

CERIBELL, INC.

Our ESG Principles

Updated April 2026

Environmental Stewardship

We are a medical technology company dedicated to minimizing our environmental footprint and contributing to a sustainable future. Our goal is to reach net-zero greenhouse gas emissions from our operations by the year 2030, through both emission reductions and credible offsets. We also work closely with suppliers to encourage responsible sourcing and reduce environmental impact throughout our value chain.

Social Responsibility

At Ceribell, we prioritize people—our patients, employees, and communities.

- **Patient Health and Safety:** We are committed to designing and delivering medical technologies that meet quality, safety, and regulatory standards to improve patient outcomes.
- **Employee Wellbeing and Safety:** We aim to provide a workplace that safeguards the physical and mental health of all of our employees, targeting industry-leading standards in occupational health and safety and striving for zero preventable workplace injuries.
- **Diversity, Equity, and Inclusion:** We strive for a workforce that reflects the diversity of the communities we serve. Our goal is to achieve gender balance and increase racial and ethnic representation across all levels of our company by 2030, fostering equitable opportunities and an inclusive culture.
- **Non-Discrimination and Equal Opportunity:** We are an equal opportunity employer. We make employment decisions based on a person's qualifications and our current business needs. We strive to ensure a work environment where no one is subjected to unwelcome conduct including disturbing or offensive behavior and language or intimidating, hostile or offensive words, images or actions. Such conduct is entirely unacceptable, inconsistent with our Policies and may result in disciplinary action. We are committed to providing all employees with a safe and respectful working environment that is free from sexual harassment, as well as harassment on the basis of the following: race, color, national origin, ancestry, religion and religious creed (including religious dress and grooming), political affiliation, citizenship, sex, gender, gender identity (including transgender identity and transitioning), gender expression, sexual orientation, age, pregnancy, childbirth, breastfeeding and related medical conditions, marital status, registered domestic partner status, military or veteran status, legally protected medical condition (including cancer), physical or mental disability, genetic information or characteristics, AIDS/HIV status, family care status, domestic partner status, status as a victim of domestic violence, sexual assault or stalking, enrollment in a public assistance program, engaging in protected communications regarding employee wages, requesting a reasonable accommodation on

the basis of disability, pregnancy, or bona fide religious belief or practice, or any other protected classification under federal, state or local law.

Governance and Integrity

We conduct business with transparency, accountability, and integrity.

- **Corporate Governance:** We maintain strong governance structures and compliance frameworks to uphold ethical standards and responsible decision-making.
- **Ethical Innovation and Access:** We support responsible innovation by investing in research that advances safe, effective medical technologies and broadens access to care across the United States.
- **Anti-Corruption and Responsible Conduct:** We adhere to fair business practices and expect the same high ethical standards from our partners, vendors, and suppliers.

ESG Steering Committee

The Nominating and Corporate Governance Committee holds the formal mandate for the oversight of the Company's ESG strategy and risk management. This oversight is supported by the Company's ESG Steering Committee, chaired by our General Counsel, which meets quarterly to monitor progress against our sustainability and quality goals.