

## SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2022

(To Be Filed by March 1)
PART 1 - INTERROGATORIES

Is the reporting insurer a member of a group of insurers or other holding company system?  If yes, do the amounts below represent 1) total gross compensation paid to each individual by or on behalf of all companies that are part of the group: or 2) allocation to each insurer: Yes [ _ ].	Yes /es [	[ X		No	[	]
Did any person while an officer, director, or trustee of the reporting entity, receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity?	Yes	[	]	No	[ )	( ]
Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commissions whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond a period of 12 months from the date of the agreement?	Yes	[ X	]	No	]	]

## PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

	1	2	3	4	5 Stock	6 Option	7 Sign-on	8 Severance	9 All Other	10
	Name and Principal Position	Year	Salary	Bonus	Awards	Awards	Payments	Payments	Compensation	Totals
Cur	rent:		•						<u> </u>	
1.	Michael W. Sullivan.	2022	595.417	934,220	L0	0	0	0	181	1.529.818
1	President & C.E.O.,	2021	582,225	881,036	0	0	0	0		1,463,261
1	1	2020	572,088	873,866	0	0	0	0	0	1,445,954
Cur	rent:									
2.	Juan A. Lopez, Jr., E.V.P., Chief Financial Officer, &	2022	636,000	843,114	0	0	0	0	204	1 , 479 , 318
	Treasurer,	2021	519,500	352,583	0	0	0	0	4,447	
		2020	0	0	0	0	0	0	0	0
3.	Richard L. Synder, M.D., E.V.P. Facilitated Health	2022	796,950	1,725,109	0	0	0	0	4,967	2,527,026
	Networks,	2021	770,115	1,402,704	0	0	0	0	4,346	2, 177, 165
	1	2020	725,058	1,369,663	0	0	0	0	5,346	2,100,067
4.	Stephen P. Fera,	2022	466,939	756,060	0	0	0	0	207	1,223,206
	E.V.P. Public Affairs,	2021	412,000	826,539	0	0	0	0	0	1,238,539
	,	2020	414,922	708,754	0	0	0	0	0	1,123,676
5.	Michael A. Munoz,	2022	443,400	556,489	0	0	0	0	185	1,000,074
	S.V.P. & Market President,	2021	430,789	550,329	0	0	0	0	0	981,118
		2020	479,825	559,409	0	0	0	0	0	1,039,234
6.	Frank L. Urbano, M.D.,	2022	110,603	79,919	0	0	0	0	193,642	384,164
	Sr. Medical Director,	2021	316,900	74,781	0	0	0	0	9	391,690
	1	2020	321,468	75,746	0	0	0	0	11	397,225
7.	Joseph Vizzoni,	2022	220,641	84,937	0	0	0	0	6,736	312,314
	Medical Director,	2021	290,615	68,579	0	0	0	0	125	359,319
		2020	294,243	72,957	0	0	0	0	0	367,200
8.	Lisa DiDio,	2022	190,781	73,207	0	0	0	0	0	263,988
	Director Sales,	2021	186,145	86,469	0	0	0	0	0	272,614
	1	2020	188,238	76,225	0	0	0	0	3,411	267,874
9.	Robert Puglisi,	2022	211,370	39,833	0	0	0	0	45	251,248
	Director Network Services,	2021	0	0	0	0	0	0	L	ا م
	1	2020	0	0	0	0	0	0	0	0
10.	Justin Lane,	2022	109,215	109,356	0	0	0	0	21	218,592
	Manager Sales,	2021	0	0	0	0	0	0	0	0
	1	2020	0	0	0	0	0	0	0	0

## PART 3 - DIRECTOR COMPENSATION

1	F	Paid or Deferred for	6	7		
	2	3	4	5	All Other	
Name and Principal Position or Occupation and Company (if Outside Director)	Direct	Stock	Option		Compensation	
(if Outside Director)	Compensation	Awards	Awards	Other	Paid or Deferred	Totals

## PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

<sup>(1)</sup> Independence Health Group, Inc. and its affiliated insurers have common officers that serve on multiple subsidiary insurers. The compensation listed above for the officers on this annual statement is the total compensation each officer received for his service for all insurers. For example, Michael Sullivan's total compensation for 2022 is \$1,529,818. (2) Current year bonus payments are for previous year's performance......