

SASB Index

Centene created the index below to provide stakeholders with disclosures aligned with the Sustainability Accounting Standards Board (SASB) Managed Care standard. Disclosures aligned with other relevant Sustainability Accounting Standards were also included for workforce diversity and engagement. All data relates to the year ended December 31, 2024, unless otherwise stated.

DATA PRIVACY AND SECURITY

SASB TOPIC	SASB CODE	ACCOUNTING METRIC	CENTENE DISCLOSURE
Customer Privacy & Technology Standards	HC-MC-230a.1	Description of policies and practices to secure customers' personal health data records and other personal data	Refer to Item 1C. of our 2024 Form 10-K .
	HC-MC-230a.2	(1) Number of data breaches, (2) percentage involving (a) personal data only and (b) personal health data, (3) number of customers affected in each category, (a) personal data only and (b) personal health data	Centene and its subsidiaries report required data breaches to the U.S. Department of Health and Human Services, Office for Civil Rights. Please refer to the U.S. Department of Health and Human Services Office for Civil Rights website.

HEALTHCARE ACCESS AND DRIVERS OF HEALTH

SASB TOPIC	SASB CODE	ACCOUNTING METRIC	CENTENE DISCLOSURE
Access to Coverage	HC-MC-240a.1	Percentage of total health care insurance premiums spent directly on medical claims and efforts to improve the quality of care	88.3% The health benefits ratio disclosure includes Centene's four operating segments: Medicaid, Medicare, Commercial and Other.
	HC-MC-240a.4	Description of policies and practices regarding customer access to coverage	Please refer to the Industry and Operations section in the 2024 Form 10-K on pages 2-5 for a description of policies and practices regarding customer access to coverage (eligibility) for Medicaid, Medicare and Commercial/Marketplace products. Pricing and plan premiums vary by type of product. Marketplace and Medicare plans are priced based on the level of benefits, coverage selected, geographic location, and provider network. Marketplace plan premiums vary depending on the level of premium subsidies members receive. Some Medicare plans include a member premium, but most are offered with no premium. Medicaid coverage is generally provided at no cost to beneficiaries. An individual's pre-existing conditions and health status do not impact eligibility or the plan price for any of our three primary products. Please refer to the Regulation section in the 2024 Form 10-K on pages 12-16 for a description of jurisdictional laws or regulations Centene is subject to and refer to the Ethics and Compliance section on page 10 for a description of systems used to monitor compliance with such laws and regulations.
	HC-MC-000.A	Number of enrollees by plan type	See December 31, 2024 enrollees by line of business in the membership table in the 2024 Form 10-K , page 50.

HEALTHCARE QUALITY

SASB TOPIC	SASB CODE	ACCOUNTING METRIC	CENTENE DISCLOSURE
Plan Performance	HC-MC-250a.2	Enrollee retention rate by plan type	Refer to the membership table in the 2024 Form 10-K , page 50.
	HC-MC-250a.5	Description of plan performance and ratings for offered plan types, by region	Centene provides a full spectrum of managed healthcare products and services, primarily through Medicaid, Medicare and Marketplace products. See Centene's Products & Services website for a description of each line of business and regional details. See Centene's Accreditations website for information on certifications and accreditations related to the performance and quality of our Medicaid and Marketplace health plans. Centene internally monitors plan performance through scorecards and dashboards focused on rating system measures. Performance data for our primary lines of business are available through the respective rating agency websites: Medicaid: The National Committee for Quality Assurance (NCQA) measures plan performance through Health Plan Ratings that are calculated based on a comparison of reported rates to National All Lines of Business 10th, 33.33rd, 66.67th, and 90th benchmarks and percentiles, and given an overall rating ranging from 1 to 5. Medicare: The Centers for Medicare & Medicaid Services (CMS) Medicare Advantage Five-Star Quality Rating System awards between 1.0 and 5.0 Stars to Medicare Advantage and Prescription Drug Plans based on performance on composite measures of quality. See CMS's Part C and D Performance Data for more information on star ratings. Marketplace: The CMS Quality Rating System (QRS) is a 1-to-5-star rating system used to rate the performance of Qualified Health Plans based on the quality of healthcare services provided, member experience and health plan administration. QRS star ratings are displayed to consumers on HealthCare.gov and are available through Quality Data Public Use Files.
Improved Outcomes	HC-MC-260a.1	Percentage of enrollees in wellness programs by type: (1) diet and nutrition, (2) exercise, (3) stress management, (4) mental health, (5) smoking or alcohol cessation, or (6) other	Centene's government-sponsored Medicare Advantage, Marketplace and Medicaid managed care plans develop and offer a comprehensive portfolio of integrated programs that build in wellness aspects to advance health outcomes for Centene's members. These programs leverage cutting edge clinical guidelines, evidence-based best practices, and data science models to support whole health for the individual based on their identified needs. Strategies for preventive services align with U.S. Preventive Services Task Force (USPSTF) recommendations and focus on reducing the risk of developing chronic conditions, addressing current conditions, and promoting healthy behaviors. Services provided will specifically address national priorities such as smoking cessation, immunizations, mental wellness, and promotion of healthy living through lifestyle choices. 100% of our membership has access to one or more of our programs through a variety of channels including an on-demand health education library, telephonic and digital health coaching/chronic condition management programs and local partners.

HEALTHCARE QUALITY

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<i>Improved Outcomes</i>	HC-MC-260a.4	Discussion of initiatives and programs to maintain and improve enrollee health	Across our clinical priority areas, we are developing and deploying innovative programs to improve member health. From a novel integrated approach to the management of substance use disorders to our Start Smart for Your Baby® program that provides multi-pronged supports to high-risk pregnant members, we are supporting our members through solutions that promote whole-person care and improve health outcomes. See 2024 Corporate Responsibility Report – Key Clinical Initiatives (pages 14-16). Our Population Health and Care Management teams leverage real-time data and predictive models to offer care coordination, care management or health education services to members across all our product lines. In recent years, Centene has leveraged technology to increase members’ access to care and care management, including expanded telehealth options and a digital care management platform. See 2024 Corporate Responsibility Report – Supporting Our Members (page 13). Centene is committed to continuous quality improvement, which necessitates a robust approach to quality and outcome monitoring. We do this through pursuing accreditation of our health plans by independent organizations that promote healthcare quality, gathering member feedback through multiple pathways, and leveraging data to develop and enhance programs. See 2024 Corporate Responsibility Report – Commitment to Quality and Improved Health Outcomes (page 12) and Customer Experience and Relationship Management (pages 22-25).

ENVIRONMENTAL IMPACTS ON HEALTH

SASB TOPIC	SASB CODE	ACCOUNTING METRIC	CENTENE DISCLOSURE
<i>Climate Change Impacts on Human Health</i>	HC-MC-450a.1	Discussion of the strategy to address the effects of climate change on business operations and how specific risks presented by changes in the geographic incidence, morbidity and mortality of illnesses and diseases are incorporated into risk models	See 2025 Task Force on Climate-related Financial Disclosures Index .

CULTURE, TALENT AND WELL-BEING

SASB TOPIC	SASB CODE	ACCOUNTING METRIC	CENTENE DISCLOSURE
Workforce Diversity & Engagement	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Turnover for Centene: 11.4% in total, 9.2% voluntary and 2.2% involuntary (excluding reductions in force)
	SV-PS-330a.3	Employee engagement as a percentage	87% Centene is committed to actively seeking and acting on feedback from our employees through our "Shaping Centene" program, which consists of a series of enterprise-wide surveys. These surveys measure overall engagement and focus on specific themes such as leadership effectiveness and our efforts to foster a diverse, equitable, and inclusive workplace. By continually evolving and acting on the feedback we receive, we strive to strengthen our culture of engagement and create an environment where all employees feel valued and heard. Our employee engagement surveys are administered by Perceptyx. The Engagement Index is calculated based on responses to three engagement questions from the survey. The numerator represents the total count of favorable responses ("Strongly Agree" or "Agree") across all three questions, while the denominator represents the total count of valid responses. Overall engagement is represented as the percentage of favorable responses out of all responses received for the three engagement questions. Additional information regarding our employee engagement survey is available on page 42 of our 2024 Corporate Responsibility Report.