

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2023

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

1.	Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
	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. Yes [X]
	or 2) allocation to each insurer: Yes [].
2	Did now named while an officer dispator or trusted of the remoting antib. seeing dispato, or indicate, during the point area of the seeing dispator.

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 [X]

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
L	Name and Principal Position	Year	Salary	Bonus	Awards	Awards	Payments	Payments	Compensation	Totals
Cur 1.	rrent: Nichael W. Sullivan, President & C.E.O.	2023 2022 2021	617 725 595 417 582 225	849 829 934 220 881 036	0	0	0	0 0	0 181	1,467,554 1,529,818 1,463,261
Cur	rrent:		002 1220	001,000		-			-	1,400,201
2.	Juan A. Lopez, Jr., E.V.P., Chief Financial Officer and Treasurer	2023 2022 2021	750,000 636,000 519,500	812 005 843 114 352 583	0	0	0	0	261 204 4,447	1,562,266 1,479,318 876,530
3.	Richard L. Snyder MD. E.V.P. Faciliated Health Networks.	2023 2022 2021	820, 850 796, 950 770, 115	1 686 876 1 725 109 1 402 704	0 0	0		0 0	4,624 4,967 4,346	2 512 350 2 527 026 2 177 165
4.	Stephen P. Fera, E.V.P., Public Affairs	2023 2022 2021	535,500 466,939 412,000	842 369 756 060 826 539	0	0	0 0	0	94 . 207	1,377,963 1,223,206 1,238,539
5.	Susan Lark In, E.V.P. and President, Core Commercial Markets		512,019	511 176 0	0	0 0	0	0 0	0	1 023 195
6.	*	2023 2022 2021	0 0	0 0	0	0 0 0	0	0 0	000	0
7.	\$ 000000000000000000000000000000000000	2023 2022 2021	0 0	0	0 0	0 0 0	0	0 0	0 0	0
8.	*	2023 2022 2021	0	0 0	0 0	0 0 0	0 0	0 0	0	0
9.	* *************************************	2023 2022 2021	0	0 0	0 0	0 0	0 0	0 0	0 0	0
10.	*	2023 2022 2021	0 0	0 0 0	0	0 0 0	0 0 0	0 0 0	0	0 0

PART 3 - DIRECTOR COMPENSATION

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

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

(1) Independence Health Group, Inc. and its affiliated insurers (IHG) 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 2023 is \$1,467,554. (2) Current year bonus payments are for previous year's performance. (3) Beginning January 1, 2023, there are no employees of AmeriHealth Insurance Company of New Jersey as IHG moved all of its payroll operations and employees of all subsidiaries to a single entity. As a result, there are no employees to disclose. The officers and all former employees of AmeriHealth Insurance Company of New Jersey are now employed by a different affiliate of IHG.