



A Message from the CEO



As we continue our UnitedHealthcare mission to help *more* people live healthier lives and help make the system work better for *everyone*, we must continue to grow so we can serve more people. All of you – our talented and committed team members – fuel that growth. To keep the momentum going, we must be intentional about building an inclusive and diverse workforce that is ready for the future and ready to serve all communities. Put simply, the more diverse our organization, the more expansive our growth opportunities will be.

Fostering inclusion and diversity at UnitedHealthcare sits with all of us, and everyone can contribute. My leadership team and I are making it a priority to advance these efforts through our 2021 business priorities and plans to set us on a strong growth path and strengthen our culture.

The introduction of this strategic Charter is well timed. It will accelerate inclusion and diversity work already underway across the enterprise, and layers on an operating model and governance framework that will support all lines of our business. The goal is to create strategies and solutions – and accountability – to build an inclusive culture for our team members while growing and engaging our diverse workforce, communities, partners and customers. And it's aligned to UnitedHealth Group's 2025 Vision of Advancing Equity to the Next Level.

I'm optimistic about our future and proud of the teams helping shape it. Working together, we can continue to make UnitedHealthcare a great place to work – one where all voices are heard, and everyone feels like they belong, are valued and respected.

I encourage you to learn more about our commitment to inclusion and diversity. Because I firmly believe: *Healthy companies grow; healthy companies are diverse.*

A handwritten signature in black ink, appearing to read 'Dirk McMahon'.

Dirk McMahon

Chief Executive Officer, UnitedHealthcare