

OptimizeRx

# ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) REPORT

April 2026



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# OptimizeRx Mission & ESG Business Practices

OptimizeRx Corporation (“OptimizeRx”, or the “Company”) is pleased to present our latest annual Environmental, Social, and Governance (“ESG”) Report. At OptimizeRx, we believe in the power of connection to drive meaningful health outcomes. Our optimism is rooted in the understanding that when we use coordinated communication to bridge the gap between healthcare stakeholders, we create a more humanized and effective healthcare system.

Our mission is to create a more informed and empowered healthcare community by ensuring that every interaction between healthcare stakeholders contributes to better, faster, and more positive health outcomes. We believe that patients and healthcare providers deserve easy access to accurate, actionable information about medications and therapies. Our unique ability to reach both healthcare providers and patients with this information strengthens our ability to deliver on this mission with excellent data and analytics capabilities.

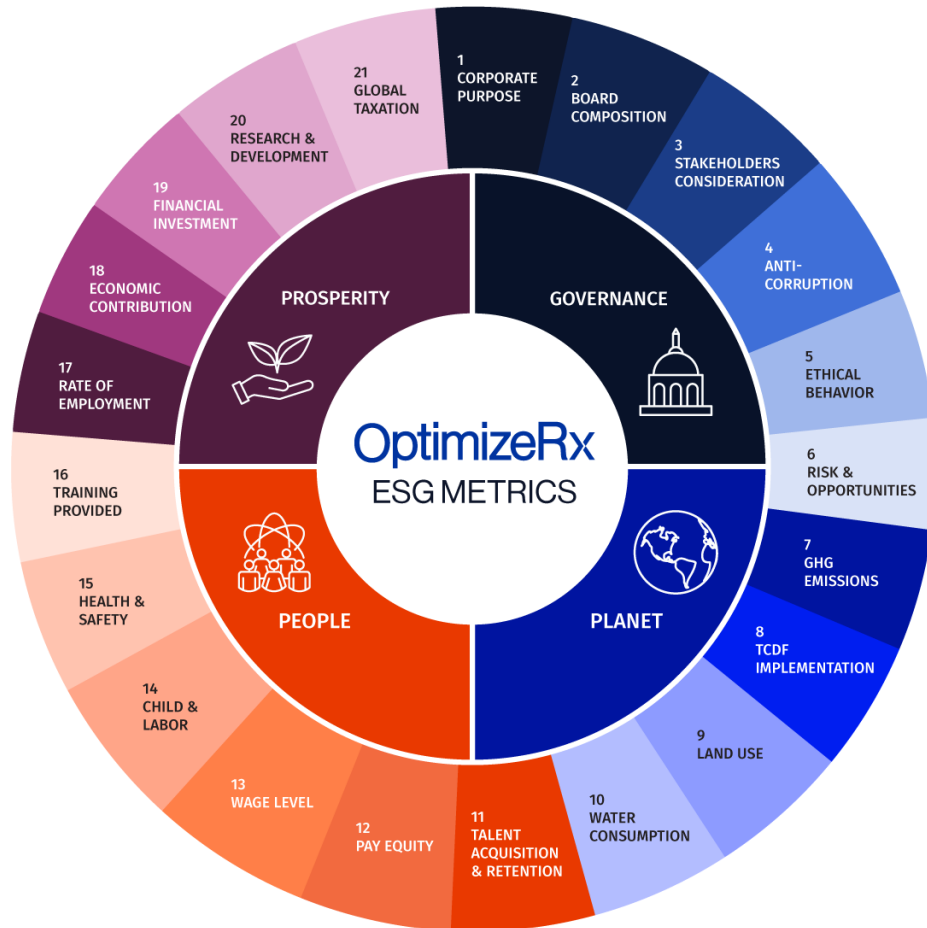
We will continue to strive to align our goals as a company with our responsibilities as conscientious corporate citizens. We remain vigilant in our quest to turn healthcare challenges into opportunities. Not only do these opportunities present us with new ways to grow and learn, but also allow us to do better for our customers, employees, and the patients we impact, because increasing stakeholder value also drives shareholder value.

This ESG Report underscores our commitment to the principles of stakeholder capitalism and addressing universal priorities. We are proud to report the significant work we have done thus far to integrate ESG metrics into our governance and business strategy, and how we will continue to integrate these into every aspect of our work.



# OptimizeRx Mission & ESG Business Practices [CONTINUED]

Integrating ESG values into all aspects of our business is a journey. We will continuously evolve to meet the changing needs and circumstances of our world, and report transparently on those efforts. With this ESG Report, we continue to build on our ESG metrics to align with the 21 core ESG metrics of the World Economic Forum across four categories: Governance, Planet, People and Prosperity.



Thank you for taking the time to read our ESG Report.

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## Governance Body Composition

The Board of Directors of OptimizeRx Corporation (the “Board”) sets high standards for our Company’s employees, officers and directors, including sound corporate governance. It is the Board’s duty to serve our stakeholders and to oversee the management of our business.

To exercise this duty, the Board implements its governance documents and guidelines, including the Corporate Governance Guidelines adopted by the Board in 2021. The Board recognizes that best practices for corporate boards of directors and practical considerations change over time and, as such, the Board continuously monitors developments in these areas and will amend the Guidelines as it deems appropriate in the best interests of our Company and our stakeholders, or as required by applicable laws and regulations.

An overview of our corporate governance standards and documents can be found on our website: <https://investors.optimizerx.com/esg/>.

The Board’s Nominating & Governance Committee oversees corporate governance policies and reviews our ESG strategies and practices. This includes vetting candidates for election to the Board, reflecting the Company’s commitment to create a values-based, inclusive workplace in alignment with long-term ESG goals.

OptimizeRx’s Board is committed to, and the Nominating & Governance Committee has prioritized, building a Board of Directors with a wide range of perspectives based on the director’s or director candidate’s background, experiences (including experience with businesses and other organizations of a comparable complexity), perspectives, skills, thought, and specialized professional experience.

At least annually and when Board vacancies arise, the Nominating & Governance Committee and the Board will review the qualifications, judgment, attributes, background, experiences, perspectives and skills of each director and any director candidate and the interplay of these traits with those of the Board as a whole.

Visit our [website](https://www.optimizerx.com/about-oprx/leadership) to learn more about our Leadership Team and Board of Directors and the qualifications, experience, and composition of its members: <https://www.optimizerx.com/about-oprx/leadership>.

## Governance Body Composition [CONTINUED]

BOARD SKILLS AND EXPERIENCE MATRIX							
	Lynn O'Connor Vos <sup>1</sup> (Chair)	James Lang	Patrick Spangler	Greg Wasson	Catherine Klema	Mariyamma Varghese Presti <sup>2</sup>	Stephen Silvestro <sup>3</sup>
<b>Skills and Experience</b>							
Current/Former Public Company CEO	✓			✓			✓
Strategic Planning	✓	✓	✓	✓	✓	✓	✓
Mergers & Acquisition/Joint Ventures	✓	✓	✓	✓	✓	✓	✓
Business Operations	✓	✓	✓	✓	✓	✓	✓
Risk Management		✓	✓	✓	✓	✓	✓
Other Public Company Board Experience	✓	✓	✓	✓	✓		
Digital Healthcare Technology	✓	✓	✓	✓	✓	✓	✓
Healthcare Industry	✓	✓	✓	✓	✓	✓	✓
Technology/Information Security/Cybersecurity		✓	✓	✓			
Corporate Governance	✓	✓	✓	✓	✓		✓
Sales and Marketing	✓	✓	✓	✓		✓	✓
High Level of Financial Accounting or Financial Expertise		✓	✓		✓		
Executive Compensation	✓	✓	✓	✓	✓		✓
Government & Regulatory		✓	✓	✓			✓
Environmental/Sustainability/Climate Change		✓	✓	✓			
Human Capital Management	✓		✓	✓	✓		✓
<b>Tenure and Independence</b>							
Years	10 <sup>1</sup>	8	7	5	3	0 <sup>2</sup>	1 <sup>3</sup>
Independence	✓	✓	✓	✓	✓	✓	

<sup>1</sup> Lynn Vos joined the OptimizeRx Board of Directors in 2015 as a representative director of Grey Healthcare Group and joined as an independent director in 2017.

<sup>2</sup> Mariyamma Varghese Presti joined the Board of Directors in 2026.

<sup>3</sup> Stephen Silvestro joined the Board of Directors in 2025.

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## Anti-Corruption Practices

We are committed to conducting our business ethically and in compliance with all applicable laws and regulations governing our operations. We do not tolerate bribery or corruption and are committed to acting professionally, fairly, and with integrity in all of our business activities and relationships in keeping with the highest moral, legal, and ethical standards.

OptimizeRx currently has several policies in place requiring ethical and compliant practices, including:

- [Code of Business Conduct and Ethics](#)
- [Corporate Governance Guidelines](#)
- [Stock Ownership Guidelines](#)
- [Global Anti-Bribery and Anti-Corruption Policy](#)
- [Insider Trading Policy](#)
- [Clawback Policy](#)
- [Board Confidentiality Policy](#)
- [Related Person Transaction Policy](#)
- [Regulation FD Policy](#)
- [Human Rights Policy](#)

These policies and others may also be found on our [website](#).

## Mechanisms to Protect Ethical Behavior

OptimizeRx expects and requires ethical behavior from its directors, leadership, and employees. Through the Company's **Code of Business Conduct and Ethics**, we promote honest and ethical conduct, including handling actual or apparent conflicts of interest in an ethical manner and acting with honesty and integrity.

All employees and members of the Board are required to complete training on the Code of Business Conduct and Ethics and Insider Trading Policy, and they must acknowledge these policies as a condition of employment and Board membership. We have implemented a formal learning management system in which anti-corruption, anti-bribery, insider training, and other relevant training to ethical business conduct are annually conducted and tracked.

Our Code of Business Conduct and Ethics, however, is not intended to be a comprehensive rulebook and cannot address every situation. If an employee or director is uncomfortable about a situation or has any doubts about whether a situation or behavior is consistent with ethical standards, they are encouraged to seek advice from their immediate supervisor or department manager, Human Resources, or the Chief Legal Officer.

In addition to seeking guidance, employees and directors are expected to report any known or suspected unethical behavior, violations of our Code of Business Conduct and Ethics, Company policies or applicable law. In accordance with our **Whistleblower Policy**, we provide several channels for speaking up without fear of retaliation, including:

- Reporting a known or suspected violation to an immediate supervisor or department manager, Human Resources, or the Chief Legal Officer.
- Anonymously reporting a known or suspected violation by going to a dedicated external whistleblower website or phone hotline.

We believe we have created an environment where any employee or corporate stakeholder should feel comfortable reporting perceived unethical or unlawful behavior. We acknowledge that it is not always easy to step forward with information, but doing so ensures that our Company continues to have a safe and respectful work environment, and we have provided several avenues for individuals to do so. Thus, we prohibit any retaliation against anyone who, in good faith, seeks help or reports known or suspected violations. We take all allegations of retaliation seriously and will promptly and thoroughly investigate these matters. If the Company becomes aware of any retaliation, it will take appropriate disciplinary action.

Our Code of Business Conduct and Ethics, Whistleblower Policy and other policies are available on our [website](#).

## Risk Oversight & Opportunities

### Risk Oversight & Opportunities

OptimizeRx recognizes the imperative for our Company to anticipate and respond to emerging financial and non-financial risks, specifically those related to economic, environmental and social issues. Ultimately, risks arising from ESG issues not only have the potential to negatively impact business financial objectives but may also result in missed opportunities for creating new solutions or cost-savings initiatives, and could harm our key stakeholders, communities, and planet.

The OptimizeRx Board of Directors is ensuring active identification, management, and ongoing monitoring of these risks and opportunities. In the coming years, OptimizeRx will prioritize those ESG risks and opportunities identified in its past materiality surveys to create sustained stakeholder value.



### Cybersecurity

Stakeholders consistently rate the stewardship of personal data and cybersecurity as a high priority risk and opportunity for OptimizeRx, including the ethical use and governance of artificial intelligence (AI) related to such data. The global data protection landscape is rapidly evolving, and as a company in the life sciences

and healthcare industry, we are subject to numerous laws, requirements and regulations governing the collection, use, disclosure, retention, and security of personal information, including sensitive health-related information.

OptimizeRx has not experienced a cybersecurity incident to date; however, cybersecurity incidents pose material risks that could disrupt business operations, result in the loss of critical and confidential information, and adversely impact our reputation and results of operations. We employ measures to prevent, detect, address and mitigate these threats, including access controls, insurance, vulnerability assessments, continuous monitoring of our IT networks and systems, maintenance of backup and protective systems, and user training and education.

Our information security and risk management program is designed to identify, assess, and manage material risks from cybersecurity threats to our applications, computer networks, third-party hosted services, communications systems, hardware and software, and our critical data, including intellectual property, confidential information that is proprietary, strategic or competitive in nature, personal information, or Personal Health Information (“PHI”) (collectively, “Information Systems”).

We identify risks based on various assessments and real-world feedback, such as through regularly scheduled penetration tests, and document these in a central Risk Register for mitigation and other treatment decisions.

## Risk Oversight & Opportunities [CONTINUED]

We brief the Audit Committee at each quarterly meeting on our regular cybersecurity maintenance activities, as well as results of penetration tests and vulnerability assessments. We also brief the Audit Committee on any unscheduled developments on an ad hoc basis, when appropriate.

OptimizeRx is certified to the SOC 2 Type 1 and Type 2 standard. OptimizeRx's SOC 2 certification covers the trust services criteria of Security, Availability, and Confidentiality.

### Regulatory

Recent changes in the United States federal regulatory space for healthcare and medical research and pricing initiatives may cause the industry to reduce expenditures overall. This may result in fewer new drugs coming to market, or less spending on marketing for new drugs.

Federal and state governments have been increasingly placing greater restrictions on the marketing and advertising practices of healthcare companies, particularly pharmaceutical companies. This comes in addition to a growing patchwork of state registration of data protection and privacy laws, some of which specifically target the use of health-related data.

Technologies underlying AI (and machine-learning used in our DAAP solution) and its uses are subject to a variety of laws and regulations and AI continues to be the subject of ongoing review by various federal, state, and international governments and regulatory agencies, and various of these bodies are applying, or are considering applying, existing laws and regulations to AI or are considering general legal frameworks for AI. We may not be able to anticipate how to respond to these rapidly evolving frameworks, and we may need to expend resources to adjust our operations or offerings in certain jurisdictions if the legal frameworks are inconsistent across jurisdictions.

For more detailed information on our risk factors, and especially for financial risk factors, please see our Annual Report on Form 10-K for the fiscal year ended December 31, 2025, our subsequent Quarterly Reports on Form 10-Q, and our other filings with the Securities and Exchange Commission.



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# Environment

The materiality of our ESG disclosure topics is informed by the potential sustainability impacts, risks, and opportunities relevant to our industry and refined by our materiality assessments. As a digital messaging technology company, the Sustainable Industry Classification System (SICS) places us in the Internet Media & Services industry.

For companies in the Internet Media & Services industry, Energy Management is generally defined as a material disclosure topic according to the SASB Standards.

By contrast, SASB has not identified other environmental sustainability issues such as GHG Emissions, Air Quality, Water & Wastewater Management, Waste & Hazardous Materials Management, and Ecological Impacts as most likely to impact enterprise value for companies in the Internet Media & Services industry.

We recognize that the SASB Standard is designed for the typical company within a specific industry, with individual companies choosing to report on different sustainability issues based on their unique business model.

We have decided to identify GHG Emissions as a disclosure topic on the basis of our stakeholder materiality assessment and pending regulation. However, we have not identified Air Quality, Water & Wastewater Management, Waste & Hazardous Materials Management, and Ecological Impacts as material disclosure topics for this reporting period. Nevertheless, we disclose baseline information on these topics and more in Appendix 2.

For more detailed information on our risk factors, and especially for financial risk factors, please see our Annual Report on Form 10-K for the fiscal year ended December 31, 2025, our subsequent Quarterly Reports on Form 10-Q, and our other filings with the Securities and Exchange Commission.

## **Environmental Policy**

OptimizeRx's Environmental Policy Statement is available at <https://investors.optimizerx.com/esg/>.

## **Environmental Management System**

Because we continue to operate only four small, leased offices without any other physical operations or footprint, an Environmental Management System falls outside the scope of our sustainability focus. We will review the appropriateness of an Environmental Management System annually, and especially in light of any changes to the relative size and nature of our operations.

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## Environment [CONTINUED]

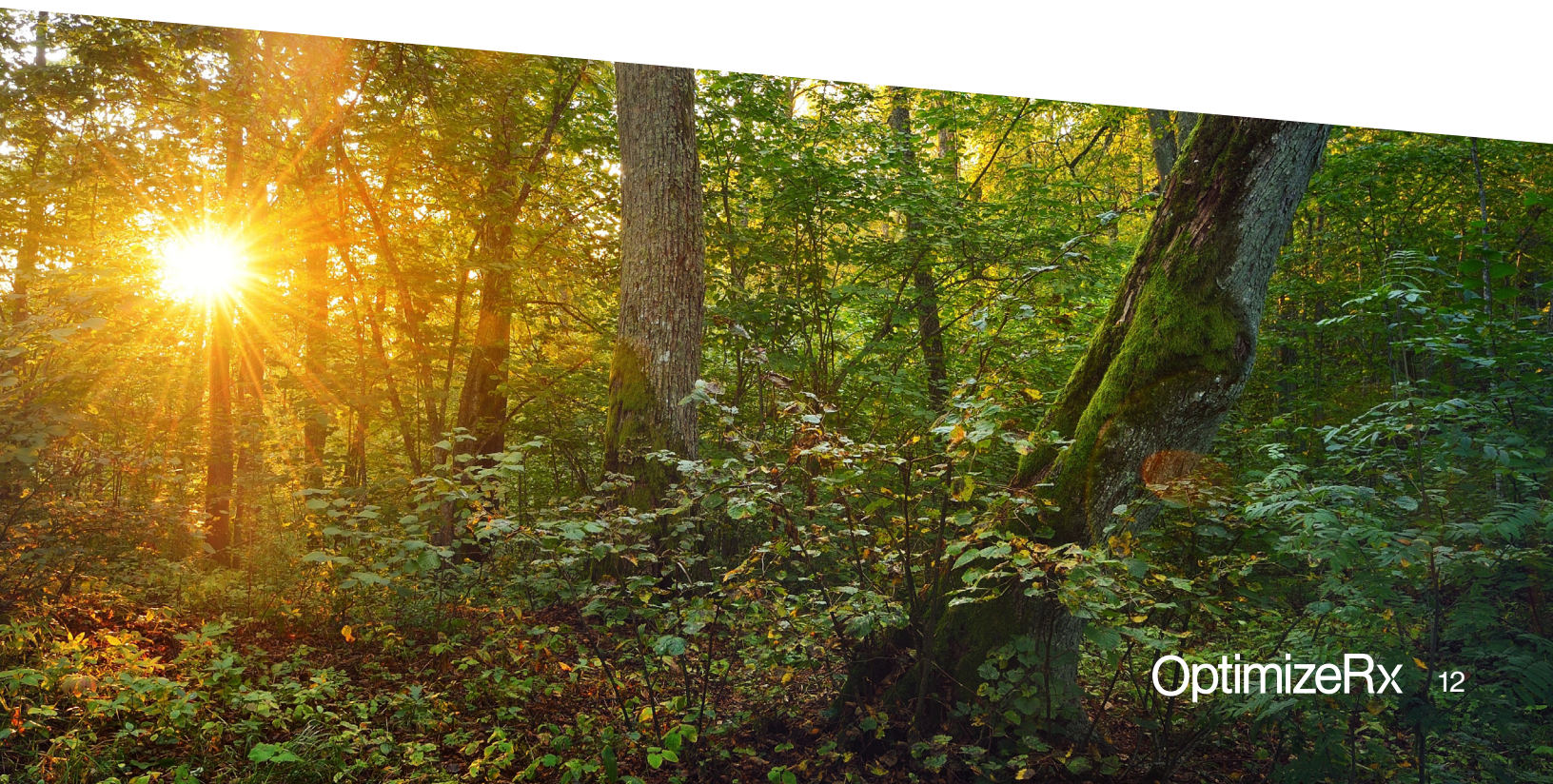
### Electronic Waste

OptimizeRx recognizes that the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal aims to minimize the generation of hazardous wastes, including Waste Electrical and Electronic Equipment (“WEEE” or “e-waste”), and ensure their environmentally sound management. We observe that the United States is not a party to the convention, however it serves as a global framework that promotes responsible e-waste management. The EPA supports the Government’s National Strategy for Electronics Stewardship under which the Sustainable Management of Electronics is being implemented. Under this approach, two certified e-waste recycling schemes are generally available to U.S. businesses: Responsible Recycling (“R2”) and the e-Stewards Standard.

Our primary source of e-waste is our Company-issued laptops. In the U.S., we use a vendor who disposes of them in accordance with the R2 standard. In Croatia, when laptops are retired, we reset, wipe, and resell them.

### Nature Loss

The majority of our employees work remotely and are geographically distributed across the United States and Croatia. OptimizeRx leases office space exclusively (in Clarkston Michigan, Waltham Massachusetts, Scottsdale Arizona, and Zagreb, Croatia). As such, our Company does not currently measure impact on land use and key biodiversity areas.



# Greenhouse Gas Emissions

We are pleased to add Scope 3 greenhouse gas emissions for calendar year 2025. Since 2023, we have reported on Scope 1 and 2 emissions resulting from our U.S. operations according to the Greenhouse Gas Protocol (standards set by the World Business Council for Sustainable Development and World Resources Institute). In 2024, we built on this foundation and measured Scope 1 and 2 emissions across all of OptimizeRx's office locations in the United States as well as in Croatia.

## Definitions and Notes

- See Appendix 3 for our Emissions Calculations Methodology.
- All reported figures are in metric tons of CO<sub>2</sub>e. "CO<sub>2</sub>e" stands for "carbon dioxide equivalent," which is a universal unit for comparing the warming impact of various greenhouse gases (methane, nitrous oxide, etc.) by converting them into the equivalent amount of carbon dioxide with the same global warming potential. This permits apples-to-apples comparisons of global warming impact when, for example, a given location has different electricity generation methods which produce different amounts of various greenhouse gases.
- "Scope 1" emissions refer to direct emissions (e.g., on-site fuel combustion (especially natural gas), company-owned vehicles, etc.).
- "Scope 2" emissions refer to indirect emissions from purchased energy (especially electricity).
- "Scope 3" emissions refer to indirect value chain emissions (e.g., purchased goods, data center usage, travel, etc.).

## 2025 Emissions by Category and Scope

	SCOPE 1	SCOPE 2	SCOPE 3	
Stationary Combustion	6.34			
Imported Energy		30.47		
Capital Goods			2.94	
Employee Commuting			29.48	
Purchased Goods & Services			148.66	
Business Travel	-	-	244.21	
<b>TOTALS</b>	<b>6.34</b>	<b>30.47</b>	<b>425.29</b>	<b>462.10</b>

All values are in metric tons of CO<sub>2</sub>e.

## Greenhouse Gas Emissions [CONTINUED]

### Other Greenhouse Gases

OptimizeRx reports greenhouse gas emissions under the SASB standard, which requires disclosing additional information on the emissions gases below. All values below are for Scopes 1, 2, and 3, except for capital goods, which were de minimis, and for which no emissions factors were available. We were also unable to procure emissions factors for Nitrogen Oxide (NOx) and Sulfur Oxide (SO<sub>2</sub>) across Scope 3 sources.

GAS	EMISSIONS (IN LBS.)
Nitrogen Oxide (NOx)	Emissions Factors Unavailable
Nitrous Oxide (N <sub>2</sub> O)	498
Methane (CH <sub>4</sub> )	1,955
Sulfur Oxide (SO <sub>2</sub> )	Emissions Factors Unavailable

### Air Quality

As a digital messaging technology company, OptimizeRx's operations do not have a significant impact on air quality, air emissions, or air pollution. Therefore, air quality issues are not considered to be material disclosure topics for OptimizeRx.

While nitrous oxide (NO<sub>x</sub>) and sulfur oxides (SO<sub>x</sub>) are potent greenhouse gases, they are predominantly generated by industrial activities, such as the combustion of fossil fuels and solid waste as well as the treatment of wastewater – activities that OptimizeRx does not engage in.

Where data are available, NO<sub>x</sub> and SO<sub>x</sub> from Scope 2 emissions are included in OptimizeRx's greenhouse gas emissions inventory above.

### Savings from Digital Contracting

468 lbs Waste Avoided



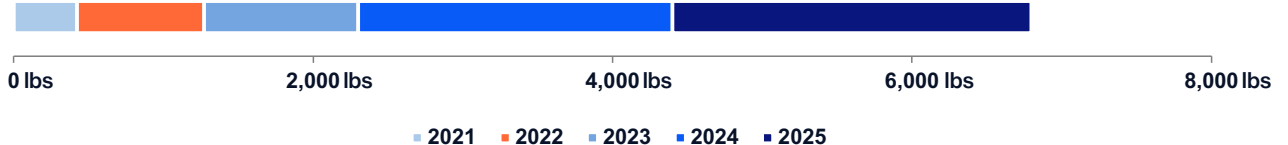
2,893 lbs Wood Conserved



8,523 gal Water Conserved



6,795 lbs Reduction in Carbon Emissions



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## Talent Acquisition and Retention

We are dedicated to maintaining an environment where everyone feels valued, and we celebrate both the differences and similarities among our people. We also believe that contributions stemming from each employee's cultural, economic and social background, experience, and thought are essential in making our Company stronger. Collaboration drawn from a range of perspectives enhances decision-making, sparks innovation, and drives better business outcomes. An inclusive culture boosts employee engagement, attracts top talent, and reduces turnover which furthers long-term success.

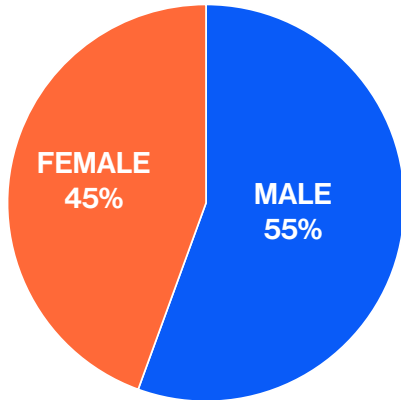
Impartiality in employment practices is an essential part of our business and is necessary to contribute to a culture of respect. We have a collective responsibility to foster a culture of fairness, respect, inclusion, and belonging that drives us to value and embrace differences. We provide merit-based opportunities to all individuals without regard to age, race, color, national origin, ancestry, citizenship, religion, gender, sexual orientation or gender identity.

In 2021 we introduced a committee dedicated to these principles to ensure our employees feel valued, seen and celebrated. This committee is actively engaged in improving our culture, hiring practices and education, including via initiatives such as:

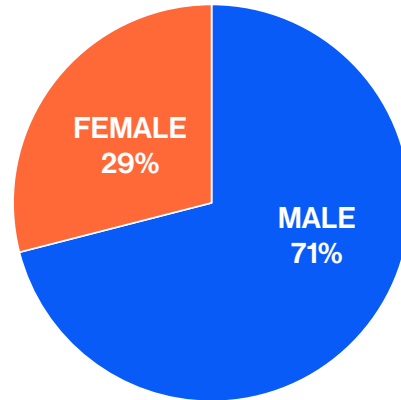
- Implementing a Competency Model to clearly define competency levels and expectations for skills, knowledge and experience, and to provide department-specific career progression visuals, to guide each employee's growth and success.
- Maintaining the SPARK employee recognition program to recognize and celebrate Sustained Excellence, Positive Impact, Accountability, Resilience and Kindness.
- Maintaining affinity groups (employee resource groups) to encourage employees with similar interests to organically start and participate in groups that are of interest to them.
- Adding email and correspondence signature taglines highlighting topics that are important to our Company and stakeholders, which change periodically based on consensus from the committee.
- Expanding the committee to new members within the Company and establishing a subcommittee for special events.
- Hosting quarterly educational and celebratory events that highlight important dates and socially and culturally significant milestones, or that emphasize relevant topics, such as fostering good mental health. In 2025, events focused on International Women's Day, a program to encourage healthy activity and movement, a cultural program focused on the Company's Croatian colleagues, and a charity drive with matching corporate donations for the winter holidays.

# Talent Acquisition and Retention [CONTINUED]

**EMPLOYEES GENDER AND RACE BREAKDOWN:**  
 Males: 55% Females: 45%



**EXECUTIVE MANAGEMENT TEAM GENDER AND RACE BREAKDOWN:**  
 Males: 71% Females: 29%



\*The number of executives in the ESG Report may vary from those displayed in OptimizeRx’s securities filings due to the way that “executive” is defined for purposes of public company reporting requirements, proxy statement rules, or similar rules.

## EEO-1 OVERVIEW

	HISPANIC OR LATINO		NOT HISPANIC OR LATINO													TOTAL	
			MALE							FEMALE							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Declined to Identify	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		Declined to Identify
Exec/Senior Level Officials & Managers	-	-	4	-	1	-	-	-	-	1	-	-	-	-	1	-	7
First/Mid-Level Officials and Managers	2	1	22	-	1	-	-	-	6	13	3	2	-	-	1	1	52
Professionals	1	-	17	-	2	-	-	-	1	6	-	-	-	-	-	-	27
Technicians	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sales Workers	1	-	3	-	-	-	-	-	1	6	-	-	-	-	-	1	12
Administrative Support Workers	2	1	5	-	-	-	-	-	2	15	1	1	-	-	1	1	29
Craft Workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Operatives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborers & Helpers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>6</b>	<b>2</b>	<b>51</b>	<b>-</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10</b>	<b>41</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>127</b>

\*Employee counts are current as of December 31, 2025, and may show a discrepancy from other statistics reflected in this ESG Report due to varied reporting cutoffs, employee attrition, or employees not self-reporting their demographics.

## Talent Acquisition and Retention [CONTINUED]

### EEO-1 OVERVIEW: LGBTQIA+ EMPLOYEES

	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Declined to Identify	TOTAL
Exec/Senior Level Officials & Managers	-	-	-	-	-	-	-	-	-
First/Mid-Level Officials and Managers	-	1	-	-	-	-	-	1	2
Professionals	-	1	-	-	-	-	-	-	1
Technicians	-	-	-	-	-	-	-	-	-
Sales Workers	-	-	-	-	-	-	-	-	-
Administrative Support Workers	-	2	-	-	-	-	-	1	3
Craft Workers	-	-	-	-	-	-	-	-	-
Operatives	-	-	-	-	-	-	-	-	-
Laborers & Helpers	-	-	-	-	-	-	-	-	-
Service Workers	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	-	4	-	-	-	-	-	2	6

\*Employee counts are current as of December 31, 2025, and may show a discrepancy from other statistics reflected in this ESG Report due to varied reporting cutoffs, employee attrition, or employees not self-reporting their demographics.

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## Pay Equality

We prioritize recruiting and retaining a highly qualified workforce, offer merit-based opportunities to ensure professional growth and success, and incentivize high-performing employees through competitive salaries, granting of stock-based awards, as well as cash-based bonus awards.

OptimizeRx provides equal employment opportunities to all employees and applicants for employment without regard to age, race (including hair texture and protective hairstyles), color, national origin (including language use and possession of a driver's license issued to persons unable to prove their presence in the United States is authorized under federal law), ancestry, citizenship, religion (including religious dress and grooming practices), gender, sexual orientation, gender identity, pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability (including HIV and AIDS), medical condition (including cancer and a record or history of cancer), requests or approved protected medical leaves, genetic information (including testing and characteristics), veteran status, uniformed service member status, domestic violence victim status, political affiliation, or any other status protected by federal, state, or local laws.

This commitment to equal employment opportunities applies to all aspects of employment, including, but not limited to, recruiting, hiring, placement, promotion, transfer, leave of absence, compensation, training, and all other terms, conditions and privileges of employment. OptimizeRx complies with all local, state, and federal regulations related to hiring practices, including verifying employment eligibility for all successful applicants.

### Wage Methodology Notes

- We report the highest base salary that an employee was offered during 2025. This means that if an employee was promoted or received a raise during 2025, the higher base salary is reported.
- We report the base salary of any employee who worked at all during 2025. This means that if an employee began work after January 1, or ended work before December 31, the entire annual base salary nevertheless appears in the data. This ensures an apples-to-apples comparison across demographic groups, even when some employees were not employed for the entire calendar year.

## Salary Overview

OptimizeRx is committed to paying a living wage in all regions where it operates.

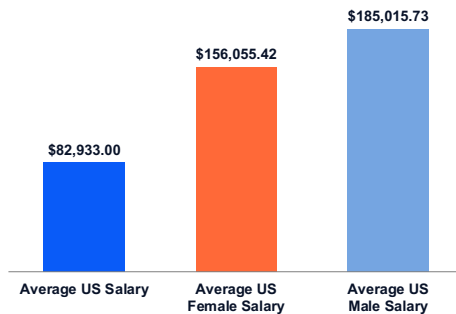
**CEO BASE SALARY: \$500,000**

REGION	OPRX STARTING BASE SALARY	OPRX AVERAGE BASE SALARY	AVERAGE NATIONAL BASE SALARY
United States	\$60,000.00	\$170,093.43	\$82,933.00
Croatia	€22,000.00	€51,327.52	€23,640.00

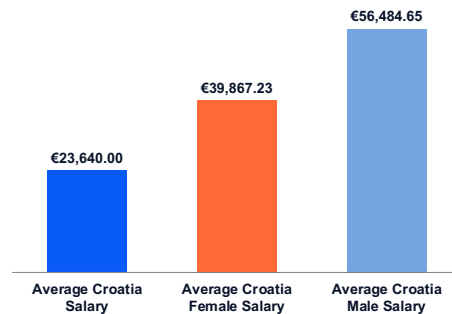


## Salary Overview [CONTINUED]

**BASE SALARY BY GENDER  
IN THE US [USD]:**



**BASE SALARY BY GENDER  
IN CROATIA [EUR]:**



### UNITED STATES BASE SALARY BREAKDOWN BY ETHNICITY

	SUM OF BASE SALARIES	AVERAGE BASE SALARY
Asian	\$1,345,338.80	\$149,482.09
Black or African American	\$654,390.96	\$163,597.74
Hispanic or Latino	\$1,047,321.84	\$130,915.23
White	\$14,059,224.72	\$177,964.87
Two or More Races	\$644,342.16	\$161,085.54
Declined to Identify	\$2,490,500.16	\$166,033.34
LGBTQIA+ STATUS	SUM OF BASE SALARIES	AVERAGE BASE SALARY
Yes	\$725,452.08	\$145,090.42
No	\$8,852,914.80	\$160,962.09
Declined to Identify	\$10,662,751.76	\$180,724.61

### INTERNATIONAL (CROATIAN) BASE SALARY BREAKDOWN BY ETHNICITY

	SUM OF BASE SALARIES	AVERAGE BASE SALARY
Asian	No Employees	No Employees
Black or African American	No Employees	No Employees
Hispanic or Latino	No Employees	No Employees
White	€1,488,498.00	€51,327.52
Two or More Races	No Employees	No Employees
Declined to Identify	No Employees	No Employees
LGBTQIA+ STATUS	SUM OF BASE SALARIES	AVERAGE BASE SALARY
Yes	€93,000.00	€46,500.00
No	€739,966.20	€46,247.89
Declined to Identify	€655,531.80	€59,593.80

## New Hires and Turnover

OptimizeRx strives to create significant economic value for our employees, stakeholders, and our communities through job opportunities and contribution to our economy. Employee recruitment and retention and investments in society are critical to our goal of mitigating the risks of job loss and poverty, particularly for those in more vulnerable populations.

### Global New Hires in 2025

ETHNICITY	# OF MALES	MALE AVG AGE	# OF FEMALES	FEMALE AVG AGE	# OF LGBTQIA+ PERSONS	LGBTQIA+ AVG AGE
Asian	1	28	2	30	1	22
Black or African American	-	-	-	-	-	-
Hispanic or Latino	-	-	-	-	-	-
White	7	37	8	36	1	30
Two or more Races	-	-	1	31	-	-
Declined to Identify	-	-	-	-	-	-
<b>Totals</b>	<b>8</b>	<b>36</b>	<b>11</b>	<b>34</b>	<b>2</b>	<b>26</b>

### Global Turnover in 2025

ETHNICITY	# OF MALES	MALE AVG AGE	# OF FEMALES	FEMALE AVG AGE	# OF LGBTQIA+ PERSONS	LGBTQIA+ AVG AGE
Asian	-	-	1	22	1	22
Black or African American	-	-	-	-	-	-
Hispanic or Latino	-	-	-	-	-	-
White	5	48	6	36	1	27
Two or more Races	-	-	1	31	-	-
Declined to Identify	-	-	-	-	-	-
<b>Totals</b>	<b>5</b>	<b>48</b>	<b>8</b>	<b>34</b>	<b>1</b>	<b>25</b>

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## Charitable Giving

We also impact our community through philanthropic efforts. In 2025, OptimizeRx and its employees made contributions totaling nearly \$25,000, including to The Leukemia & Lymphoma Society, Multiple Sclerosis Foundation, American Kidney Fund, Children's Hospital of Philadelphia Cancer Center, Crohn's & Colitis Foundation, Walk to End Alzheimer's, and the American Foundation for Suicide Prevention.

In addition, during the month of December, OptimizeRx offered a matching donation incentive to all employees to support several charities that our employees selected from their local communities, underscoring our commitment to continuing to support organizations in the communities in which we live and where we operate.

57% of OptimizeRx employees contributed to these charitable organizations including to the American Society for the Prevention of Cruelty to Animals (ASPCA), Croatian Guide Dog and Mobility Association, Gleaners Community Food Bank, Pine Street Inn, Valor Service Dogs, and GiGi's Playhouse Inc.



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## Modern Slavery Mitigation

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

OptimizeRx has a zero-tolerance approach to modern slavery and is fully committed to preventing slavery and human trafficking in any aspect of our operation and with our partners and vendors. As a health technology company selling sophisticated digital solutions, we do not have an extensive supply chain or sourcing partners that would make use of forced and child labor and therefore risks and ripple effects of the crime in our overall value chain relative to other companies are small. Nevertheless, this does not diminish the importance of the issue to our Company.

We ensure that our own workforce is free of any such crimes. We carry out appropriate checks in accordance with relevant laws on prospective employees, and our HR team works closely with the relevant teams in the local territories to make sure that pay and conditions are appropriately managed.

In accordance with our commitment to acting ethically and with integrity in all our business relationships, we intend to implement effective systems and controls to ensure Modern Slavery is not taking place in our supply chains.

A key part of supporting ethical standards is enabling our employees and all of our stakeholders to freely and safely speak up when there are reasonable grounds to suspect that our Company or our employees are not acting ethically or in accordance with laws and obligations. Concerns about compliance or ethical issues or illegal or unethical activities are to be reported in accordance with our Whistleblower Policy.

The OptimizeRx Human Rights Policy is available at <https://investors.optimizerx.com/esg/>.

## Health and Safety

Implementing and maintaining strong standards as they relate to the health, safety, and labor rights of our employees are of critical importance. OptimizeRx recognizes that physical, mental, and emotional wellbeing of our people is only becoming more important as we evolve and drive innovation that is reliant on human capital.

Our Company supports employees by offering a comprehensive and competitive benefits program which includes the following components:

- Medical, Dental, and Vision Insurance
- Group Life Insurance
- Short-Term and Long-Term Disability plans
- Employee Assistance Program (EAP) providing confidential and experienced counseling for employees dealing with issues that affect the lives and quality of their job performance

OptimizeRx pays approximately 87% of each employee's medical insurance premiums and 50% of the employee premium for dental and vision insurance.

Since 2022, we expanded our healthcare benefits for all employees and their families, subject to eligibility requirements, to include travel coverage to access needed healthcare that is not afforded to employees or their family members in their home states, or where the necessary healthcare is only available 100 miles or more from where they reside.

Our workers' compensation insurance provides coverage for medical and rehabilitation expenses and a portion of lost wages to employees who sustain an injury on the job. As a company with low risk of work-related injuries, OptimizeRx has had no reported fatalities or workers' compensation claims filed resulting from injuries sustained at the workplace in the last three years.

In cases where employees need to take a leave of absence due to their own health condition or life circumstances, whether for an accident, injury, illness or pregnancy-related disability, OptimizeRx has multiple paid and unpaid leave and return-to-work policies catered to the locations where employees reside and their applicable laws on non-occupational medical and family leave. Additionally, all U.S. employees are eligible to take four continuous weeks of fully paid family leave for the birth or adoption of a child.

*We encourage all employees to take as much time off as reasonably needed to unwind from work. In an effort to promote a healthy work environment, the Company has implemented a paid time off policy which removes any cap on vacation time and allows each employee to take ownership of maintaining their own health and safety by determining how much time the employee might need away from work.*



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## Skills for the Future

The success of OptimizeRx depends on the skills, experience and efforts of our employees. A skilled workforce not only improves the Company's performance but also contributes to overall employee satisfaction.

We implement a Learning Management System where current and future training modules are presented and tracked for reporting purposes. To support the on-going growth and development of our team, we have developed a Competency Model that will provide guidance for continued growth and development of our team. In 2025, we devoted \$46,000 to employee training in the form of team building, books, and seminars, on top of our annual trainings for compliance and onboarding purposes.

We offer other learning and development opportunities and resources to support our employees in achieving and enhancing their development objectives. We equip our managers with the skills and tools to provide ongoing coaching and feedback so employees can maximize their performance and potential, delivering success for our company and the employee.



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## Economic Contribution

Our Annual Report on Form 10-K for the fiscal year ended December 31, 2025, our subsequent Quarterly Reports on Form 10-Q, and our other filings with the Securities and Exchange Commission contain financial disclosures relating to revenues, operating costs, wages and benefits, payments to providers of capital, taxes paid, as well as other components related to our economic contribution. All of our public filings can be found on our [website](#).

OptimizeRx did not receive any form of financial assistance from federal, state or local governments in 2025.

## Focus on Innovation

Together with our clients, we are shaping a future where healthcare is more connected, effective, accessible, and centered on patient well-being. Innovation is the driver of our success in this effort. We aim to create more, and better, communication solutions that respond to the current unmet needs of the U.S. health system and anticipate future needs as they relate to patient care journeys. We are committed to helping our clients enable quality care and driving positive outcomes through the application of new technologies to foster connection. Our investments reflect our deep commitment to connect patients, providers, and life sciences brands for the purpose of driving faster and more effective treatment decisions.

We currently connect over 2 million U.S. healthcare providers and millions of their patients through a proprietary point-of-care network, and digital media channels using our Dynamic Audience Activation Platform (“DAAP”) and Micro-Neighborhood® technology. Our patented technology platform enables us to curate privacy safe direct-to-consumer (“DTC”) audiences, dynamic health care provider (“HCP”) and DTC audiences, and effectively manage digital media campaigns for our advertiser clients (agencies, and manufacturer/brands) across our channel partner network.

Our platform consists of a unified data intelligence technology stack, multiple cloud-based data warehouses, and in-house applications and application programming interface layers. Collectively, this platform enables us with a collaborative environment for data engineering, data science, and machine learning, an efficient method to curate privacy-safe DTC audiences, and a scalable means to manage both point-of-care media campaigns and the supply-side inventory request volume. For the management of point-of-care media campaigns, the platform integrates advanced features of a Supply-Side Platform (“SSP”), allowing us to provide seamless access to an expansive range of point-of-care inventory via our strategic partnerships. As an SSP, our platform enables us to manage and optimize our

point-of-care network’s ad inventory, maximizing their revenue. On the demand side, our platform empowers our account and program managers to efficiently manage our customers’ campaigns. Our technology is built on a scalable and secure architecture that supports high-performance data processing, real-time decisioning, and integration with third-party data providers.

Our technology helps life sciences organizations communicate with healthcare providers and patients about therapy information and financial assistance opportunities to help them make more informed personal healthcare decisions.

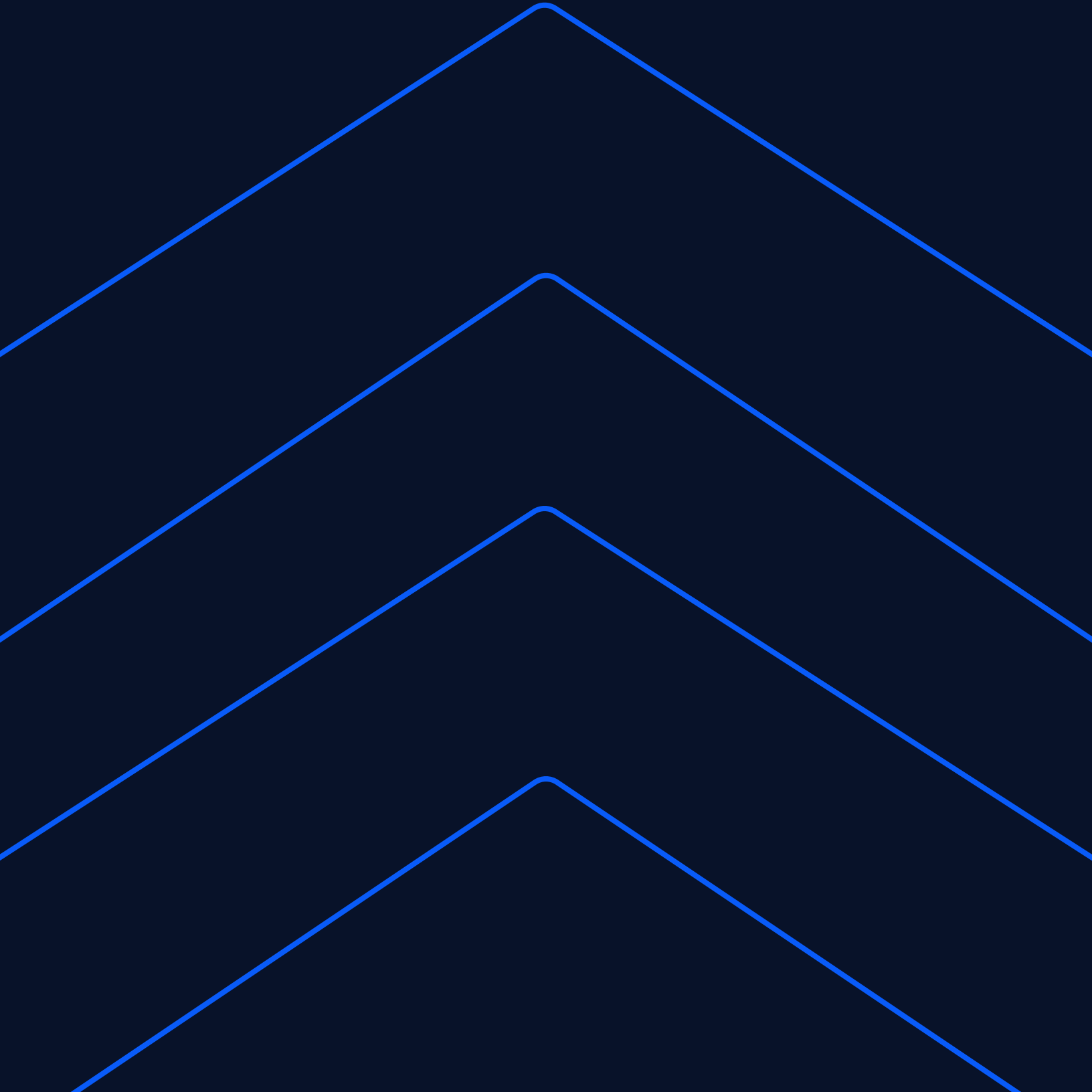
In this way, we help to address the growing prevalence of chronic conditions including the resulting cost and logistical challenges presented by the rising volume of specialty therapeutics, as well as the disconnectedness of the U.S. healthcare system.

Engagement models are becoming smarter across the board, with omni-channel strategies maturing and supporting large-scale go-to-market shifts within life sciences. Technology advancements such as ours continue to open the door to more sophisticated methods of supporting health care providers and patients in the complex U.S. healthcare ecosystem. We are helping our clients understand better where to focus health information resources for both health care providers and patients.

We will continue to invest in research and development efforts that have direct impact on population health challenges, including health communications, patient affordability, cost of care delivery, and equitable access to therapy.

For more detailed information on our technologies, please see our Annual Report on Form 10-K for the fiscal year ended December 31, 2025, our subsequent Quarterly Reports on Form 10-Q, and our other filings with the Securities and Exchange Commission.

# APPENDIX



# Appendix 1: SASB Sustainability Disclosure Topics & Metrics

## Environmental Footprint of Hardware Infrastructure

Accounting Metric	Category	SASB Code	Disclosure
(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	TC-IM-130a.1	<ol style="list-style-type: none"> <li>62,988.37 kWh in CY 2025</li> <li>100%</li> <li>OptimizeRx does not purchase renewable energy credits. However, some of the energy that OptimizeRx's purchases comes from renewables. Below is a summary of the share of renewable energy in each grid region where OptimizeRx operates.  19% New England Region 12% Michigan Region 22% Arizona / New Mexico Region 63% Croatian Region</li> </ol>
(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	TC-IM-130a.2	<ol style="list-style-type: none"> <li>Negligible, because OptimizeRx has a purely office-based workforce.</li> <li>Negligible, because OptimizeRx has a purely office-based workforce.</li> </ol>
Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	TC-IM-130a.3	OptimizeRx does not manage its own data centers, but rather, purchases these services from service providers like AWS. OptimizeRx takes advantage of features that shift data center usage to off-peak times, which improves the sustainability of the energy mix and relieves pressure on the local grid.

## Data Privacy, Advertising Standards & Freedom of Expression

Accounting Metric	Category	SASB Code	Disclosure
Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	TC-IM-220a.1	See <a href="https://www.optimizerx.com/privacy-policy">https://www.optimizerx.com/privacy-policy</a> .
Number of users whose information is used for secondary purposes	Quantitative	TC-IM-220a.2	None.
Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	TC-IM-220a.3	\$0.00.
(1) Number of law enforcement requests for user information (2) number of users whose information was requested (3) percentage resulting in disclosure	Quantitative	TC-IM-220a.4	<ol style="list-style-type: none"> <li>Zero.</li> <li>Not Applicable.</li> <li>Not Applicable.</li> </ol>
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	TC-IM-220a.5	Not Applicable.

## Data Security

Accounting Metric	Category	SASB Code	Disclosure
(1) Number of data breaches (2) percentage involving personally identifiable information (PII) (3) number of users affected	Quantitative	TC-IM-230a.1	<ol style="list-style-type: none"> <li>OptimizeRx has never experienced a security breach.</li> <li>Not Applicable.</li> <li>Not Applicable.</li> </ol>
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	TC-IM-230a.2	<p>OptimizeRx maintains an information security policy which lays out roles, responsibilities, and frameworks for data security risks.</p> <p>OptimizeRx has a SOC 2 Type 2 Certification for the Trust Services Criteria of Confidentiality, Security, and Availability.</p>

## Employee Recruitment, Inclusion & Performance

Accounting Metric	Category	SASB Code	Disclosure
Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	TC-IM-330a.1	<ol style="list-style-type: none"> <li>21%</li> <li>21%</li> </ol> <p>Note: OptimizeRx Corporation only employs U.S. citizens located in the United States. However, OptimizeRx's subsidiary, OptimizeRx d.o.o., is based in Croatia and employs Croatians.</p> <p>The figure in #2 reflects the percentage of employees who work for OptimizeRx d.o.o. in Croatia—there are no other offshore employees.</p>
Employee engagement as a percentage	Quantitative	TC-IM-330a.2	97% of OptimizeRx employees completed the most recent (February 2025) employee engagement survey.
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Quantitative	TC-IM-330a.3	See table below.

### Percentage of Gender and Diversity Group According to Role

Role	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Declined to Identify
Executive Management	71%	29%	71%	0%	14%	0%	0%	14%	0%
Non-Executive Management	60%	40%	67%	6%	6%	0%	0%	2%	13%
Technical Employees	-	-	-	-	-	-	-	-	-
All Other Employees	51%	49%	76%	1%	4%	0%	0	1%	9%

## Intellectual Property Protection & Competitive Behavior

Accounting Metric	Category	SASB Code	Disclosure
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	TC-IM-520a.1	\$0.00.

# Appendix 2: ISS Corporate Disclosures

## Environmental Topics

ISS Code	Topic	Disclosure
E 543	Does the company disclose details on significant negative environmental impacts identified in the supply chain?	<p>OptimizeRx sells solely technical services using remote cloud infrastructure and does not rely on physical goods.</p> <p>It is not material or relevant to OptimizeRx's business model to audit its vendors for environmental compliance.</p> <p>Therefore, OptimizeRx has no significant negative environmental impacts in the supply chain.</p>
E 22	Does the company disclose its climate change risks?	<p>Yes. OptimizeRx recognizes climate change as a global risk that may affect businesses across industries. Due to the nature of its operations as a services-based healthcare technology company, OptimizeRx's direct exposure to climate-related physical and transition risks is currently limited.</p> <p>OptimizeRx has identified potential indirect climate-related risks, including: (i) operational disruptions from extreme weather events affecting employees, offices, or third-party service providers; (ii) reliability of third-party cloud, telecommunications, or utility services; and (iii) evolving regulatory, customer, or market expectations related to climate disclosure and environmental performance.</p> <p>At this time, OptimizeRx has not identified climate-related risks that are reasonably likely to have a material impact on its financial condition, results of operations, or business strategy.</p> <p>OptimizeRx mitigates climate-related risks by using third-party cloud providers with geographically distributed infrastructure and established resilience programs.</p> <p>OptimizeRx will continue to monitor developments in climate-related disclosure frameworks, regulatory guidance, and industry best practices and will reassess this topic as its business, risk profile, or disclosure obligations evolve.</p>
E 23	Does the company disclose a climate change strategy?	<p>OptimizeRx's approach to climate change is proportionate to the nature and scale of its operations and its current climate risk profile. Given its services-based business model, OptimizeRx does not maintain a standalone climate change strategy.</p> <p>Climate-related considerations are integrated into OptimizeRx's broader enterprise risk management, business continuity, and vendor management processes rather than addressed through a separate climate-specific strategy.</p> <p>OptimizeRx's approach includes reliance on third-party cloud service providers with geographically distributed infrastructure and established climate resilience programs, flexible and technology-enabled work arrangements, and ongoing evaluation of operational efficiency within office-based environments.</p> <p>OptimizeRx will continue to monitor developments in climate-related disclosure frameworks, regulatory guidance, and industry best practices and will reassess this topic as its business, risk profile, or disclosure obligations evolve.</p>
E 28	Does the company disclose climate change opportunities?	<p>OptimizeRx recognizes that climate change and the transition to a lower-carbon economy may create indirect opportunities for companies across various industries.</p> <p>Given its low headcount and services-based business model, OptimizeRx does not consider climate-related opportunities to be material drivers of revenue or business strategy. The Company does not attribute specific financial performance or growth objectives to climate-related initiatives.</p> <p>OptimizeRx will continue to monitor developments in climate-related disclosure frameworks, regulatory guidance, and industry best practices and will reassess this topic as its business, risk profile, or disclosure obligations evolve.</p>
E 35	Does the company disclose the impact of climate-related risks and opportunities on its businesses, strategy and financial planning?	<p>OptimizeRx monitors potential climate-related risks and opportunities but has not identified any that are reasonably likely to have a material impact on its business operations, strategic objectives, or financial planning at this time.</p>
E 36	Does the company disclose multiple scenarios for the potential impact of climate-related risks and opportunities on its businesses, strategy and financial planning?	<p>No. OptimizeRx does not disclose formal climate-related scenario analysis for the potential impacts of climate-related risks and opportunities on its business, strategy, or financial planning.</p> <p>OptimizeRx will continue to monitor developments in climate-related disclosure frameworks, regulatory guidance, and industry best practices and will reassess this topic as its business, risk profile, or disclosure obligations evolve.</p>

E 37	Does the company disclose a climate impact scenario that references 1.5°C limits?	OptimizeRx does not disclose a climate impact scenario that references 1.5°C limits.  Given OptimizeRx's services-based business model, limited direct exposure to climate-related physical and transition risks, and current size and scale, conducting or disclosing a 1.5°C-aligned climate scenario analysis is not proportionate or useful at this time.  OptimizeRx will continue to monitor developments in climate-related disclosure frameworks, regulatory guidance, and industry best practices and will reassess this topic as its business, risk profile, or disclosure obligations evolve.
E 64	Does the company disclose the percentage of energy used that is derived from renewable sources?	Yes.  See above in Appendix I, <a href="#">Environmental Footprint of Hardware Infrastructure</a> , row one.
E 65	Does the company disclose its aggregate energy consumption from renewable sources?	OptimizeRx's energy consumption from renewable sources is proportional to the amount of electricity supplied by the local grid from renewable sources. See E 64 above for more information.
E 67	Does the company disclose the percentage of energy used that is derived from non-renewable sources?	OptimizeRx's energy consumption from non-renewable sources is proportional to the amount of electricity supplied by the local grid from non-renewable sources. See E 64 above for more information.
E 68	Does the company disclose its aggregated energy consumption from non-renewable sources?	OptimizeRx's energy consumption from non-renewable sources is proportional to the amount of electricity supplied by the local grid from non-renewable sources. See E 64 above for more information.
E 72	Does the company disclose the absolute amount of energy conserved through its energy conservation programmes?	OptimizeRx has no energy conservation programs because we only operate a handful of small offices and have no industrial production or self-run data centers. Efforts to reduce our consumption further would yield miniscule returns on an already low impact. Conservation programs are not considered a priority at this time.
E 74	Does the company disclose the amount of total investment in energy conservation programmes?	OptimizeRx has no energy conservation programs because we only operate a handful of small offices and have no industrial production or self-run data centers. Efforts to reduce our consumption further would yield miniscule returns on an already low impact. Conservation programs are not considered a priority at this time.
E 75	Does the company disclose total savings or profits achieved from energy conservation programmes?	OptimizeRx has no energy conservation programs because we only operate a handful of small offices and have no industrial production or self-run data centers. Efforts to reduce our consumption further would yield miniscule returns on an already low impact. Conservation programs are not considered a priority at this time.
E 96	Does the company disclose a clear approach to reduce energy consumption from non-renewable sources?	OptimizeRx has no plans to purchase renewable energy credits or otherwise shift to more renewable sources of electricity. Because we only operate a handful of small offices and have no industrial production or self-run data centers, such measures would have a very low impact and are not considered a priority at this time.
E 102	In the company's most recent CDP disclosure, which CDP option has been selected as best describing its risk management procedures with regard to climate change risks and opportunities?	Not Applicable: OptimizeRx has not made any disclosures with the Carbon Disclosure Project.
E 107	Does the company disclose metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process?	No. OptimizeRx does not currently disclose specific quantitative metrics used to assess climate-related risks and opportunities in relation to its strategy or risk management processes.  Given OptimizeRx's services-based business model, limited direct exposure to climate-related physical and transition risks, and current size and scale, formal climate-specific metrics are not proportionate or useful at this time.  OptimizeRx will continue to monitor developments in climate-related disclosure frameworks, regulatory guidance, and industry best practices and will reassess this topic as its business, risk profile, or disclosure obligations evolve.
E 108	What frequency of monitoring does the company disclose for their risk management procedures in their most recent CDP disclosure?	Not Applicable: OptimizeRx has not made any disclosures with the Carbon Disclosure Project.
E 110	Does the company disclose board oversight of climate-related risks and opportunities?	The Nominating and Governance Committee of the Board of Directors has oversight of all environmental, social, and governance topics, which includes climate-related risks and opportunities.  See Nominating and Governance Committee Charter, paragraph (h) on Page 2, available at <a href="https://investors.optimizerx.com/corporate-governance/governance-overview">https://investors.optimizerx.com/corporate-governance/governance-overview</a> . <a href="#">Direct Link to PDF</a>
E 199	Does the company publicly report metrics on water use?	OptimizeRx's water usage is negligible because OptimizeRx has a purely office-based workforce.
E 200	Does the company disclose its total water withdrawal?	OptimizeRx's water withdrawal is negligible because OptimizeRx has a purely office-based workforce.
E 202	Does the company disclose its water usage by source?	OptimizeRx's water usage is negligible regardless of source because OptimizeRx has a purely office-based workforce.
E 203	Does the company disclose its water consumption from areas with high water stress?	OptimizeRx's water consumption from areas with high water stress is negligible because OptimizeRx has a purely office-based workforce.
E 208	Does the company disclose metrics on its wastewater discharge?	OptimizeRx has zero wastewater discharge, because OptimizeRx sells solely technical and personal services and does not produce physical goods with water involved in their processing.

E 210	Does the company disclose metrics on water recycled?	OptimizeRx has negligible water use and therefore recycles no water, because OptimizeRx sells solely technical and personal services and does not produce physical goods with water involved in their processing.
E 553	What is the disclosed proportion of corporate operations in high water stress areas?	OptimizeRx has one office located in a high water stress area: Scottsdale, Arizona. As a proportion of square footage of office space leased, the Scottsdale Arizona office accounts for 25% of OptimizeRx's leased office space.  Note that OptimizeRx has negligible water use in high water stress areas, because OptimizeRx sells solely technical and personal services and does not produce physical goods with water involved in their processing.
E 554	Does the company disclose adapted water management in areas of high water stress?	OptimizeRx has negligible water use in high water stress areas and so there is no adapted water management at all. This is because OptimizeRx sells solely technical and personal services and does not produce physical goods with water involved in their processing.
E 555	Does the company disclose risk evaluation that covers accessibility, availability or quality in areas of high water stress?	OptimizeRx has negligible water use in high water stress areas and so a risk evaluation that covers accessibility, availability or quality is neither relevant nor material to OptimizeRx's businesses. This is because OptimizeRx sells solely technical and personal services and does not produce physical goods with water involved in their processing.
E 556	Does the company disclose risk evaluation that covers water accessibility in areas of high water stress?	OptimizeRx has negligible water use in high water stress areas and so it has not engaged in a risk evaluation that covers water accessibility. This is neither relevant nor material to OptimizeRx's businesses because OptimizeRx sells solely technical and personal services and does not produce physical goods with water involved in their processing.
E 128	Does the company disclose metrics on its hazardous air pollutants (HAP) emissions?	OptimizeRx emits zero hazardous air pollutants.  OptimizeRx has reviewed its operations and because these are solely the sale of digital services with no manufacturing or industrial facilities, OptimizeRx produces no hazardous air pollutants regulated under environmental laws. These kinds of emissions are not material to our operations.
E 162	Does the company disclose information about non-hazardous waste?	OptimizeRx disposes of negligible non-hazardous waste.  OptimizeRx is a mostly remote, office-based business with no manufacturing or industrial facilities. Our only non-hazardous waste is paper from receiving postal mail and food packaging from employees' meals.  We use digital over paper processes where possible, and we use the recycling bins in our offices and homes where available. Given our small environmental footprint, we do not produce material volumes of non-hazardous waste requiring detailed disclosure.
E 163	Does the company disclose metrics on its non-hazardous waste generated?	OptimizeRx disposes of negligible non-hazardous waste.  OptimizeRx is a mostly remote, office-based business with no manufacturing or industrial facilities. Our only non-hazardous waste is paper from receiving postal mail and food packaging from employees' meals.  We use digital over paper processes where possible, and we use the recycling bins in our offices and homes where available. Given our small environmental footprint, we do not produce material volumes of non-hazardous waste requiring detailed disclosure.
E 165	Does the company disclose the percentage of non-hazardous waste recycled?	OptimizeRx disposes of negligible non-hazardous waste.  OptimizeRx is a mostly remote, office-based business with no manufacturing or industrial facilities. Our only non-hazardous waste is paper from receiving postal mail and food packaging from employees' meals.  We use digital over paper processes where possible, and we use the recycling bins in our offices and homes where available. Given our small environmental footprint, we do not produce material volumes of non-hazardous waste requiring detailed disclosure.
E 166	Does the company disclose the percentage of non-hazardous waste incinerated?	OptimizeRx disposes of negligible non-hazardous waste. Therefore, OptimizeRx incinerates zero non-hazardous waste.  OptimizeRx is a mostly remote, office-based business with no manufacturing or industrial facilities. Our only non-hazardous waste is paper from receiving postal mail and food packaging from employees' meals.  We use digital over paper processes where possible, and we use the recycling bins in our offices and homes where available. Given our small environmental footprint, we do not produce material volumes of non-hazardous waste requiring detailed disclosure.
E 167	Does the company disclose the percentage of non-hazardous waste landfilled?	OptimizeRx disposes of negligible non-hazardous waste.  OptimizeRx is a mostly remote, office-based business with no manufacturing or industrial facilities. Our only non-hazardous waste is paper from receiving postal mail and food packaging from employees' meals.  We use digital over paper processes where possible, and we use the recycling bins in our offices and homes where available. Given our small environmental footprint, we do not produce material volumes of non-hazardous waste requiring detailed disclosure.

E 175	Does the company disclose a production waste management programme?	OptimizeRx has no zero production waste. Therefore, OptimizeRx has no production waste management program.  OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.
E 170	Does the company disclose a production waste recycling programme?	OptimizeRx has no zero production waste. Therefore, OptimizeRx has no production waste recycling program.  OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.
E 176	Does the company disclose a packaging waste management programme?	OptimizeRx does not disclose a packaging waste management program because it uses no packaging in its operations.  OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.
E 184	Does the company disclose quantitative information on packaging and packaging materials?	OptimizeRx uses zero packaging materials. OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.
E 185	Does the company disclose the total weight of packaging and packaging materials?	OptimizeRx uses zero packaging materials. OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.
E 186	Does the company disclose the percentage of packaging and packaging materials made from recycled or renewable materials?	OptimizeRx uses zero packaging materials. OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.
E 187	Does the company disclose the percentage of packaging and packaging materials that is recyclable or compostable?	OptimizeRx does not disclose the percentage of packaging and packaging materials that is recyclable or compostable because it uses no packaging in its operations.  OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.
E 188	Does the company describe strategies to reduce the environmental impact of packaging throughout its lifecycle?	OptimizeRx does not describe strategies to reduce the environmental impact of packaging throughout its lifecycle because it uses no packaging in its operations.  OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.
E 604	Does the company disclose metrics on its total waste?	"OptimizeRx's hazardous waste is zero. OptimizeRx's non-hazardous waste is negligible.  OptimizeRx is a mostly remote, office-based business with no manufacturing or industrial facilities. Our only non-hazardous waste is paper and food packaging. We use digital over paper processes where possible, and use the recycling bins in our offices and homes where available. Given our small environmental footprint, we do not produce material volumes of non-hazardous waste requiring detailed disclosure."

## Social Topics

ISS Code	Topic	Disclosure
S 358	Does the company disclose that it provides training on human trafficking and slavery to employees responsible for supply chain management?	OptimizeRx does not provide training on human trafficking and slavery to employees responsible for supply chain management because OptimizeRx does not purchase goods or services with a risk of human trafficking or slavery in their supply chain.  For example, there is no risk of human trafficking associated with OptimizeRx's core purchases, such as purchasing anonymized patient claims data from a data provider or cloud computing services from Amazon Web Services.
S 381	Does the company sustainability disclosure identify specific salient risks that its activities and business relationships pose on human rights?	OptimizeRx does not identify and disclose specific salient risks regarding human rights because it does not purchase goods abroad and its material vendors are U.S.-based technology companies, like Amazon Web Services.
S 391	Does the company disclose a specific policy on conflict minerals?	OptimizeRx does not disclose a specific policy on conflict minerals because OptimizeRx does not purchase conflict minerals, nor does OptimizeRx purchase goods that rely on conflict minerals in their supply chain.
S 392	Does the company disclose a policy on conflict minerals that references external standards?	OptimizeRx does not disclose a specific policy on conflict minerals that references external standards because OptimizeRx does not purchase conflict minerals, nor does OptimizeRx purchase goods that rely on conflict minerals in their supply chain.
S 393	Does the company disclose a policy on conflict minerals that includes due diligence measures for tracing and sourcing?	OptimizeRx does not disclose a specific policy on conflict minerals that includes due diligence measures for tracing and sourcing because OptimizeRx does not purchase conflict minerals, nor does OptimizeRx purchase goods that rely on conflict minerals in their supply chain.
S 471	Does the company disclose the Near Miss Frequency Rate (NMFR)?	OptimizeRx experienced zero near misses across all operations in the reporting year 2025 (and has never experienced one in the history of its operations).  As an office-based, software-driven business with no production facilities or heavy industrial activities, we have no material workplace safety risks.
S 581	Does the company disclose whether it is certified to ISO 45001 (Occupational health and safety management systems)?	OptimizeRx is not certified to ISO 45001 (Occupational health and safety management systems).  ISO 45001 certification is not applicable to OptimizeRx because it is designed for organizations with significant occupational health and safety risks.  OptimizeRx operates exclusively as an office-based services and software business with no manufacturing, processing, or industrial facilities. We have no occupational health and safety risks, so ISO 45001 is not applicable to our uses.
S 490	Does the company provide country-by-country figures on payments to governments?	OptimizeRx does not make payments to governments other than taxes and similar costs arising from its operations.
S 485	Countries for which the company discloses figures on payments to governments:	OptimizeRx does not make payments to governments other than taxes and similar costs arising from its operations.
S 585	Does the company embed in a public policy a prohibition on insider trading?	OptimizeRx publishes its policy prohibiting insider trading on its investor website at <a href="https://investors.optimizerx.com/corporate-governance/governance-overview">https://investors.optimizerx.com/corporate-governance/governance-overview</a> .  Direct link: <a href="https://investors.optimizerx.com/static-files/24176b56-8b6b-4286-8900-bf9cfd3e79e2">https://investors.optimizerx.com/static-files/24176b56-8b6b-4286-8900-bf9cfd3e79e2</a>
S 189	Does the company disclose a clear approach to assess and manage risks associated with the inclusion of harmful chemicals in products?	OptimizeRx uses no harmful chemicals in products because OptimizeRx has no physical products at all.  OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods. It is not possible to include chemicals in OptimizeRx's services, harmful or otherwise.

S 190	Does the company disclose quantitative targets towards managing risks associated with the inclusion of harmful chemicals in products?	<p>OptimizeRx does not disclose quantitative targets towards managing risks associated with the inclusion of harmful chemicals in products because OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.</p> <p>It is not possible to include chemicals in OptimizeRx's services, harmful or otherwise.</p>
S 191	Does the company disclose an implementation timeline towards managing risks associated with the inclusion of harmful chemicals in products?	<p>OptimizeRx does not disclose an implementation timeline towards managing risks associated with the inclusion of harmful chemicals in products because OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.</p> <p>It is not possible to include chemicals in OptimizeRx's services, harmful or otherwise.</p>
S 192	Does the company disclose the existence of monitoring procedures for managing risks associated with the inclusion of harmful chemicals in products?	<p>OptimizeRx does not disclose the existence of monitoring procedures for managing risks associated with the inclusion of harmful chemicals in products because OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.</p> <p>It is not possible to include chemicals in OptimizeRx's services, harmful or otherwise.</p>
S 315	Does the company disclose information on the number of product recalls and total units recalled?	<p>OptimizeRx has made zero product recalls in the reporting year 2025. OptimizeRx has made zero product recalls in its entire corporate existence.</p> <p>OptimizeRx sells solely technical services using remote cloud infrastructure and does not produce physical goods.</p> <p>It is not possible for OptimizeRx's services to be recalled in the meaning of this question.</p>

## Governance Topics

ISS Code	Topic	Disclosure
G 406	What are the net expenses incurred from information security breaches over the last three years relative to total revenue?	OptimizeRx's net expenses incurred from information security breaches over the last three years relative to total revenue are <b>zero</b> because OptimizeRx has experienced no security breaches over the last three years.
G 407	Has the company experienced an information security breach in the last three years?	No. OptimizeRx has never experienced an information security breach.
G 408	What are the net expenses incurred from information security breach penalties and settlements over the last three years relative to total revenue?	The net expenses incurred from information security breach penalties and settlements over the last three years relative to total revenue are <b>zero</b> because OptimizeRx has experienced no security breaches in that time period.
G 412	How long ago did the most recent information security breach occur?	OptimizeRx has never experienced an information security breach.
G 442	Has the company experienced a third-party information security breach?	OptimizeRx has never experienced a third-party information security breach.
G 411	Does the company have an information security training program?	OptimizeRx has an information security training program. All employees must complete information security training upon hire, and annually thereafter.
S 381	Does the company sustainability disclosure identify specific salient risks that its activities and business relationships pose on human rights?	OptimizeRx's activities and business relationships do not pose risks on human rights.  OptimizeRx does not purchase goods abroad, and its material vendors are U.S.-based technology companies, like Amazon Web Services.

# Appendix 3: Emissions Calculations Methodology

Methodology for Estimating CO2-e Emissions

OptimizeRx Corporation – All Locations

2025 Analysis Year

For 2025 reporting, OptimizeRx used a vendor, Carbonhound, Inc. (“Carbonhound”), to process and calculate its greenhouse gas emissions. Carbonhound’s greenhouse gas emissions calculations and reporting methodology includes:

- **Data Measurement and Uncertainty:** All reported values represent the best data available at time of publication. Where actual data isn’t available, we may use estimates. We base our estimates and methodologies on historical experience, available information, and on various other assumptions that we believe to be reasonable.
- **GHG emissions reporting standards:** GHG emissions are calculated according to the Greenhouse Gas Protocol standards and guidance developed by the WRI and the WBCSD, including the Corporate Accounting and Reporting Standard (Revised Edition), Scope 2 Guidance, and Technical Guidance for Calculating Scope 3 Emissions (collectively, “the Greenhouse Gas Protocol”).
- **Carbonhound Platform Validation:** Brightspot Climate (an accredited third-party verifier) has performed a system level validation of Carbonhound’s GHG inventory quantification platform.

## List of Facilities

- **Michigan:** 7640 Dixie Highway, Suite 175, Clarkston, Michigan 48346
- **Massachusetts:** 260 Charles St., Suite 302, Waltham, MA 02453
- **Arizona:** 10799 N. 90<sup>th</sup> Street, Suite 200 Scottsdale, AZ 85260
- **Croatia:** Ulica Kraljice Jelene 6, 10000 Zagreb

## Scope 1

### Stationary Combustion

OptimizeRx provided utilities invoices for its offices in Croatia to Carbonhound for calculation and conversion into CO2e. The Michigan office did not provide invoices, and so Carbonhound provided an estimate based on data from 2024.

### Mobile Combustion

OptimizeRx owns no mobile combustion equipment (e.g. passenger cars, heavy duty vehicles, construction equipment, etc.) at any facility, so no mobile combustion emissions calculation is warranted according to EPA guidelines. GHG emissions from mobile combustion are therefore assumed to be 0 metric tons.

### Fugitive Emissions

OptimizeRx reported the following devices with cooling features:

- Michigan: Refrigerator x1
- Massachusetts: Refrigerator x1
- Arizona: Refrigerator x1; Ice Maker x1
- Croatia (Zagreb): Refrigerator x1; Air Conditioner x3

The facilities reported no leaks, retirement, or purchase of gas in relation to the refrigerant equipment in the 2025 reporting year. Therefore, a fugitive emissions calculation is not warranted according to EPA guidelines. GHG emissions from fugitive sources are therefore assumed to be 0 metric tons.

This also means that OptimizeRx has no Hydrofluorocarbon (HFC) emissions to report for 2025.

In the Arizona office, OptimizeRx sold an older refrigerator and purchased a new one. This is reported in Scope 3 as part of OptimizeRx's emissions from capital goods.

## Scope 2

OptimizeRx purchased no electricity from alternative sources, nor any renewable energy credits. Therefore, a market-based emissions factor is not appropriate and OptimizeRx calculated emissions using a location-based emissions factor for purchased electricity from all facilities. Carbonhound provided all emissions factors.

OptimizeRx provided utility bills from all applicable utility companies for calendar year 2025, except for the Michigan office. The Michigan office did not provide invoices, so Carbonhound provided an estimate (see above for notes on Carbonhound's methodology).

OptimizeRx reports greenhouse gas emissions under the SASB standard, which requires information on the following emissions gases:

1. carbon dioxide (CO<sub>2</sub>)
2. methane (CH<sub>4</sub>)
3. nitrous oxide (N<sub>2</sub>O)
4. hydrofluorocarbons (HFCs)
5. perfluorocarbons (PFCs)
6. sulfur hexafluoride (SF<sub>6</sub>)
7. nitrogen trifluoride (NF<sub>3</sub>)

However, OptimizeRx was unable to report in calendar year 2025 on the following gases for the following reasons:

- **hydrofluorocarbons (HFCs)**: OptimizeRx has no coolant leakage to report and does not engage in any chemical manufacturing.
- **perfluorocarbons (PFCs)**: OptimizeRx is not engaged in the manufacture of aluminum products.
- **sulfur hexafluoride (SF<sub>6</sub>)**: OptimizeRx is unable to find location-based emissions factors for SF<sub>6</sub>.
- **nitrogen trifluoride (NF<sub>3</sub>)**: OptimizeRx is not engaged in the manufacture of electronics, photovoltaic cells, and flat panel displays.

## Other Assumptions

- OptimizeRx does not own, manage, or directly pay for utilities.
- OptimizeRx does not purchase renewable energy credits (RECs).

The alternate methods of determining market-based emissions factors were not applicable to the facilities. Therefore, the use of a location-based emissions factor is most appropriate.

## Scope 3

We estimated employee commuting emissions based on reasonable assumptions, but we were not able to estimate this for our Croatian employees. We also estimated emissions from business flights based on spend.

## Important Cautions Regarding Forward Looking Statements

This ESG Report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as “anticipates”, “believes”, “estimates”, “expects”, “forecasts”, “intends”, “plans”, “projects”, “targets”, “designed”, “could”, “may”, “should”, “will” or other similar words and expressions are intended to identify these forward-looking statements. All statements that reflect the Company’s expectations, assumptions, projections, beliefs or opinions about the future, other than statements of historical fact, are forward-looking statements, including, without limitation, statements relating to the Company’s growth, business plans and future performance. These forward-looking statements are based on the Company’s current expectations and assumptions regarding the Company’s business, the economy, and other future conditions. The Company disclaims any intention or obligation to publicly update or revise any forward-looking statements, whether because of new information, future events, or otherwise, except as required by applicable law. Forward-looking statements are inherently subject to risks and uncertainties, some of which cannot be predicted, or quantified. Future events and actual results could differ materially from those set forth in, contemplated by, or underlying the forward-looking statements. The risks and uncertainties to which forward-looking statements are subject include, but are not limited to, the effect of government regulation, competition, and other risks summarized in the Company’s Annual Report on Form 10-K for the fiscal year ended December 31, 2023, its subsequent Quarterly Reports on Form 10-Q, and its other filings with the Securities and Exchange Commission.



# OptimizeRx

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