



Identity & Intersectionality

2022

C-Index Annual Report
Diversity, Equity & Inclusion

Centene Corporation

Centene Corporation, a Fortune 500® company, is a leading healthcare enterprise that is committed to helping people live healthier lives. The company takes a local approach — with local brands and local teams — to provide fully integrated, high-quality and cost-effective services to government-sponsored and commercial healthcare programs, focusing on under-insured and uninsured individuals. Centene offers affordable and high-quality products to nearly 1 in 15 individuals across the nation.



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FROM OUR CHIEF EXECUTIVE OFFICER

As I reflect on my first year as CEO of Centene, I recognize what a meaningful year it was for our company. Together, we faced change and challenges, but we also produced many hard-won successes.

Through it all, one thing remained constant: our central mission to transform the health of our local communities.

Fundamental to this mission is our dedication to diversity, equity and inclusion (DEI). To this end, I am pleased to share Centene's 2022 Diversity, Equity & Inclusion Annual Report.

At Centene, DEI is intrinsic to who we are and a vital part of how we support our members and our communities.

Today, we provide Medicaid, Medicare and Marketplace coverage to 1 in 15 individuals across the country – many of whom come from various backgrounds and experiences and face tremendous challenges beyond the doctor's office.

As a company that exists to serve a diverse population across this nation's patchwork of local communities, we recognize our employees' varied insights and experiences are critical to our success. Diversity not only fosters an environment where all ideas are welcomed and encouraged; it enables us to relate to and connect with people from all backgrounds.

I am pleased to report that in 2022, Centene established its long-term strategic plan, which included at the center a continued focus on diversity. Our leaders are responsible for implementing our DEI strategy through their words and actions by fostering a diverse workforce, ensuring representation of diverse vendors and suppliers, advancing DEI



activities across the company, and supporting providers in delivering culturally sensitive care across our entire patient population.

And we are seeing progress.

Today, 77% of our workforce identify as women, 48% identify as people of color, and 11% identify as individuals with disabilities. Further, women make up 66% of employees at the supervisor or above level, and 18% of our employees participate in at least one of the company's five Employee Inclusion Groups.

I am also incredibly proud of the profound acts of human caring we saw among our employees following the recent tragedies in Buffalo, New York and Uvalde, Texas. These events were unfortunate reminders of how racism and violence continue to devastate communities.

Following these events, Centene team members acted immediately to volunteer at the local level to support our members and communities. We held town hall meetings to enable open dialogue, offered onsite counseling, and held a company-wide event featuring presenters from the Urban League to discuss racism's threat to the health of our communities.

Beyond the workplace, Centene also recognizes the importance of contracting with a diverse network of suppliers and medical providers. We understand patient satisfaction and health outcomes are improved when providers and their patients have similar racial, ethnic and language backgrounds.

SARAH LONDON

Chief Executive Officer

“As a company that exists to serve a diverse population across this nation’s patchwork of local communities, we recognize our employees’ varied insights and experiences are critical to our success. Diversity not only fosters an environment where all ideas are welcomed and encouraged; it enables us to relate to and connect with people from all backgrounds.”



FROM OUR CHIEF DEI OFFICER

Achieving a truly diverse culture is a journey, and how we travel is as important as where we go.

During 2022, Centene's continued journey toward a truly inclusive culture provided milestones that are clear confirmation of our progress, as well as reminders that we still have work to do.

We are inspired by the passion, commitment and dedication of our One CenTeam. This begins with our Board of Directors and continues across our organization, touching everyone from senior leaders to front-line workers. We are steadfast in our focus on transforming the health of the community, one person at a time, and in being truly reflective of the communities we serve.

Intersectionality & Identity served as our theme for the year. As we helped our colleagues better understand the importance and interaction of the dimensions of diversity, we watched national and world events illustrate that people around the globe are also working to achieve this same understanding. Events were both exhilarating and heartbreaking; the resilience of our members, our employees and our communities continues to be remarkable and inspiring.

To advance our forward momentum, it is essential that we all embrace our unique role in DEI, as well as our personal responsibility, accountability and opportunity. By intentionally and authentically participating in Centene's DEI journey, each of us contributes to progress that is measurable and sustainable, making the world better for all.

I am proud of Centene's accomplishments during 2022 and optimistic about the work that remains. Thank you for your interest, support and active participation in our journey.

ERIKA MCCONDUIT

Chief DEI Officer





At Centene, DEI is in our DNA. Watch how team members from a wide range of backgrounds bring their whole selves to work, where they can feel heard, supported and valued.





CENTENE’S EXECUTIVE DEI COUNCIL: WHY DEI

Centene’s Executive Diversity, Equity & Inclusion Council is made up of senior leaders from across the company. The council helps guide Centene’s efforts to create an equitable and inclusive workplace for all, regardless of race, ethnicity, gender, gender identity, religion, sexual orientation, age, ability, military or veteran status, or other lived experiences.

We asked these leaders to tell us why, with so many competing demands for their time, expertise and insight, they choose to focus on DEI. This is what they told us:

“To ensure that Centene can continue to meet its mission in our ever-changing healthcare environment, we must have diverse perspectives and experiences at every level of our organization. DEI is how we get there.”

**Andi Gillentine, Plan COO,
Fidelis Care,
Immediate Past Chair**



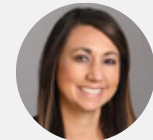
“Because representation matters. DEI aims to create a talented leadership team that better resembles America. Younger generations should feel represented in our leaders.”

**Masud Mahdi, VP,
Market Strategy & Operations,
Centene Corporation**



“I’m energized by an environment that seeks out unique perspectives, acknowledges the needs of and invests in the entire CenTeam to help us best deliver on our mission.”

**Katie Casso, SVP,
Corporate Controller and
Chief Accounting Officer,
Centene Corporation**





“As a company whose business is built around serving the underserved, it is not enough to say we care. Our actions must back our conviction.”

**Ken Fasola, President,
Centene Corporation**



“It is our responsibility as leaders, and our privilege, to use our voices on behalf of others to drive meaningful change within our organization and local communities.”

**Mansi Patel, VP,
Market Strategy
& Operations,
Centene Corporation**



“Fostering a culture where all team members are included and feel that they belong — that they are thoroughly accepted and are a part of something — allows them to be their authentic selves, lean in and use their strengths.”

**Suzy DePrizio, Chief
Marketing Officer,
Centene Corporation**



“Centene’s commitment to weave diversity, equity and inclusion into the fabric of our culture, rather than viewing it as an initiative, continues to propel us forward.”

**Chris Paterson, Plan President &
CEO, Carolina
Complete Health**



“Our creativity, problem-solving and innovation are so much more powerful when the voices at the table represent the spectrum of our communities.”

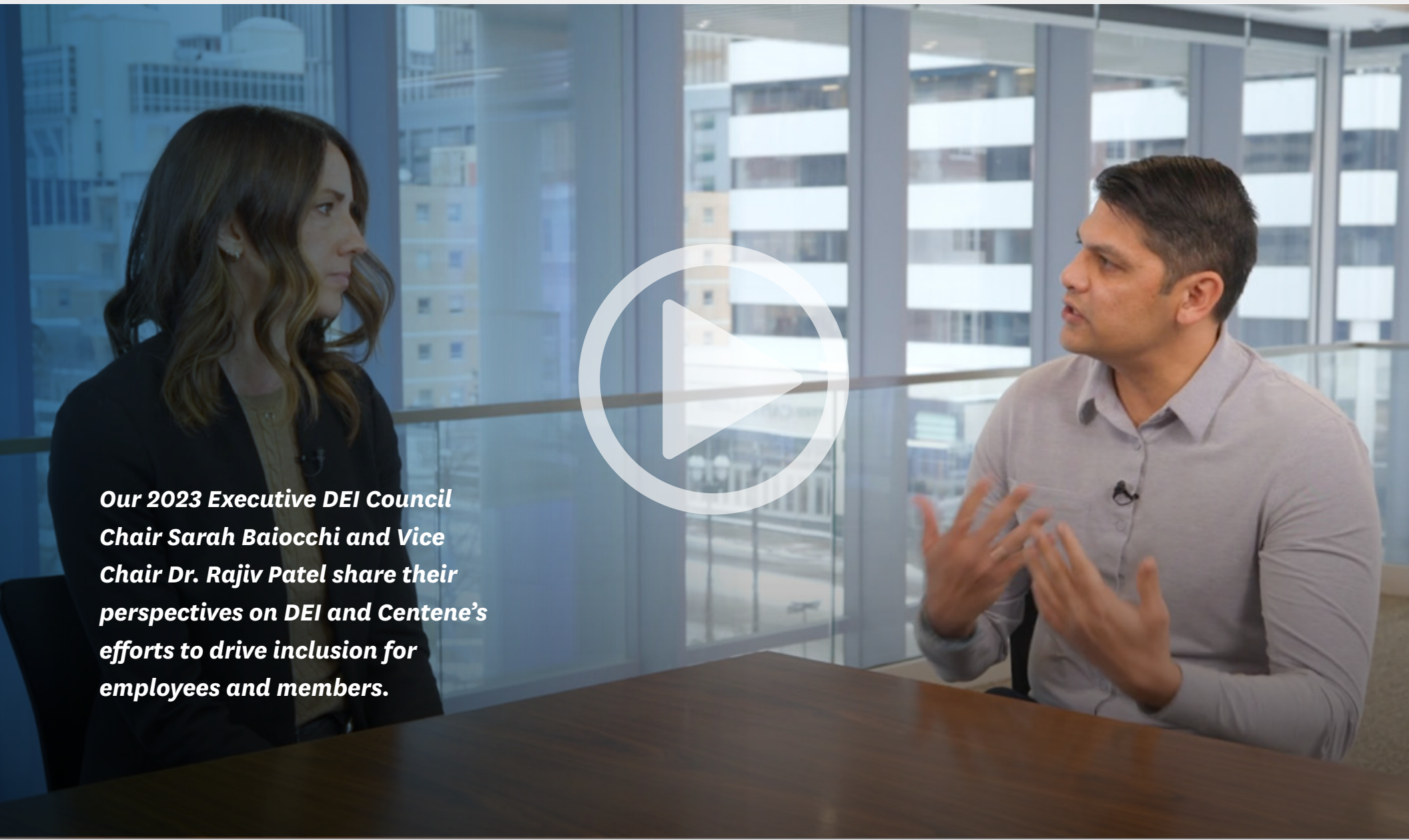
**Jaimee Robles, RVP, Health Plan
Technologies Officer,
Centene Corporation**



“Because all of our CenTeam members should feel that they are welcome here, that they will be treated fairly and that their contributions will be valued by their teammates.”

**Clyde White, Plan
President & CEO,
New Hampshire
Healthy Families**





Our 2023 Executive DEI Council Chair Sarah Baiocchi and Vice Chair Dr. Rajiv Patel share their perspectives on DEI and Centene's efforts to drive inclusion for employees and members.





BUSINESS UNIT DEI COUNCILS

Our Business Unit DEI Councils implement DEI strategies at the Business Unit level by designing locally focused programs and initiatives for employees, members, providers and communities. We are proud of the work that our 26 DEI Business Unit Councils are delivering to advance equity and inclusion.

BUCKEYE HEALTH PLAN: PROMOTING OUR DEI CULTURE

Buckeye Health Plan, located in Ohio, founded Centene's first Business Unit DEI Council in 2020 and sets a high bar for how health plans embrace DEI and align it with employee experience and member care. Almost 23% of their employee population participates in at least one Employee Inclusion Group (EIG).



Buckeye will be the first health plan with local chapters of all five EIGs, and their council consistently delivers programming and communications that further our inclusive workplace culture.

70 EVENTS



During 2022, Buckeye's DEI Council partnered with their EIG chapters to deliver more than 70 events and initiatives to employees, ranging from EIG retreats, History & Heritage Month programs and Courageous Conversations to book clubs and webinars.

“Buckeye’s DEI Council and EIGs demonstrate our Leading with Heart values of compassion, connection, authenticity and accountability, which is key to deepening our staff’s level of engagement. Team Buckeye deeply respects and supports the unique needs and perspectives of each staff member and is committed to helping everyone achieve their greatest potential.”

— *Steve Province, Buckeye CEO & DEI Council Executive Sponsor, CENVET Executive Sponsor*





Buckeye's DEI Council was recognized for its many accomplishments during the 2022 DEI & Health Equity Summit, when it was chosen as "Council of the Year" in the inaugural DEI Spotlight Awards.



The council's diversity-forward work reflected in Buckeye's DEI index scores, which jumped from 71% to 80%, achieving their goal of earning 79% or better in 2022.

As their DEI journey continues during the coming year, the council will focus on advancing health equity and cultural competency.



"Buckeye welcomes staff of all genders, races, nationalities, sexual orientations and identities to bring their unique selves to work. EIGs help staff develop new leadership skills and share perspectives. We Lead with Heart through connection and authenticity to encourage a spirit of belonging and an atmosphere of trust and dignity for all."

— Elaine Young, Buckeye Senior Director, Finance and DEI Council Chair





Buckeye Health Plan and Ohio University teamed up to expand access to healthcare and increase the knowledge base for those administering care in rural areas of Ohio. Learn more in the video about how the two programs — RN Family Navigators and Project ECHO — provide individualized care for expecting mothers and their babies, diabetic patients, and individuals addressing substance use disorder.





OUR DEI FRAMEWORK

LEADER ADVOCACY & COMMITMENT

Our leaders are responsible for implementing the diversity, equity and inclusion strategy and demonstrating their clear commitment in their words and actions.



TALENT

We will foster a diverse workforce that represents the markets we serve and will continue to make Centene a top employer.



COMMUNITY IMPACT

We will advance DEI in local communities by engaging with them through partnerships and philanthropy.



SUPPLIER DIVERSITY

We will support the growth and representation of diverse vendors and suppliers by creating the opportunity to do business with Centene.



STAKEHOLDER COLLABORATION

We will support our providers and partners in enhancing their awareness and cultural competency in serving an increasingly diverse population.

ACCOUNTABILITY AND MEASUREMENT

We will track our progress against clearly established benchmarks and key performance measures.





2022 HIGHLIGHTS



INCREASED ACCOUNTABILITY AND LEARNING

Centene launched strategic pillars focused on aligning our business as One CenTeam and encouraging a culture of collaboration and learning. As part of the launch, the company introduced a new performance measure for directors and above, as well as a total rewards framework that includes engagement and people leader effectiveness scores. In addition, **the DEI Office created 65 new resources**, including a virtual learning journey that allows users to customize their DEI training experience (Page 37).



BLACK LEADERS NETWORK

Furthering a commitment to develop targeted initiatives for African American employees, the Black Leaders Network was created to strengthen community and engagement with our Black employees, increase their visibility within the company and support their career advancement (Page 33).

DEI & HEALTH EQUITY SUMMIT

We hosted our first DEI & Health Equity Summit, *Advancing Equity and Access*. With more than 4,000 registrants, this year's hybrid program included participants as well as partner organizations from across the country. Internal and external subject-matter experts led engaging and interactive sessions focused on improving the member experience, addressing social drivers of health and reducing bias in technology solutions (Page 38).





SUPPORTING LOCAL COMMUNITIES

Centene activated support in Buffalo, New York, and Uvalde, Texas, after mass shootings affected both communities.

In Buffalo, Centene's senior leaders held town hall meetings to enable open dialogue with our workforce and offered onsite counseling resources. A company-wide event featuring Urban League and Centene leaders discussed ways to improve health equity and the importance of ongoing dialogue and community partnerships (Page 41).

In Uvalde, Centene and its local health plan committed to long-term support by partnering with a federally qualified health center to build a new multipurpose community center. In addition, support for Uvalde includes mental health services, as well as health and wellness fairs for the community (Page 44).



DISABILITY INCLUSION

Centene leaders and members of the Centene National Disability Advisory Council presented at the Harkin Institute International Disability Employment Summit in Belfast, Ireland. The group shared information on our commitment to disability inclusion and our most recent self-ID campaign, which led to **11% of our employees identifying as having a disability** (Page 51).

HBCU PARTNERSHIP

To increase diverse representation in our information technology (IT) talent pipeline, Centene Technologies developed a program with Harris-Stowe State University, an HBCU in St. Louis, Missouri, to provide scholarships and internship opportunities for students majoring in IT (Page 29).

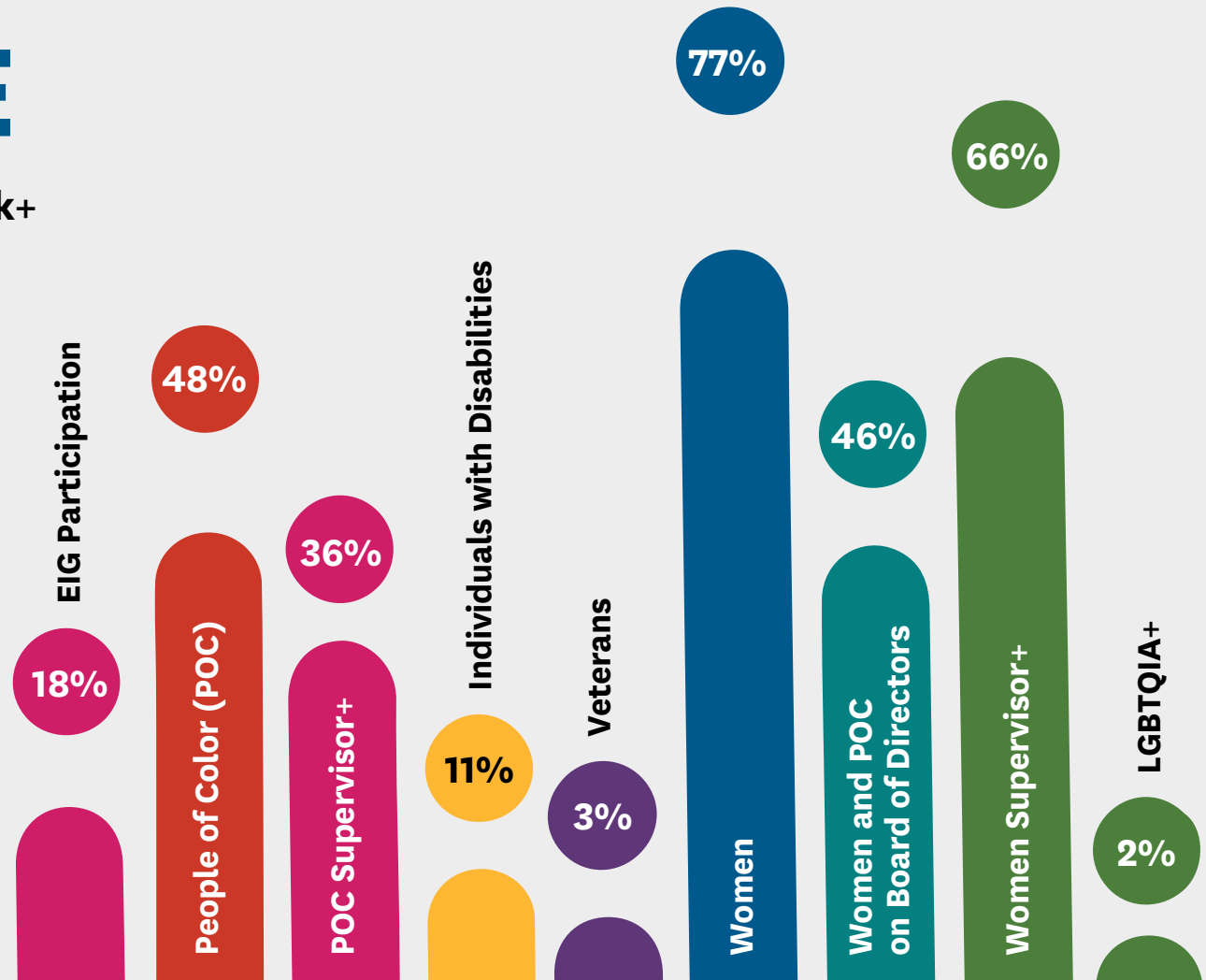




WHO WE ARE

Total U.S. Employees 68k+

Information as of December 31, 2022. Workforce data includes all full-time and part-time U.S. employees (including non-integrated companies). Self-ID data on veterans, individuals with disabilities and LGBTQIA+ identities includes U.S. integrated companies only. Our total Full-Time Equivalent (FTE) count (including international and U.S. non-integrated companies) is approximately 74,300.



Talent

Our commitment to diversity, equity and inclusion is deeply rooted in our belief that the contributions of individuals from a multitude of backgrounds, cultures and perspectives create solutions that are better for everyone. We remain dedicated to cultivating a diverse workforce through attracting talent, growing leaders and rewarding performance.





OUR COMMITMENT TO A DIVERSE WORKFORCE

Through strengthened data analytics capabilities, we better understand our workforce, the progress of initiatives and opportunities to grow. We strive to ensure that our workforce reflects the diversity of the current labor market and the communities we serve. Our goals and activities are formulated relative to those metrics, our workforce composition, and best-in-class strategies to drive inclusion and innovation.



2022 ENTERPRISE TALENT GOALS:

In hiring, 80% of our director and above positions will meet or exceed our Diverse Candidate Slate

80%

60% of successors identified for director+ positions will be women, with women representing more than 55% of the director+ population by end of year 2023

60%

35% of successors identified for director+ positions will be people of color, with people of color representing more than 30% of the director+ population by 2023

35%



Meet or exceed the Fortune 100 average for the Employee Engagement and DEI Indexes as measured through our surveys



Provide all directors and above with a “top-tier culture goal” that includes DEI measures as part of our annual performance review and overall total rewards process



WHAT OUR WORKFORCE DATA TELLS US

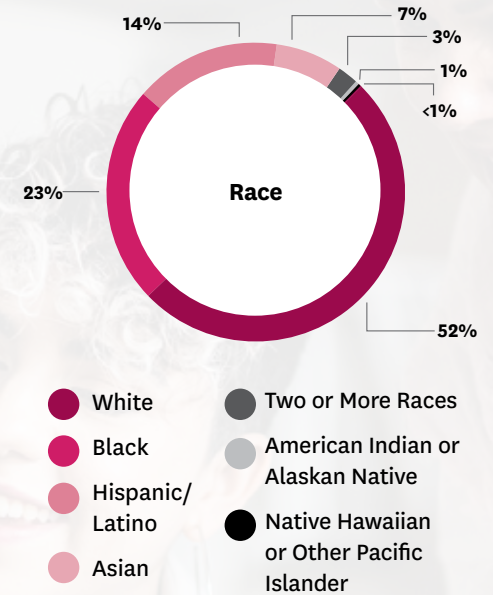
Across corporate America, organizations were challenged with the Great Resignation, a tight labor market and the need to support employee engagement in a remote-work environment. Strategic recruiting efforts, new employee engagement programs and resources to support employee well-being are some of the ways Centene addressed these challenges. While we continue to report



strong representation of women at 77%, our U.S. workforce data shows the need to further develop solutions to improve recruitment and retention of historically marginalized populations.

Centene’s overall representation of people of color decreased slightly in 2021. In response, we developed and executed several initiatives to cultivate talent at all levels (see Strengthening Skills of the Future on Page 32). As a result, representation of Black and African American employees returned to pre-pandemic numbers. We also noted a decline in Hispanic/Latino employee representation during the pandemic, leading us to implement an attraction strategy targeted at this population. **In 2022, 10% of our new hires were Hispanic/Latino, a 3% increase from 2021** (Page 22). In addition, representation for these two groups at the supervisor+ level has remained constant (Page 21).

RACE/ETHNICITY DISTRIBUTION OF OUR WORKFORCE



77%
FEMALE



23%
MALE





LEADERSHIP

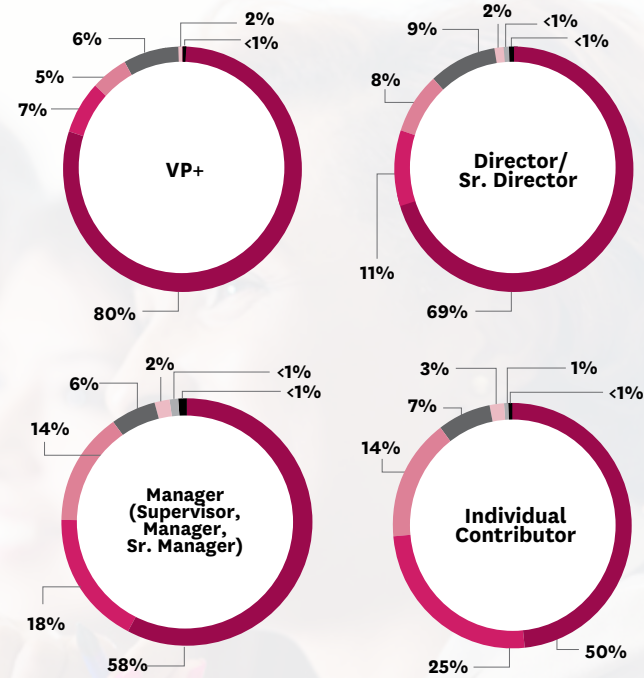
Leadership representation for Black employees increased at the supervisor+ level and remained stable for Hispanic/Latino leaders. Our leadership development programs, such as McKinsey Connected Leaders Academy (Page 33), St. Louis Business Diversity Initiative (SLBDI) (Page 33), and LEAD (Page 32), along with enhanced policies were key in helping us improve leadership representation. **For example, 77% of graduates from SLBDI have been promoted or have changed roles over the past three years.**

For women leaders, we made a 1% gain in representation at the supervisor+ level, with the most notable gain being a 3% increase at the VP+ level. To continue these gains, we invest in programs such as Harvard Women in Leadership (Page 32).

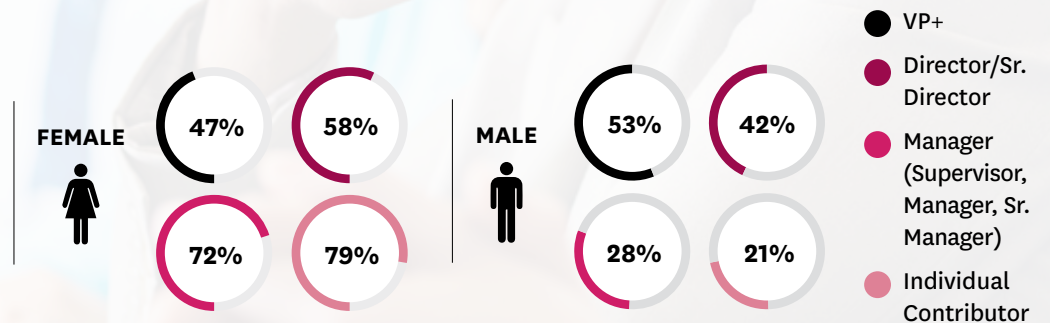
We are encouraged by the progress, and we will continue to find ways to drive operational excellence and initiatives that support our team members.

RACE/ETHNICITY DISTRIBUTION BY MANAGEMENT LEVEL

- White
- Black
- Hispanic/Latino
- Asian
- Two or More Races
- American Indian or Alaskan Native
- Native Hawaiian or Other Pacific

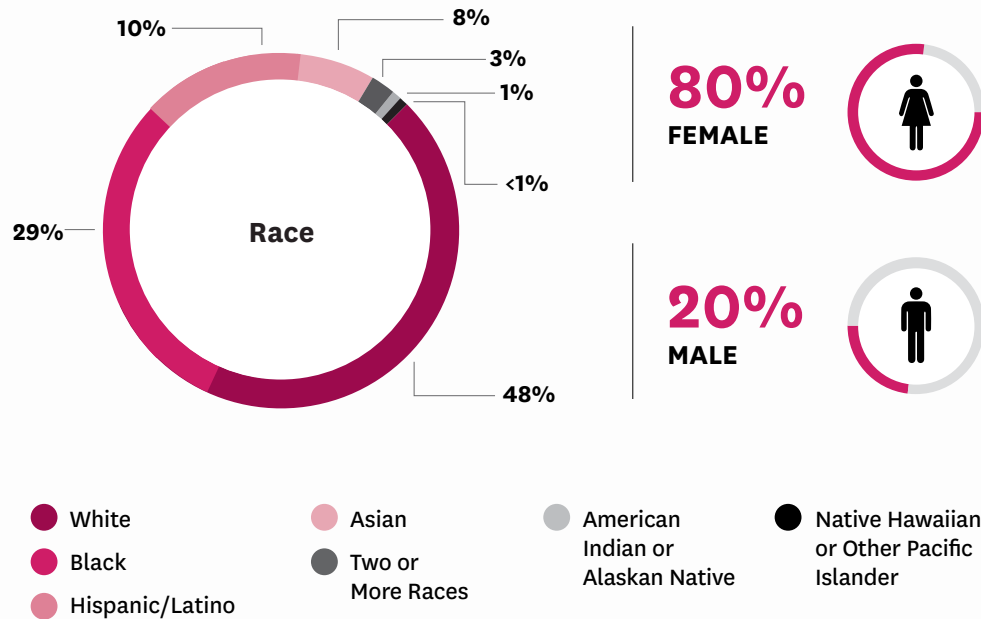


GENDER DISTRIBUTION BY MANAGEMENT LEVEL



NEW HIRES BY RACE AND GENDER (TOTAL NEW HIRES 12k)

Centene saw a **4% increase in 2022 hiring for all people of color**, as well as a 3% increase in hiring women.



INTERNAL FILL RATES AND SUCCESSION PLANNING

The internal fill rate of VP+ positions remained strong at 44%, and 81% of our VP+ roles have an identified successor, of which 47% are female and 24% are people of color.



At the director level, 65% of successors are female and 35% are people of color, which is a more diverse successor talent pipeline than current representation at those levels. **We are thrilled to achieve our goal of identifying 60% of successors as women and 35% as people of color.** We will continue to find ways to increase leadership visibility for women and people of color and work to move potential successors from these groups into leadership roles.



SELF-ID CAMPAIGN

Our annual “I Count — Why I Self-Identify” campaign is another way in which we learn about the unique identities within our workforce. The campaign encourages employees to voluntarily self-identify their gender, LGBTQIA+ identity, gender identity, or status as a veteran and/or person with disabilities.

Our EIGs, ABILITY, cPRIDE and CENVET, were active participants in the campaign. Thanks to their partnership, we reached a broader group of employees to discuss self-ID, address concerns about participation and convey the company’s commitment to treating this information with the utmost care.

The response rates for self-ID have grown steadily over time. More than 95% of employees completed information about their veteran status, which is up from 93% in 2021. More than 85% of employees shared if they identify as an individual with a disability (IWD), an increase from 83% in 2021. We also saw 14% of employees share if they identify as LGBTQIA+.

COMPANY REPRESENTATION





WORKFORCE FLEXIBILITY

With 75% of our employees working remotely, we've reimagined how we engage employees and support professional development. To drive momentum in this hybrid environment, we focused on three people priorities:

- Enabling top-tier culture to optimize organizational performance;
- Deepening our talent bench; and
- Strengthening skills of the future.

We also created talent hubs at several locations for improved in-office work and collaboration. These talent hubs will evolve over time, with enhanced technology, amenities, conference rooms and in-person engagement spaces for a modern, flexible workforce.





ENABLING TOP-TIER CULTURE TO OPTIMIZE ORGANIZATIONAL PERFORMANCE

ALIGNED LEADERSHIP BEHAVIORS

Leadership involvement is key to driving change within any organization. We introduced a performance measure that provides guidance and behaviors for creating a strong employee experience and inclusive culture.

THIS INCLUDES BEHAVIORS SUCH AS:



Communicating regularly with teams



Encouraging employee well-being



Hiring with diverse candidate slates



Completing and encouraging DEI learning



Focusing on career development and upskilling of competencies





EMPLOYEE ENGAGEMENT INDEX

In 2022, we had two opportunities to measure employee engagement. Overall employee engagement was measured in the fall, while people leader effectiveness and DEI were measured in the summer.

Employee Engagement Index: Centene's Fall 2022 overall engagement score exceeded the Fortune 100 75th top quartile benchmark, at

88% favorability, 7 points higher than our Fall 2021 Pulse Survey.

People Leader Index: This Summer 2022 measure of individual people leader effectiveness (encouraging teamwork/ collaboration, providing regular feedback and supporting career development) continues to be strong at 86%, 2 points higher than the Fortune 100 75th top quartile benchmark.

Diversity, Equity & Inclusion Index: This Summer 2022 index, which reflects an open and inclusive culture and workplace, rose 7 points from our 2021 Pulse Survey,* reaching 86% favorability, just 1 point below the Fortune 100 75th top quartile benchmark.

Following each survey, we celebrate successes and provide support to Business Unit leaders to understand feedback and create meaningful action plans for an improved employee experience.

Overall Employee Engagement Index



+7pts higher than 2021 Survey

People Leader Effectiveness Index



+2pts over Fortune 100 Benchmark

Diversity, Equity & Inclusion Index



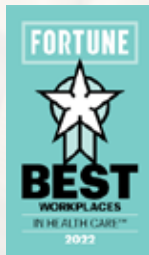
+7pts higher than 2021 Survey

**The questions in the Diversity, Equity & Inclusion Index were updated in 2022.*





We're proud to share that Centene has officially been recertified as a 2022–2023 Great Place to Work®. Our results showed 86% of team members agree Centene is a great place to work, which was an 8-point increase over our results last year and 29 points higher than the average U.S. company.



Additionally, Centene was named a 2022 Best Workplace in Health Care™ by Great Place to Work and Fortune magazine, coming in at No. 27 among large companies. Great Place to Work, the global authority on workplace culture, selected organizations using rigorous analytics and confidential employee feedback. Companies were assessed on how well they are creating a great employee experience across race, gender, age, disability status, or any aspect of who employees are or their role.





DEEPENING OUR TALENT BENCH

ENHANCED HIRING SYSTEMS

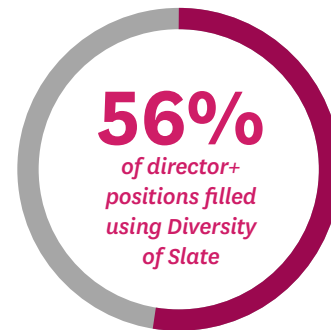
Our new applicant tracking system improved processes and access to internal talent and helps the organization create a seamless experience for candidates and hiring managers.

Centene also partnered with a contingent workforce vendor to pilot a candidate portal tool that allows for the self-identification of diversity (gender, sexual orientation, disability, gender identity, race, military/veteran). This capability is the first reporting mechanism for contingent workers in the industry, and it allows Centene to measure our diversity and inclusion metrics across more segments of our workforce.

DIVERSITY OF SLATE AND DIVERSE INTERVIEW PANELS

Our Diversity of Slate practice is designed to increase diverse representation at leadership levels by including at least one woman and one person of color on candidate slates.

We achieved Diversity of Slate for 56% of director and above positions.



We recommend and strongly encourage hiring leaders to leverage the best practice of diverse interview panels for our job openings. The interview panel is an important step in making sure a wide range of talent is considered for positions throughout the enterprise. It also signals to candidates that we value different points of view and opinions, as well as our commitment to DEI.





HBCU PARTNERSHIPS

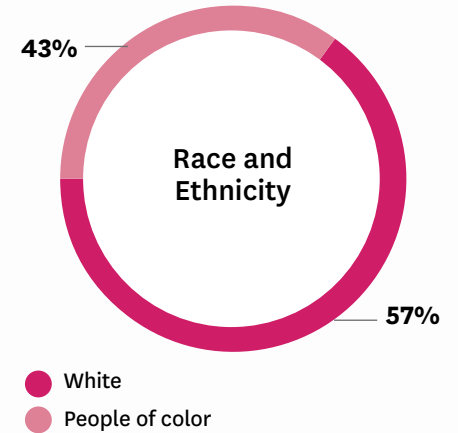
Our University Relations team continues to deepen HBCU partnerships to attract diverse emerging talent to Centene. The team participated in both in-person and virtual events with Howard University, Florida A&M University, Harris-Stowe State University and Xavier University of Louisiana. To widen our talent pipeline in information technology, Centene Technologies partnered with Harris-Stowe State University to develop a sponsorship and scholarship program, set to launch in 2023. The program will focus on professional development, mentorship and on-the-job training.



INTERNS

Centene's summer internship program brought more than 200 interns from 90 colleges and universities in 27 states. The 12-week program included the first-ever hybrid approach, with executive networking, a learning series focused on Centene's business and purpose, mentorship, volunteer opportunities, and a signature project. For the second year in a row, nearly 60% of the summer internship cohort either converted to full-time employees or were retained for additional part-time internships.

2022 INTERN CLASS



41%
FEMALE



59%
MALE





Centene interns make a meaningful impact for the business through signature projects. Learn how our interns leverage mentoring opportunities, networking and continued learning workshops to build their own community in a hybrid work environment.





PAY EQUITY

Centene is committed to providing consistent and fair pay for equal work. We work hard to make decisions based on consistent and fair criteria and without bias. We are proud to have made the Bloomberg Gender-Equity Index in 2023, as we move in the direction of greater transparency.

Annually, our Compensation team conducts a review of pay practices to assess how female employees are paid compared to male employees and how non-white employees are paid compared to white employees performing the same or similar work. Centene is actively taking steps to reduce both our unadjusted and adjusted pay gaps, including hiring team members and management that reflect the population of the communities we serve. More details about those actions are outlined in this report.

We will continue to review our pay practices and make adjustments, as appropriate, to pay our employees equitably.

ENSURING EQUITY IN THE PERFORMANCE REVIEW PROCESSES

At Centene, our greatest resource is our people. We realize it is our responsibility to meet our people where they are and ensure that our talent processes are fair and equitable. In 2022, our Talent Management team made impactful changes to intentionally care for employees by enhancing the performance review process.

People leaders and HR partners received calibration training, which focused on how unconscious bias can sometimes appear in an annual performance review.

Talent Management also improved the review process for employees who are on leaves of absence. The new process allows leaders to complete the manager evaluation and assign a performance rating based on the individual's performance prior to their leave. This ensures greater consistency and equity

in the compensation and total rewards planning process.

SPONSORSHIP PROGRAM

Centene's sponsorship program intentionally promotes the inclusion of historically marginalized talent by creating building and expanding networks, heightened visibility and clear paths of career progression. In our current program, 50% of the participants identify as African American, with women representing 63% of the class.





STRENGTHENING SKILLS OF THE FUTURE

NEW HIRE ONBOARDING

Centene expanded our onboarding and orientation program to deepen new employees’ connection with our mission and accelerate skill building. The program includes quarterly learning events and monthly networking, focused on business areas such as Centene’s Leadership Framework and accessing learning resources.

Nearly 40% of new hires join monthly networking sessions, and nearly 100% of new hires have joined quarterly learning events.

FALL INTO DEVELOPMENT

As part of our ongoing efforts to provide advancement opportunities for our workforce, the DEI Office and our Talent Attraction team partnered to create *Fall into Development*. These workshops were designed to help employees identify their next career moves, tailor their employee profiles to apply for internal roles and sharpen interview skills. The program series

welcomed more than 3,500 participants across four sessions, including a session coordinated by our ABILITY EIG, which featured partners from our Assistive Technology and Workplace Accommodations team.

LEAD

Centene’s LEAD program is an enhanced new leader development program that provides all newly hired and recently promoted people leaders with the tools needed to successfully manage teams.

The program consists of an engaging mix of facilitated and self-paced learning, hands-on application, networking, and coaching throughout three phases of the new leader’s journey. In addition to the modules on leadership, the program includes several DEI resources, such as *DEI: An Introduction to Unconscious Bias* and *Elevating Inclusion: Mitigating Unconscious Bias*.



HARVARD WOMEN IN LEADERSHIP

The DEI Office and Centene University partnered with Harvard University to offer a program to emerging women leaders that fosters leadership, professional growth and gender equity in the workplace. Our 2022 pilot program included mid-level managers and individual contributors who were identified as top performers.





ST. LOUIS BUSINESS DIVERSITY INITIATIVE (SLBDI) FELLOWS EXPERIENCE AND MCKINSEY CONNECTED LEADERS ACADEMY (CLA)

In 2022, 33 individuals were selected for the SLBDI Fellows Experience, a 12-month program that enhances leadership capacity through professional development, relationship building and civic engagement for professionals of color.

- **The cohort represents 16 lines of business and 13 states, and they join nearly 80 program alums from across the enterprise.**
- **An additional 64 employees were selected to participate in McKinsey Connected**

Leaders Academy, a program to help organizations improve talent pipelines and unlock the full potential of future leaders in the company.

The program is designed to help companies diversify their talent pipelines, accelerate the careers of under represented leaders and increase their representation at all levels of the organization.

BLACK LEADERS NETWORK AND DIVERSE LEADER COLLABORATIVE

The Black Leaders Network, for directors and above who completed signature development programs, was designed to

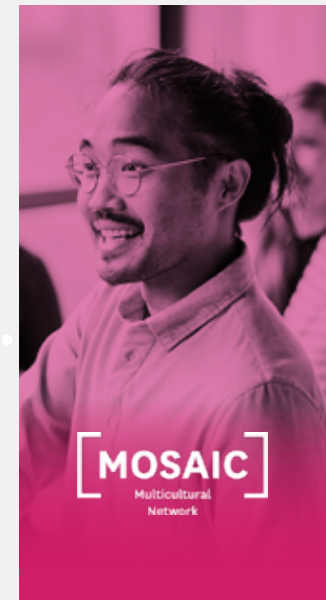
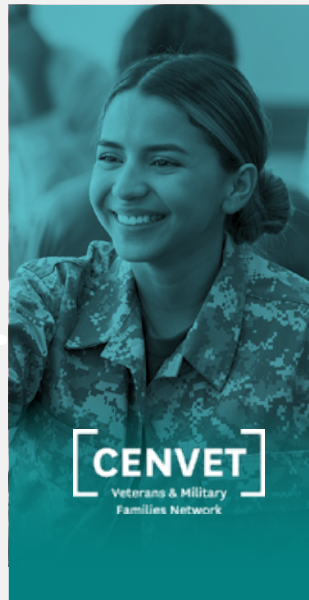
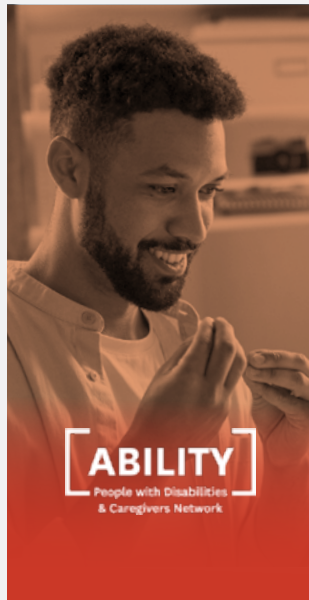
strengthen engagement with our Black employees and support their careers. Programming elevates the voices of Black leaders, expands participants' networks and advances the mission of DEI at Centene.

The Diverse Leader Collaborative engages graduates of external leadership programs, including SLBDI, Harvard Women in Leadership, McKinsey CLA and the Hispanic Leadership Institute, to provide continuous career development after program completions.



EMPLOYEE INCLUSION GROUPS

Centene's five EIGs are highly engaged, employee-led collaboratives that drive equity and inclusion at all levels of the organization. Through professional and leadership development opportunities, mentorship, community impact initiatives and contributions to business innovation, our EIGs continue to make Centene a best-in-class workplace.





This year, EIGs embraced intersectional allyship with their 2022 programming and initiatives. They built awareness of how the unique gifts of each community can be leveraged to advocate for others. For example, I.N.S.P.I.R.E. invited cPRIDE to help deliver an educational workshop on the role of LGBTQIA+ women in the movement toward gender equity. CENVET and I.N.S.P.I.R.E. co-hosted an enterprise-wide speaker event for Women’s History Month, featuring Dr. Terry Oroszi, Director of Boonshoft School of Medicine at Wright State University. Dr. Oroszi spoke on the value women bring to

the military and leadership in business and how that value can be leveraged in the healthcare field.

Mental health issues disproportionately affect historically marginalized populations, and the topic yielded several intersectional programming opportunities. ABILITY’s and CENVET’s collaborative series *Suicide Prevention and Recovery Awareness* explored the shared challenges among military veterans and persons with disabilities regarding substance abuse and recovery. MOSAIC and

ABILITY continued this theme with their collaborative mental health event on self-care in the workplace. I.N.S.P.I.R.E. partnered with ABILITY to facilitate sessions on workplace burnout, finding inspiration and the mental health benefits of practicing gratitude.

These collaborations provided new perspectives to our employees while encouraging them to think meaningfully about how they could leverage their unique experiences into strategies that support and uplift others.





Learn how our EIGs foster an environment of inclusion, while continuing to promote and drive awareness of allyship among team members.





DEI LEARNING AND ALLYSHIP

Keeping our workforce engaged requires intentional touch points with DEI messaging, initiatives and programming. Last year, we committed to continuing to develop new resources to expand cultural humility and inclusive leadership behaviors across our workforce.

The *DEI Learning Journey* is a customizable virtual road map that helps employees better understand their roles in enhancing an inclusive culture inside and outside the office, recognizing areas of personal bias and identifying opportunities for growth.

The *Inclusive Holiday and Observances Guide* encourages inclusive practices for religious and cultural observances when scheduling meetings and events, developing communications, and onboarding new team members.



A series of microlearnings, including *Understanding Intersectionality*, *DEI: Neurodiversity in the Workplace*, *DEI: Consciously Unbiased for All*, and *Cultural Humility and Unconscious Bias in Healthcare*, were designed so that employees can access DEI content even when they have minimal time.

Our focus on developing self-directed learning and materials that can be easily integrated into everyday activities led to a 90% increase in the number of team members who accessed training and resources to continue their personal learning journeys.



65 new DEI learning resources created



12,356 hours of completed DEI trainings



14,110 employees trained



86.6 Net Promoter Score for 2022





ENTERPRISE DEI PROGRAMMING

Throughout the year, we host a series of virtual events that broaden exposure to diverse perspectives, showcase the breadth of talent within Centene, and provide education on issues that affect our workforce and members. These sessions, open to all employees, feature internal and external thought leaders who represent a variety of experiences. Topics from this past year included intersectionality in Black and Asian American cultures, Hispanic/Latino experiences in healthcare, and mental health across generations.

DEI & HEALTH EQUITY SUMMIT: ADVANCING EQUITY AND ACCESS

Centene hosted its first DEI & Health Equity Summit, *Advancing Equity and Access*. The event addressed challenges our company and members face, as well as our responsibility to provide high-quality, equitable care to those who trust us to serve them. The featured panelists shared insights and perspectives from their unique vantage points, in programs including:

Physicians’ Perspective: Improving the Member Experience

Actor and activist Hill Harper led a discussion with Dr. Monique Jones, New Orleans Medical Director, Louisiana Healthcare Connections; Dr. Ramiro Zúñiga, VP, Medical Director, California Health & Wellness; and Dr. Vincent Nelson, EVP and Deputy Medical Director about best-in-class, culturally sensitive care for our members.

“Recognizing and acknowledging the intersectionality of our members and communities affords us the opportunity to create policies, practices and procedures that address disparities and lead to whole health and transforming the health of the community, one person at a time.”

— *Dr. Sheryl Jones, Senior Medical Director, Centene Advanced Behavioral Health (Meridian Health Plan)*





The Future of the Member Experience

Centene's Chief Digital Officer, Anika Gardenhire and Ryan McAlister, VP, Digital Operations, shared strategies for unlocking greater value for Centene's member population.

Advancing Equity & Access in Technology & AI

Centene's Chief Technology Transformation Officer, Mark Brooks joined Reshma Saujani, Founder and CEO of Moms First and Founder of Girls Who Code, and Dr. Safiya Noble, Professor of Gender Studies and African American Studies at UCLA, to explore how technology solutions can better support member outcomes.



15 programs covering DEI and health equity topics



4,000 registrants



Supporting Our Members and Communities

We strategically invest and partner with nonprofits, academic institutions and other organizations that share our commitment to creating positive, sustainable change. In 2022, we enhanced volunteer opportunities for team members and deepened partnerships with organizations dedicated to addressing health disparities and ending systemic inequities.





COMMUNITY IMPACT

At the center of Centene's purpose is our commitment to addressing the needs of the communities we serve. Centene facilitated this work in 2022 through initiatives that promoted intersectional allyship and empowered employees to engage with their communities in a way that speaks to their unique identities.

SUPPORT FOR BUFFALO

Our Fidelis Care team mobilized to support the community in the wake of a racially motivated shooting at a local grocery store in Buffalo, New York. Sixteen hundred Fidelis employees live in the Buffalo area, and many of them lost family and friends. The store, located along three bus lines, was a critical access point for healthy food and medication. **Within 24 hours of the attack, Fidelis team members collected and distributed food and supplies.** They quickly expanded these efforts by partnering with the Buffalo 5/14 Survivors Fund, FeedMore WNY and the Buffalo Community Fridge to incorporate financial as well as material donations. The Fidelis team also reached out to members to identify their medication needs, ensuring they could find pharmacy resources in the area.



FIDELIS CARE®

In addition, Fidelis Care invested in minority-led, community-based organizations, such as the Urban League of Buffalo, to provide culturally sensitive crisis counseling. Fidelis Care also worked with BestSelf Behavioral Health of Buffalo to coordinate clinical volunteers for several organizations. The marketing team volunteered on-site daily at the Resource Council of WNY to share health insurance information with the community and help with application assistance.



SUNSHINE HEALTH WELCOME ROOMS

Sunshine Health team members in Florida volunteered at the 2022 Family Café, an annual conference that aims to empower Floridians with disabilities, their families and caregivers. The plan shared information about its disability-inclusive healthcare products and raised awareness about its 11 Welcome Rooms in the state. **The rooms provide free public access to computer, internet and phone services, as well as offer space for community organizations to host meetings, classes and support groups.**

SUNSHINE
HEALTH
OPERATES

11

WELCOME
ROOMS
IN FLORIDA

IOWA TOTAL CARE AND EASTERSEALS



Iowa Total Care continued a partnership with Easterseals Iowa, a nonprofit organization that provides services to individuals with disabilities, veterans and military families, seniors, and caregivers. Team members volunteered at local community centers that offer educational support and inclusive recreational opportunities for young children with disabilities.

Easterseals recognized Iowa Total Care with the 2022 Corporate Volunteer of the Year Award.

HUMAN RIGHTS CAMPAIGN (HRC)

Centene teamed up with HRC to support its Historically Black Colleges and Universities program. HRC offered training opportunities for students, faculty and administrators to promote LGBTQIA+ inclusion. **Centene participated in *From Campus to Career: Workplace Readiness for LGBTQ Students***, a panel through which we engaged with LGBTQIA+ student leaders to discuss career planning and job opportunities.



2022 UNITED WAY CAMPAIGN

\$3.8M

DONATED TO
THE UNITED WAY



Centene's 2022 United Way Campaign encouraged employees to stand **United in Purpose** by supporting our company-wide fundraising effort. We raised more than \$3.8 million to be shared among local chapters across the country. These organizations improve local healthcare, support educational opportunities for children and adults and promote financial stability for those most in need.



KYND KITS



Through funding provided by the Centene Charitable Foundation, **team members from 40 states** partnered with Project Helping to personalize **more than 1,000 Kynd Kit care packages.**

The kits supported a diverse group of individuals, including children in foster care, veterans, women in career transitions and individuals facing housing instability or homelessness.

The Kynd Kit creation events occurred virtually and in person, representing Centene's commitment to engaging employees in the era of remote work. This dual format also created greater accessibility for team members who may not be able to join in-person events because of a disability or their role as a full-time caregiver.

HEALTH NET OF CALIFORNIA WELLNESS EVENT

The Quality Improvement/Wellness team from Health Net of California partnered with their local chapter of I.N.S.P.I.R.E. for a series of mobile mammogram and vaccine clinics in the Natomas and Woodland Hills areas. **Almost 60 employees received mammograms — and even more brought their friends, family and neighbors for flu vaccines and COVID-19 boosters.**



COMMUNITY IMPACT TIME

In addition to company-sponsored community service projects, **Centene gives all full-time employees up to eight hours annually** to give back to nonprofit organizations of their choosing during business hours. This flexibility advances Centene's impact in local communities and provides employees time to engage in individual service interests.



**2022 COMMUNITY
HIGHLIGHTS VIDEO**



THE CENTENE CHARITABLE FOUNDATION

Through the Centene Charitable Foundation, we prioritize initiatives that take a holistic approach to the disruption of health barriers. These initiatives look at community factors such as healthcare access, social services and education. By identifying these inequities within communities and partnering with our health plans, the Foundation can more accurately calibrate our outreach efforts to have the most meaningful and widest-ranging impact.

SUPPORT FOR UVALDE

Within days of the devastating tragedy at Robb Elementary School in Uvalde, Texas, Centene and Superior HealthPlan were on the ground supporting the community. **Centene and Superior HealthPlan furthered that support by joining with Community Health Development, Inc., a federally qualified health center, to build a state-of-the-art multipurpose community center in Uvalde,** targeted for completion in late 2024.



The Centene Charitable Foundation and Superior HealthPlan committed to investing \$7.9 million in the project, which will serve as a whole-health resource for Uvalde and its surrounding region. The center will house primary medical care, behavioral health services, youth development resources, college and job training for students, retail space for local businesses and a tranquility garden honoring the victims.



\$7.9M

**COMMITTED TO UVALDE
COMMUNITY CENTER**





Superior HealthPlan and Centene Corporation joined Community Health Development, Inc. to organize a Wellness Fair for the Uvalde community. The event featured routine vaccinations for children, medical and dental checkups, and back-to-school supply giveaways.





HEALTH EQUITY

Through our Health Equity Improvement Model, Centene focuses on providing equitable access to healthcare for individuals and communities disproportionately affected by inequities. The model uses quantitative and qualitative data to identify and understand the healthcare disparities among our member population.



This helps us tailor specific interventions for the needs of each of these communities, as well as the provider networks

that serve them. The Enterprise Quality and Performance Improvement team supports health plans in successfully implementing this model across Centene, resulting in achievements such as:

- Improved colorectal cancer screening rates for American Indian/Alaska Native members with Arizona Complete Health.
- Improved rates of immunizations for children within the Latino/Hispanic population of Nevada’s SilverSummit Health Plan.

- Enhanced maternal health outcomes among African-American and Black members with California’s Health Net.

The National Committee for Quality Assurance (NCQA) recognized Centene with the 2021 Innovation Award, announced in early 2022. This recognition is a milestone on the journey to achieving NCQA’s Health Equity Accreditation for all Centene health plans. Health Equity Accreditation uses comprehensive, data-driven evaluation standards to provide a solid foundation for addressing inequities. Ten Centene markets have already earned this accreditation; eight of these obtained this accreditation for the first time in 2022.

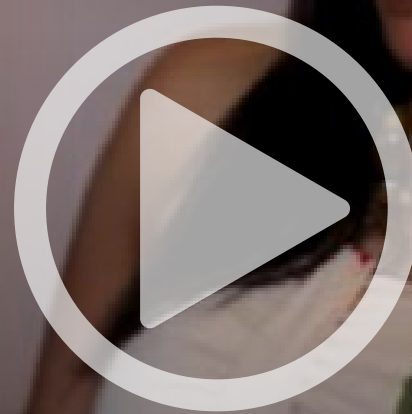


Centene’s efforts in health equity were recognized by the National Committee for Quality Assurance.





When Autumn was diagnosed with breast cancer, Superior HealthPlan promptly helped her navigate the healthcare system. Learn more about how the health plan's care team connected her to the services and support she needed, including specialists, transportation and lodging.





Centene's commitment to improving pregnancy outcomes and infant health has been a part of our clinical care management initiative for over a decade.

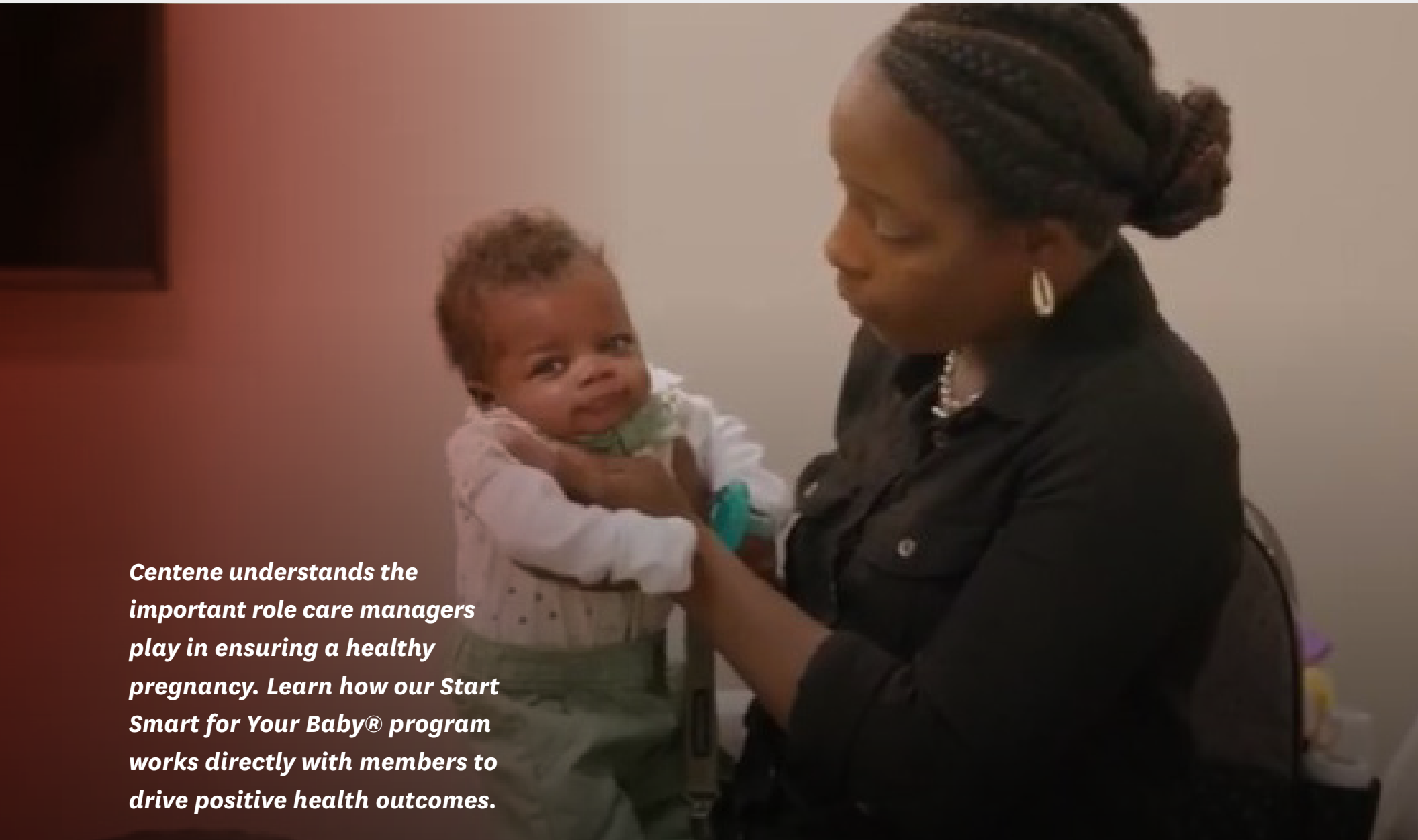
SUPPORTING MEMBERS THROUGH HOLISTIC MATERNAL AND INFANT CARE

Our award-winning **Start Smart for Your Baby®** program has been proven to reduce pregnancy-related complications, premature deliveries, low-birth-weight deliveries and infant disease. The program's outreach efforts include an extensive suite of wellness resources that address both the physical and mental health aspects of pregnancy, such as educational materials, supplemental breastfeeding programs and special assistance for higher-risk members.

Pregnant individuals impacted by substance use and substance use disorders require individualized support delivered with dignity and without shame. Centene's **Strong Beginnings** program takes a holistic care approach to ensure potential side effects and mental health concerns are monitored. **The program delivers evidence-based screenings, access to medication-assisted treatment and harm-reduction education, improving the health of the pregnant individual and baby.**

Centene's **Neonatal Center of Excellence** leads best practices across Centene to enhance neonatal care and address the medical, social and financial needs of those at high risk for having a baby born prematurely and/or critically ill. Care teams support members and address risk factors that impact an infant's health, including medical conditions, insufficient prenatal visits, substance misuse and social determinants of health. The teams also collaborate with physician and hospital partners when a member's baby is admitted to a NICU to improve quality of care and decrease length of stay. **New moms receive access to formula and breastfeeding resources, including breast pumps, doulas and lactation support.**



A photograph of a woman with her hair in braids, wearing a dark jacket, holding a baby. The baby is wearing a white shirt and green overalls. The woman is looking down at the baby with a gentle expression.

Centene understands the important role care managers play in ensuring a healthy pregnancy. Learn how our Start Smart for Your Baby® program works directly with members to drive positive health outcomes.





CENTENE CENTER FOR HEALTH TRANSFORMATION

The Centene Center for Health Transformation is an innovative research collaboration through which pressing issues in healthcare inspire creative solutions that are tested by world-leading experts. In 2022, the center explored issues such as vaccine hesitancy, which advanced our understanding of how to build trust with our members. Our partners at Duke University helped turn these findings into culturally and contextually tailored vaccine messages that were deployed to members.

The center also worked with researchers at Washington University to learn how existing medical debt can negatively impact healthcare utilization, even for members who have access to low- or no-cost care. Findings from studies like this, combined with the expertise of the Center's staff and research partners, continue to inform program design and decision-making across the enterprise.

CENTENE HEALTH EQUITY AND WELLNESS COUNCIL

The Centene Health Equity and Wellness (CHEW) Council, comprised of medical, nonprofit and community leaders, continued to build greater health equity for our members through the development of inclusive policies and practices. By curating a sample group of Centene markets that have successfully improved health equity, the council will create a toolkit from which other markets may adapt best practices. This provides a platform for markets to formulate health equity strategies that cater specifically to unique challenges they face. Building a health equity framework is foundational to the council's health equity objectives: strengthening vulnerable providers, improving maternal and infant mortality rates and integrating behavioral health into primary care.

CENTENE NATIONAL DISABILITY ADVISORY COUNCIL

The Centene National Disability Advisory Council (CNDAC), comprised of national leaders in disability advocacy, has worked since 2014 to advance disability inclusion in Centene's workforce and to cultivate disability-inclusive product offerings in our healthcare solutions. CNDAC members and Centene leaders were selected to speak at the 2022 Harkin International Disability Employment Summit in Belfast, Ireland. As the largest Medicaid managed care company in the U.S., Centene was uniquely positioned to highlight our partnership with disability advocates and our commitment to incorporating disability-inclusive strategies in the organization's DEI framework. Additionally, CNDAC has spurred innovative efforts to support our members with disabilities, such as growing our health plans' long-term disability services and advancing broader advocacy efforts regarding public policy barriers to disability-inclusive employment.





DISABILITY:IN PARTNERSHIP

Centene's CEOs have been signatories of **Disability:IN's CEO Letter** since its inception, which publicly affirms our commitment to disability inclusion and to benchmark our progress against other U.S. companies. We continue to deepen our relationship with this organization:

- Our Talent Advisors use Disability:IN's resume database to ensure a broad range of candidates are being pursued for open positions.
- Centene's Centralized Accommodations team is featured on Disability:IN's corporate best practices website.
- Through participation in Disability:IN's 2022 conference, our Supplier Diversity team learned more about best practices and established relationships with Disability:IN vendors to explore future business opportunities.





ENVIRONMENTAL, SOCIAL, HEALTH AND GOVERNANCE (ESHG)

Centene’s strategy is centered on government-sponsored healthcare with an emphasis on addressing the healthcare needs of our most vulnerable populations. We are driven to transform the health of our communities, and as such, we emphasize “Health” within our ESHG strategic framework. This framework aligns with our corporate strategy and focuses on initiatives related to the environment, the health and social well-being of our communities, and our culture of ethics and governance.

DEI is a key topic within our social pillar, and this report reflects its importance to our overall ESHG strategy. For further details on our framework and topics, please see our *ESHG Report to the Community*.



Procurement with Purpose

Centene is committed to inclusive representation as part of how we purchase goods and services. By working with small businesses and diverse suppliers, we tap into new ideas that add value to our company, provide innovative solutions for our members and support local economic growth. During 2022, we continued to make progress toward our goal of spending \$1B annually with diverse businesses.





PARTNERING FOR GROWTH

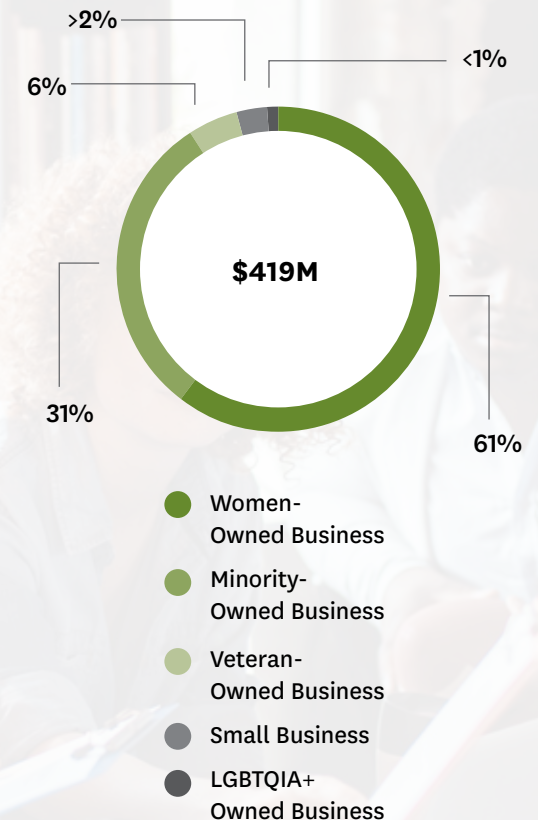
Strategic partnerships connect us to diverse, local suppliers who have a proven capability in line with our business objectives. These partnerships allow us to tap into local expertise while helping diverse businesses expand their reach and ability to create more jobs in our communities. Our progress in 2022 includes the following:

- Joined the Women’s Business Enterprise National Council, a leading advocate for women entrepreneurs and the largest certifier of women-owned businesses in the U.S.
- Fostered new relationships with diverse suppliers through participation in events hosted by Disability:IN, the National Gay & Lesbian Chamber of Commerce, the National Veteran-Owned Business Association and the Insurance Industry Conference.

- Increased awareness of Centene’s Supplier Diversity Program through meetings with hundreds of diverse businesses throughout Arizona, California, Illinois, Georgia, Louisiana, Missouri, Oklahoma and Texas.
- Partnered with our health plans to review their current procurement needs, identify diverse vendors for possible certification and share diverse supplier relationships across our enterprise. We are currently helping five vendors become diverse-certified businesses, and we deepened relationships with four existing vendors by introducing them to other health plans in our network.

In 2022, Centene spent \$419 million with diverse businesses, a 21% increase over our 2021 spend.

2022 SMALL AND DIVERSE BUSINESS SPEND*



**Centene US only spend (does not include international vendors). Centene reviews its vendor base for new diverse suppliers annually.*





VENDOR SUSTAINABILITY

Sustainable procurement is based on the principle that environmental, ethical and social factors should be considered in decision-making and long-term financial profitability. Centene believes that our vendors should support sustainability in ways that are consistent with our corporate policies.

To that end, we are working to implement a vendor sustainability program that prioritizes ecological health, community infrastructure and personal wellness. Our Supplier Diversity team partnered with our ESHG team to develop a sustainability questionnaire that will guide vendors' efforts in general procurement, environmental sustainability, human rights and labor, DEI, and supplier diversity. Asking our vendors to support these sustainability priorities will have measurable benefits to both our company and our suppliers.





ADVANCING SUPPLIER DIVERSITY WITH AMBETTER HEALTH

Ambetter Health provides Marketplace health insurance plans in 27 states. By working with Ambetter to expand diverse purchasing relationships for its business line partners, we secured an additional \$110M in diverse spend with human resources, information technology and operations.





COMMUNITY ENGAGEMENT AT THE NMSDC ANNUAL CONFERENCE

Louisiana Healthcare Connections sponsored 12 students from St. Augustine High School in New Orleans to attend the annual National Minority Supplier Development Council (NMSDC) conference. The group participated in a young entrepreneurs' training session that included a presentation from Jeff Hoffman, CEO of Priceline and Booking.com. Centene shared career and business opportunities with the students and conference participants. In turn, we received valuable insights on the type of support small businesses and start-ups need when working with corporations.

NATIONAL EMPLOYER RECOGNITION





OUR 2023 COMMITMENTS

At Centene, DEI is in our DNA. To advance this long-standing commitment to diversity, equity and inclusion, we consistently review and update our framework of inclusive policy, process and practice commitments to our workforce and communities.

We recognize that it is vital to constantly advance a strategy that enhances our workforce and promotes health equity for our members and communities. As such, we will commit to the following:

- **Furthering an environment that emphasizes employee belonging as part of a culture where all are treated fairly and have an equal opportunity to succeed.**
- **Advancing strategies and investments that address social drivers of health; identify and disrupt root causes; and increase whole health and wellness in our communities.**

To activate these commitments, we must anchor ourselves and our work in individual and collective **ACCOUNTABILITY**. We will maintain our current focus on measuring and analyzing DEI data and utilizing it to inform business strategy. We will develop a new robust reporting solution that provides data-driven insights on the experiences of our talent to leaders across the organization. Access to these insights aligns with an enhanced set of expectations of our people leaders captured in a performance goal assigned to all Directors and above.





We remain committed to growing the **REPRESENTATION** of women and people of color in our leadership ranks across the company, as well as increasing opportunities for all dimensions of diversity. We will strive to achieve the following:

- Meeting or exceeding the Fortune 100 Top-Quartile index for DEI, people leader effectiveness, employee engagement, and company and culture for direct reports and whole organizational hierarchy
- Achieving 80% or greater Diversity of Slate when filling open roles at the Director and Senior Director levels
- Achieving 90% or greater Diversity of Slate when filling open roles at the VP+ and Medical Director levels
- Maintaining a YTD annualized voluntary turnover rate no greater than 18%

We will expand and enhance our Employee Inclusion Group chapters and business unit DEI Councils and further opportunities for our employees to engage, grow and drive innovation.

HEALTH EQUITY is core to our mission and how high-quality care is provided. During 2023, we will develop an enhanced framework that supports our health plans in implementing and scaling solutions that measurably improve the health of the communities we serve, demonstrating our commitment through the attainment of NCQA Health Equity Accreditation within 18 markets. We will continue to create meaningful initiatives, programming and partnerships that enable greater equity and access to opportunities for our members. Whether through best-in-class benefit designs that address drivers of health, partnerships designed to improve maternal health outcomes or increased access to mental health services, or with Centene Charitable Foundation grants that invest in local organizations, our goal is sustainable, measurable progress.

In 2023, we will enhance our ability to maximize our **COMMUNITY IMPACT**, empowering team members through volunteering opportunities and charitable giving in the communities where they and our members live and work. Additionally, we will support our employees' desire to maintain interpersonal connections and a sense of community in our hybrid work environment by creating intentional channels of engagement that deliver a positive impact to our people and partners.

Finally, we will deepen our investment in expanding opportunities for small and diverse companies to do business with Centene. We commit to increasing our diverse spend 20% year over year toward our goal of spending \$1B with diverse vendors and suppliers. Promoting economic equity furthers our commitment to advance health equity for our members and communities.



Appendix





2022 EXECUTIVE DEI COUNCIL

Sarah London

(Executive Sponsor)
Chief Executive Officer

Andi Gillentine

(Chair)
Chief Operating Officer - Fidelis Care

Sarah Baiocchi

(Vice Chair)
SVP, Specialty Services

Sherman Card

VP, Claims Operations

Katie Casso

SVP, Corporate Controller & Chief Accounting Officer

Suzy DePrizio

Chief Marketing Officer

Ken Fasola

President

Toni Jackson

VP, Executive Compensation & Benefits

Masud Mahdi

VP, Market Strategy & Operations

Mansi Patel

VP, Market Strategy & Operations

Dr. Rajiv Patel

President, Healthcare Enterprises Provider Strategy

Chris Paterson

Plan President & CEO, Carolina Complete Health

Wade Rakes

Plan President & CEO, Peach State Health Plan

Jaimee Robles

RVP, Health Plan Technologies Officer

Martha Santana-Chin

Government Programs Officer, Health Net LLC, California Health & Wellness

Martha Smith

Plan President & CEO, Arizona Complete Health

Clyde White

Plan President & CEO, New Hampshire Healthy Families

“A mix of diverse individuals and voices will always lead to great discussions, decisions and outcomes. I am proud to work for an organization that both values and supports DEI, and we are striving to be exceptional in all aspects of DEI.”

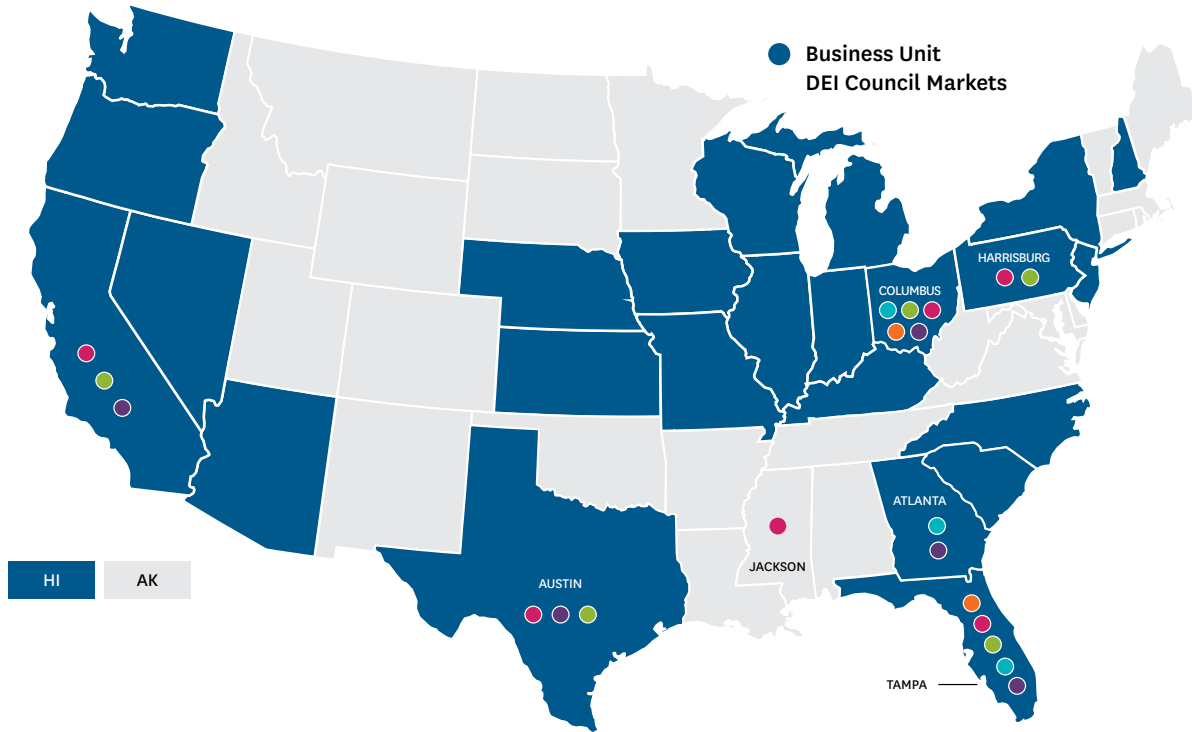
**—Sherman Card
VP, Claims Operations
Centene Corporation**

This list reflects council members as of 12/31/2022.





BUSINESS UNIT DEI COUNCILS AND EIG CHAPTER LOCATIONS



EIG CHAPTER LOCATIONS

- **ABILITY**
 People with Disabilities and Caregivers Network
- **CENVET**
 Veterans and Military Families Network
- **I.N.S.P.I.R.E.**
 Women's Network
- **cPRIDE**
 LGBTQIA+ Network
- **MOSAIC**
 Multicultural Network

- Absolute Total Care — South Carolina
- Arizona Complete Health
- Buckeye Health Plan
- Carolina Complete Health
- Centene Technologies
- Coordinated Care — Washington
- Fidelis Care — New York
- Health Net of California/
California Health & Wellness
- Home State Health Plan — Missouri
- Iowa Total Care
- Magellan Health
- MHS Indiana
- MHS Wisconsin
- Meridian Health Plan — Illinois
- Meridian Health Plan — Michigan
- Nebraska Total Care
- New Hampshire Healthy Families
- Ohana Health Plan — Hawaii
- Peach State Health Plan — Georgia
- Pennsylvania Health & Wellness
- SilverSummit Health Plan — Nevada
- Sunflower Health Plan — Kansas
- Sunshine Health Plan — Florida
- Superior HealthPlan — Texas
- Trillium Community Health Plan — Oregon
- WellCare of Kentucky
- WellCare of New Jersey
- WellCare of North Carolina

CO= L328810
 U= L328810

EQUAL EMPLOYMENT OPPORTUNITY
2021 EMPLOYER INFORMATION REPORT EEO-1
CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. CENTENE MANAGEMENT COMPANY LLC
 7700 FORSYTH BLVD
 CLAYTON, MO 63105

2.a. CENTENE MANAGEMENT COMPANY LLC
 7700 FORSYTH BLVD
 CLAYTON, MO 63105

e. EIN= 391864073

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS= 809245525

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 524114 - Direct Health and Medical Insurance
 Carriers

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	17	8	257	11	0	23	0	8	173	15	0	13	0	3	528
FIRST/MID OFFICIALS & MGRS	267	690	1785	247	12	293	9	41	2951	961	17	303	20	95	7691
PROFESSIONALS	472	1277	3021	494	17	871	25	105	5526	1989	52	1043	41	245	15178
TECHNICIANS	14	30	22	3	1	13	0	3	71	26	5	52	10	11	261
SALES WORKERS	114	219	165	74	0	46	2	3	258	138	1	64	3	19	1106
ADMINISTRATIVE SUPPORT	815	3569	1670	916	22	289	33	94	7897	6359	123	933	125	471	23316
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1699	5793	6920	1745	52	1535	69	254	16876	9488	198	2408	199	844	48080

2021 data includes integrated companies only.
2022 data will be published when available.

The logo for CENTENE Corporation, featuring the word "CENTENE" in a bold, white, sans-serif font with a registered trademark symbol, and the word "Corporation" in a smaller, white, italicized serif font directly below it.

CENTENE[®]
Corporation

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