

## **Change Healthcare Equal Opportunity and Affirmative Action Policy Statement**

### Equal Opportunity Policy

It is the policy of Change Healthcare and my personal commitment that equal employment opportunity be provided for all persons regardless of race, religion, color, national origin, sex, pregnancy, age, sexual orientation, gender identity, genetic information, citizenship status, status as a protected veteran or individual with a disability, or any other basis prohibited by law, at all levels of employment, including the executive level. Change Healthcare does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, pregnancy, age, sexual orientation, gender identity, genetic information, citizenship status, status as a protected veteran or individual with a disability, or any other basis prohibited by law, to any position for which the applicant or employee is qualified.

### Affirmative Action Policy

In addition, Change Healthcare is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, Change Healthcare is committed to a policy of taking affirmative action to employ advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race/ethnicity, sex/sexual orientation/gender identity, veteran status, or physical or mental disability. The company's equal opportunity and affirmative action policies require that employment decisions be nondiscriminatory and based only on valid job requirements, and shall apply to all employment practices, including, but not limited to hiring, promotion, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Change Healthcare also will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of the company's business.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA or any other Federal, state or local law requiring equal opportunity for protected veterans, or Section 503 or any other federal, state or local law requiring equal opportunity for individuals with disabilities;
- (3) Opposing any act or practice made unlawful by VEVRAA, Section 503, their implementing regulations, or any other federal, state or local law requiring equal opportunity for protected veterans or individuals with disabilities; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing

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regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, pregnancy, age, sexual orientation, gender identity, genetic information, citizenship status, status as a protected veteran or an individual with disability, or any other basis prohibited by law. Change Healthcare's EEO policy and affirmative action obligations include the full support from the CEO, who has delegated overall responsibility for these policies to Wendy Reynolds-Dobbs, VP, Talent Management and Diversity & Inclusion.

Change Healthcare will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in company-sponsored activities were extended to all employees and applicants.

### Pay Transparency Policy Statement

Change Healthcare is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Change Healthcare's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Change Healthcare's legal duty to furnish the information.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact the People Solutions Workforce Compliance Department at PS-WorkforceCompliance@ChangeHealthcare.com. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with the People Solutions Workforce Compliance Department.



Neil de Crescenzo

CEO

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