

## Humana's Consolidated EEO-1 Report

1. The following Consolidated EEO-1 Report reflects a comprehensive breakdown of the workforce (by race, ethnicity and gender) that Humana is required to submit annually to the U.S. Equal Employment Opportunity Commission (EEOC). Readers should keep in mind the following when reviewing the EEO-1 Reports:
  - EEO-1 Reports require employers to aggregate data on hundreds of job titles into just 10 broad job categories. We have determined that Humana's workforce falls within eight out of the ten job categories, whereby we exclude "craft workers" and "laborers and helpers" from relevancy.
  - The data points presented in the following EEO-1 Report are raw numbers. We have presented the data in accordance with the required EEO-1 reporting framework and do not intend for the data to serve any other purpose. Further, we caution readers against construing, interpreting or otherwise applying the data in any manner contrary to how it's been presented.
  - Data included in each year's report reflects company internal data as of the last pay period of the calendar year.
2. An analysis of Ethnic Minorities\* during 2021, in the eight job categories applicable to Humana, showed a 2% increase in three categories: Executive/Sr. Officials & Managers, Sales Workers, and Administrative Support. Representation in three categories (First/Mid Officials & Managers, Professionals, and Operatives) was unchanged. There was a 1% decrease in

two categories: Technicians and Service Workers. Overall Minority workforce representation remained the same at 43%.

3. An analysis of the representation of Women during 2021 showed an increase in seven of the eight job categories applicable to Humana. Increases ranged from one to three percent, with a 3% increase in the Executive/Sr. Officials & Managers category. There was no change in representation in Professionals. The total representation of Women in the workforce increased from 71 to 72%.

\*Ethnic Minorities include employees who self-identified as Hispanic or Latino, Black or African American, Native Hawaiian or Pacific Islander, Asian, American Indian or Alaskan Native and Two or More Races.

CO= 7573832

EQUAL EMPLOYMENT OPPORTUNITY

2021 EMPLOYER INFORMATION REPORT EEO-1

U= 7573832

CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. HUMANA INC
500 WEST MAIN STREET
1ST FLOOR
LOUISVILLE, KY 40202

2.a. HUMANA INC
500 WEST MAIN STREET
1ST FLOOR
LOUISVILLE, KY 40202

c. EIN= 610647538

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- Y DUNS= 049944143

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 524210 - Insurance Agencies and Brokerages

SECTION D - EMPLOYMENT DATA

Table with columns for Job Categories, Hispanic or Latino (Male/Female), Not-Hispanic or Latino (White, Black or African American, Native Hawaiian or Pacific Islander, Asian, American Indian or Alaskan Native, Two or More Races), and Overall Totals. Rows include Executive/Sr Officials & Mgrs, First/Mid Officials & Mgrs, Professionals, Technicians, Sales Workers, Administrative Support, Craft Workers, Operatives, Laborers & Helpers, Service Workers, and a Total row.

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/15/2021 THRU 12/31/2021

SECTION G - CERTIFICATION

CERTIFIED DATE [EST]: 5/17/2022 8:50 PM

CERTIFYING OFFICIAL: Carolyn Tandy
EEO1 REPORT CONTACT PERSON: Carolyn Tandy

TITLE: SVP, Chief Inclusion and Diversity Officer
TITLE: SVP, Chief Inclusion and Diversity Officer

COMPID = 7573832  
 UNITID = 7573832

**EQUAL EMPLOYMENT OPPORTUNITY**  
 2020 EMPLOYER INFORMATION REPORT EEO-1  
 Consolidated Report

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**SECTION D – EMPLOYMENT DATA**

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino											Overall Totals	
	Male	Female	***** Male *****						***** Female *****						
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native		Two or More Races
Exec/Sr. Officials & Mgrs	3	2	112	1	0	11	0	0	66	3	0	5	0	2	205
First/Mid Officials & Mgrs	122	277	1181	121	7	129	4	19	1777	320	12	81	6	27	4083
Professionals	600	1383	4888	496	20	732	26	95	9581	1999	35	663	33	207	20758
Technicians	57	243	116	37	1	19	1	8	462	254	5	63	9	32	1307
Sales Workers	197	304	512	185	3	34	3	33	631	373	1	37	7	54	2374
Administrative Support	413	1617	901	430	6	62	9	49	3810	2927	24	167	40	268	10723
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	165	27	2	6	0	0	0	4	0	1	0	0	0	1	206
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	78	297	58	33	0	10	0	3	310	244	0	29	2	27	1091
Total	1635	4150	7770	1309	37	997	43	211	16637	6121	77	1045	97	618	40747
Previous Year Total	1152	3110	7206	1343	35	788	45	176	16159	7089	86	898	114	527	38728

**SECTION F – REMARKS**

DATES OF PAYROLL PERIOD: 12/15/2020 THRU 12/31/2020

**SECTION G – CERTIFICATION:**

CERTIFYING OFFICIAL: Chris Johnson  
 EEO-1 REPORT CONTACT PERSON: Rhonda Plunkett

**CERTIFIED DATE [EST]: 8/20/2021 11:24 AM**

TITLE: Director Inclusion and Diversity  
 TITLE: HR Compliance (EEO) Lead

COMPID = 7573832  
 UNITID = 7573832

**EQUAL EMPLOYMENT OPPORTUNITY**  
 2019 EMPLOYER INFORMATION REPORT EEO-1  
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	Male	Female	***** Male *****						***** Female *****						
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	1	3	103	1	1	13	0	0	55	3	0	2	0	0	182
First/Mid Officials & Mgrs	95	196	1103	116	6	85	6	17	1717	279	13	65	6	27	3731
Professionals	440	1121	4500	425	21	580	26	80	9105	1848	34	530	38	184	18932
Technicians	51	286	108	141	1	23	1	8	575	1621	6	104	14	40	2979
Sales Workers	171	249	440	166	2	20	4	27	585	335	3	24	6	46	2078
Administrative Support	345	1118	903	476	4	65	8	41	3884	2853	29	162	48	215	10151
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	8	1	3	0	0	0	0	0	0	0	0	0	0	0	12
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	41	136	46	18	0	2	0	3	238	150	1	11	2	15	663
Total	1152	3110	7206	1343	35	788	45	176	16159	7089	86	898	114	527	38728
Previous Year Total	1181	2957	7419	1229	42	617	41	162	15947	5231	92	738	96	451	36203

**SECTION F – REMARKS**

DATES OF PAYROLL PERIOD: 12/15/2019 THRU 12/31/2019

**SECTION G – CERTIFICATION:**

**CERTIFIED DATE [EST]: 7/23/2021 3:50 PM**

CERTIFYING OFFICIAL: Chris Johnson  
 EEO-1 REPORT CONTACT PERSON: Rhonda Plunkett

TITLE: Director Inclusion and Diversity  
 TITLE: HR Compliance (EEO) Lead