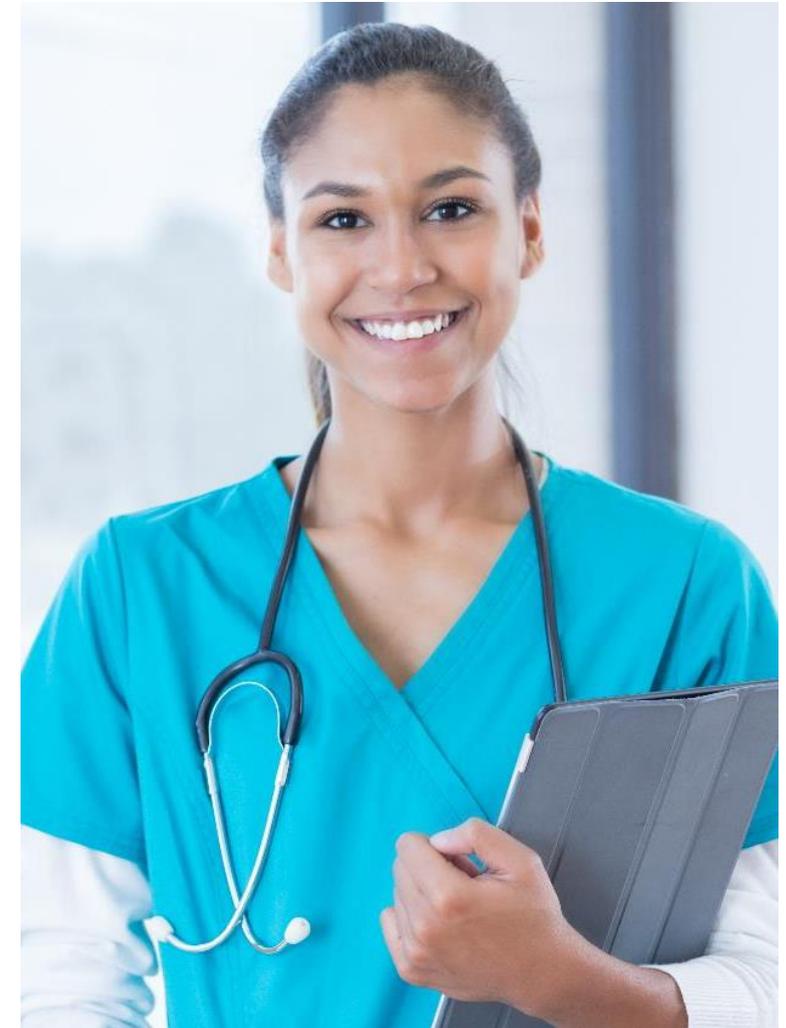
- Trinity Health and its Health Ministries are all not-for-profit organizations.
- We reinvest our funds into our Health Ministries and the community instead of distributing profits to shareholders.
- We have a charitable purpose – it is our Mission.



Our colleagues are key to achieving our Vision

As a mission-driven innovative health organization, we will become the national leader in improving the health of our communities and each person we serve.

We will be the most trusted health partner for life.



Comprehensive benefits

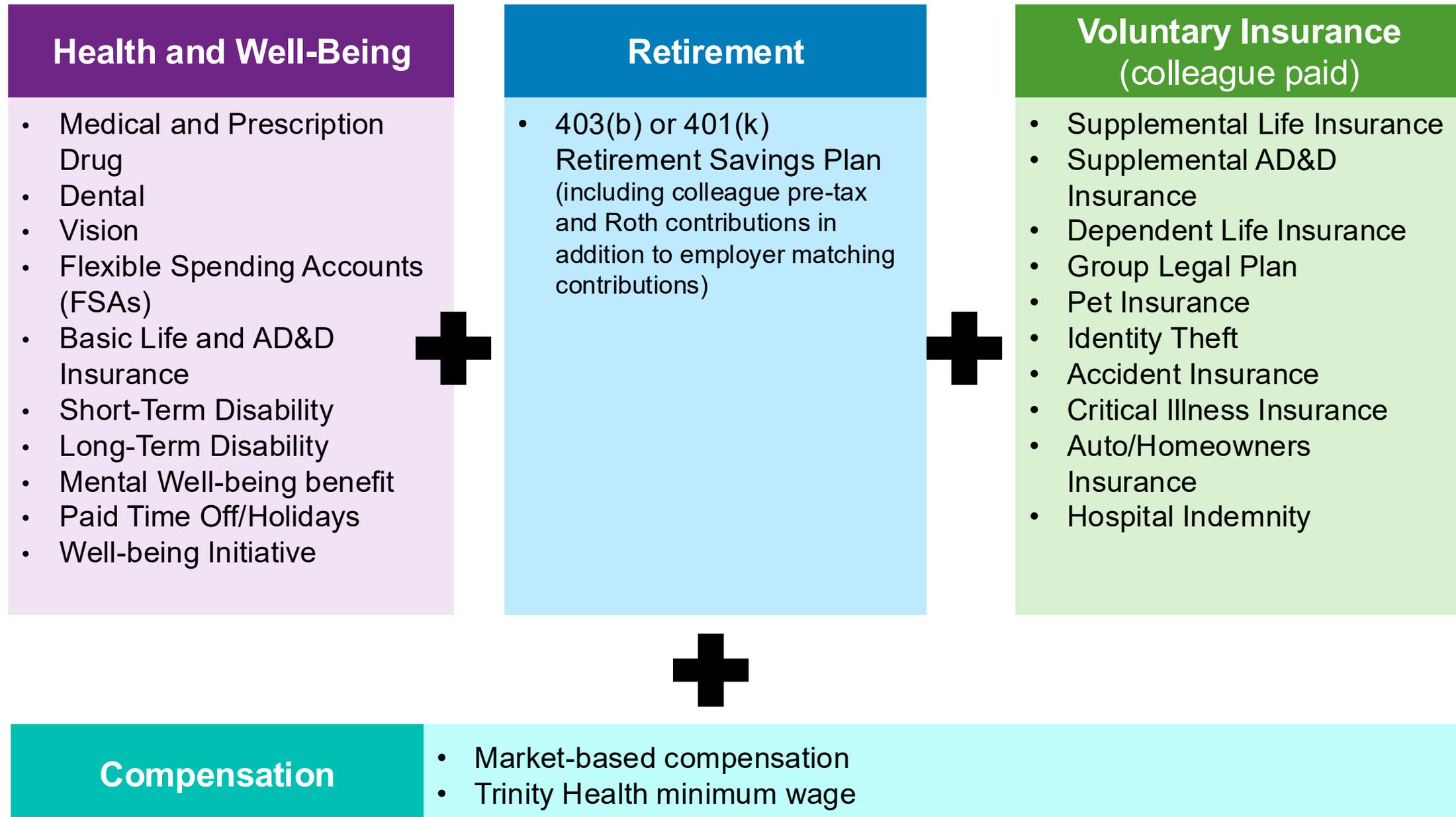
Colleague Well-being

- Benefits designed to support your health and well-being
- Video series provides high-level overview of comprehensive benefits available
- Visit AskHR to review detailed benefit documents:

<https://mytrinityhealth.sharepoint.com/sites/SO-WorkdayHelp>



Trinity Health Total Rewards



Additional resources

AskHR, an HR and benefits experience made for you!

AskHR gets you the answers and help you need any time, on any device in Workday. Access knowledge articles, submit HR, payroll and benefits questions and get real-time help with the virtual Workday assistant tool.

To get started, click on the **AskHR icon** in your ZENworks window.

You can also access **AskHR** on your mobile device by downloading the Workday app or accessing:

<https://mytrinityhealth.sharepoint.com/sites/SO-WorkdayHelp>.



Ministries not on AskHR/Workday:

<https://www.trinity-health.org/my-benefits/health-welfare/>

Check out all the episodes in the video series

Comprehensive Total Rewards

- Medical and pharmacy
- Health Savings Account
- Essential Assist with Health Reimbursement Account
- Flexible spending accounts
- Dental and vision
- Life Insurance/AD&D
- Time Away from Work
- Voluntary benefits
- Retirement program
- Colleague well-being / Mental well-being benefit
- Other benefits
- Eligibility and enrollment

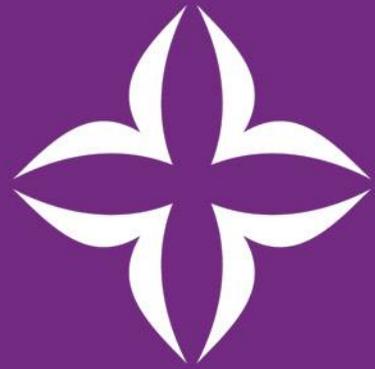


Important information

This presentation is only intended to provide an overview of the Trinity Health Corporation Welfare and your options thereunder. To the extent of any inconsistencies between this document and the official plan documents, the official documents control. You can access these documents at any time by visiting AskHR or, if your Health Ministry is not supported by HR Shared Services, the MyBenefits site at www.trinity-health.org/my-benefits/

For any plan or program in which you participate, you may request a printed copy of the summary plan description, any certificate of coverage, and/or the official plan documents from your employer or from the Trinity Health Human Resources Service Center at 20555 Victor Parkway, Livonia, MI 48152. There is no charge for printed copies.

Trinity Health group health plans provide care coordination, care management, utilization review, and referral services to help manage care. These services may be provided through independent third-party administrators, clinically integrated networks, or other health care providers, including those affiliated with Trinity Health. These service providers will have access to the personal health information (“PHI”) of you and your enrolled dependents, including health information you disclose through wellness programs, for purposes of treatment, care management, and care coordination. All access, use, or disclosure of PHI will comply with the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) and any applicable state laws.



Trinity Health