

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2024

(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 ☒ 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 ☒; or 2) allocation to each insurer: Yes ☐.
2. 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 ☒
3. 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 ☒ No ☐

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1	2	3	4	5	6	7	8	9	10
Name and Principal Position	Year	Salary	Bonus	Stock Awards	Option Awards	Sign-on Payments	Severance Payments	All Other Compensation	Totals
Current:									
1. Susan Larkin, President & C.E.O.	2024	593,250	706,294	0	0	0	0	45	1,299,589
, (effective Q4 2024)	2023	512,019	511,176	0	0	0	0	181	1,023,376
	2022	0	0	0	0	0	0	0	0
Current:									
2. Michael W. Sullivan, President & C.E.O.	2024	599,725	868,166	0	0	0	0	45	1,467,936
, (Through Q2 2024)	2023	617,725	849,829	0	0	0	0	0	1,467,554
	2022	595,417	934,220	0	0	0	0	181	1,529,818
3. Juan A. Lopez, Jr., E.V.P., Chief Financial Officer and Treasurer	2024	825,000	1,263,720	0	0	0	0	300	2,089,020
	2023	750,000	812,005	0	0	0	0	261	1,562,266
	2022	636,000	843,114	0	0	0	0	204	1,479,318
4. Richard L. Snyder, MD., E.V.P. Faciliated Health Networks	2024	825,000	2,847,883	0	0	0	0	4,624	3,677,507
	2023	820,850	1,686,876	0	0	0	0	4,624	2,512,350
	2022	796,950	1,725,109	0	0	0	0	4,967	2,527,026
5. Stephen P. Fera, E.V.P. Public Affairs	2024	600,000	872,507	0	0	0	0	394	1,472,901
	2023	535,500	842,369	0	0	0	0	94	1,377,963
	2022	466,939	756,060	0	0	0	0	207	1,223,206
6.	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
7.	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
8.	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
9.	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0
10.	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0	0

PART 3 - DIRECTOR COMPENSATION

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

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 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/her service for all insurers. For example, Susan Larkin's total compensation for 2024 is \$1,299,589. (2) Current year bonus payments are for previous year's performance.