

United Nations Global Compact

Elevance Health is a signatory to The United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative and a call to companies to align with universal principles on human rights, labor, the environment, and anticorruption, and to take actions that advance societal goals. Elevance Health is committed to support the Ten Principles of the UNGC and implement these principles across our enterprise.

The Ten Principles fall under the categories of Human Rights and Labor, Environment, and Anticorruption.

Human Rights and Labor

The Compact contains six principles in this category. Signatory businesses agree to aim for the following goals in the conduct of their operations:

Principle 1:

Support and respect the protection of internationally proclaimed human rights.

Principle 2:

Make sure that they are not complicit in human rights abuses.

Principle 3:

Uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4:

Support the elimination of all forms of forced and compulsory labor.

Principle 5:

Support the effective abolition of child labor.

Principle 6:

Support the elimination of discrimination in respect of employment and occupation.

How Elevance Health Is Meeting These Goals

In addition to following all applicable law, Elevance Health's promotes a culture of integrity and accountability with policies that reflect our respect for individuals and their rights.

These policies extend to our affiliates, business partners, and suppliers, who are required to adhere to our Supplier Code of Conduct, which contains policies covering fair labor practices, freedom from harassment, and ensuring basic human rights.

Elevance Health and its subsidiaries are committed to operating with the highest integrity in a manner consistent with the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Specifically, we support collective bargaining in good faith with recognized unions.

These fundamental labor principles include the prohibition of child labor, the prohibition of forced labor in all forms, freedom of association, and protection from discrimination. Discrimination includes employment decisions based on personal characteristics that are unrelated to the ability to do one's job, including race, color, religion, sex, gender (including gender identity), age, national origin, marital status, sexual orientation, veteran status, disability, genetic information, and any other status or condition protected by applicable federal, state, or local laws, except where a bona fide occupational qualification applies.

All Elevance Health associates are expected to complete Code of Conduct training on an annual basis and to report suspected human rights violations as well as cooperate in company investigations. Elevance Health takes all reports seriously, and retaliation for good-faith reporting is strictly prohibited. Please refer to Reporting Misconduct and Ethics Concerns on page 41 (Business Ethics) of this report.

Elevance Health partnered with a third-party organization to conduct a human rights assessment to better understand the risks and opportunities across our operations and value chain. The goal of this assessment was to better understand our human rights risk, impact, and opportunity profile across our operations and business relationships, as based on key international standards such as the International Bill of Human rights, the International Labour Organization (ILO) Core Conventions, and the UN Guiding Principles on Business and Human Rights (UNGPs).

The assessment relied on stakeholder interviews, external research, and document review. The scope considered potential human rights concerns such as access to health, health equity, data privacy and security, freedom of association, business ethics, workplace health and safety, workplace diversity equity and inclusion, labor rights in the supply chain, human trafficking prevention, and environmental health. Additionally, the assessment cataloged the company's existing processes in place for preventing and addressing these issues. We intend to periodically assess our risk mapping while incorporating risk

identification and due diligence into our internal business operations. Our intention is to increase understanding of human rights among key internal stakeholders and strengthen cross-functional action.

Environment

Signatory businesses agree to aim for the following goals in the conduct of their operations:

Principle 7:

Support a precautionary approach to environmental challenges.

Principle 8:

Undertake initiatives to promote greater environmental responsibility.

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.

How Elevance Health Is Meeting These Goals

Please see the Performance Tables of this report, beginning on page 49, for information on Elevance Health's environmental policy, commitments, performance, and governance practices.



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Anticorruption

Signatory businesses agree to aim for the following goal in the conduct of their operations:

Principle 10:

Work against corruption in all its forms, including extortion and bribery.

How Elevance Health Is Meeting This Goal

Elevance Health prohibits any form of bribery or corruption, whether in commercial dealings with private parties or in dealings with officials of any government. We are committed to complying with the U.S. Foreign Corrupt Practices Act, the U.S. Travel Act, the U.K. Bribery Act, and all other applicable antibribery laws.

We must not, directly, or indirectly through a third party, make or offer anything of value to anyone to improperly obtain or retain business. Nor may we

improperly influence any action to benefit Elevance Health. “Anything of value” can include, but is not limited to, gifts, services, favors, and preferential hiring.

We must follow due diligence requirements before Elevance Health engages a third party to act on its behalf in conducting international business. Elevance Health has adopted approval procedures that must be followed when giving gifts, entertaining, and engaging in certain sales and marketing activities with government officials. These activities require prior review and approval.

Elevance Health’s Global Anticorruption Policy prohibits the making or authorizing of facilitation payments without prior review and approval by the Elevance Health Chief Accounting Officer and the Chief Compliance Officer, or their designees, and the Legal Department. A facilitating or expediting payment exception is very narrow and does not include a procurement decision to award new business or to convince a business to contract with a particular party.