

## Appendix B: GRI Content Index

GRI Disclosure No.	Disclosure Title	Location	Omissions and/or Additional Details
102-1	Name of the organization	The eHealth of Today: Scale of the Organization	Investor presentation posted on <a href="#">Investor Relations Site</a> , our Form 10K, and Proxy from the Calendar Year 2021
102-2	Activities, brands, products, and services	The eHealth of Today: Scale of the Organization	
102-3	Location of headquarters	The eHealth of Today: Scale of the Organization	
102-4	Location of operations	The eHealth of Today: Scale of the Organization	
102-5	Ownership and legal form	eHealth Company Timeline	
102-6	Markets served	The eHealth of Today: Scale of the Organization	
102-7	Scale of the organization	The eHealth of Today: Scale of the Organization	

### Employment Breakdown

	2020 Total	%	2021 Total	%
Contingent Workers	522	21%	184	7%
Permanent Employees	1,960	79%	2,379	93%
Total	2,482	100%	2,563	100%

### General Workforce

	United States		China	
	2020	2021	2020	2021
Employees: Male	952	1,015	108	102
Employees: Female	731	1,096	158	145
Employees: Other or undisclosed	2	9	9	12
Executive Employees: Male	13	9	1	1
Executive Employees: Female	2	3	1	1

Note: We define employee as all regular employees, including executives.

102-8	Information on employees and other workers	Human Capital Development: Employment and Engagement
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GRI Disclosure No.	Disclosure Title	Location	Omissions and/or Additional Details
102-9	Supply chain	eHealth's Approach to Sustainability: Materiality & Supply Chain Management Responsible Business: Supply Chain Management	
102-10	Significant changes to the organization and its supply chain	Responsible Business: Supply Chain Management Supply Chain Management	
102-11	Precautionary Principle or approach	Advancing our Mission for Sustainable Development	
102-12	External initiatives	About This Report	
102-14	Statement from senior decision-maker	Message from the CEO	
102-15	Key impacts, risks, and opportunities	Governance: Risk Management	
102-16	Values, principles, standards, and norms of behavior	Advancing our Mission for Sustainable Development	<a href="#">Our Mission, Vision and Values, And Human Rights policy</a>
102-18	Governance structure	Governance	<a href="#">Corporate Governance Site Page and 2022 Proxy</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance	
102-21	Consulting stakeholders on economic, environmental, and social topics	eHealth's Approach to Sustainability: Materiality	
102-40	List of stakeholder groups	eHealth's Approach to Sustainability: Materiality	
102-42	Identifying and selecting stakeholders	eHealth's Approach to Sustainability: Materiality	
102-43	Approach to stakeholder engagement	eHealth's Approach to Sustainability: Materiality	
102-44	Key topics and concerns raised	eHealth's Approach to Sustainability: Materiality	
102-45	Entities included in the consolidated financial statements	The eHealth of Today: Scale of the Organization	<a href="#">Investor Relations Site Page</a> <a href="#">10-K filing</a>

GRI Disclosure No.	Disclosure Title	Location	Omissions and/or Additional Details
102-46	Defining report content and topic Boundaries	About This Report	Our reporting boundary is set to all operations within our financial control. However, diversity figures account for U.S. operations only.
102-47	List of material topics	eHealth's Approach to Sustainability: Materiality	As a second-year reporting organization, we have progressed in our efforts to lay the strategic foundations for our sustainability journey. However, we have yet more to do in order to capture performance data consistently across our organization. Therefore, we strive to fully address all material topics in the years to come in order to meet GRI's Core-In Accordance level reporting requirements.
102-48	Restatements of information	Climate Change Data Herein	End of year data for 2019 was calculated and shared with various ratings and rankings organizations in 2020. Once data was re-evaluated for Calendar Year 2020, gaps were identified and addressed. Therefore, notations can be found within the relevant tables indicating the changes.
102-49	Changes in reporting	About This Report	This is our second report.
102-50	Reporting period	About This Report	2021 Calendar Year
102-51	Date of most recent report	June 2030	This is our second report.
102-52	Reporting cycle	About This Report	Calendar Year 2021
102-53	Contact point for questions regarding the report	About This Report	<a href="mailto:ir@ehealth.com">ir@ehealth.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	About This Report	GRI Referenced
102-55	GRI Content Index	This Report Section: Appendix B	
102-56	External assurance	About This Report	No external assurance has been sought for our inaugural report.

Topic Specific Disclosures

GRI Disclosure No.	Disclosure Title	Location	Omissions and/or Additional Details
201 (103-1, 103-2, 103-3): Economic Performance Management Approach SDG 8			
201-1	Direct economic value generated and distributed	Economic Performance	<a href="#">eHealth Investor Relations Site Page</a>
201-2	Financial implications and other risks and opportunities due to climate change	Governance: Risk Management	See the Task Force on Climate-related Financial Disclosures (TCFD) below.
205 (103-1, 103-2, 103-3): Anti-corruption Management Approach SDG 16			
205-2	Communication and training about anti-corruption policies and procedures	Ethical and Responsible Business Conduct	Information related to our anti-corruption policies and procedures is embedded in our <a href="#">Code of Business Conduct</a> . Required training occurs during the onboarding process and throughout the year, as needed.
207 (103-1, 103-2, 103-3): Taxes Management Approach SDG 16			
207-1	Approach to tax governance and management	Economic Performance: Tax Strategy	

GRI Disclosure No.	Disclosure Title	Location	Omissions and/or Additional Details
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302 (103-1, 103-2, 103-3): Energy Management Approach  
SDG 13

GRI Disclosure No.	Disclosure Title	Location	Energy Consumption Within the Organization (MWh)		
			2020	2021	
302-1	Energy consumption within the organization	Climate Change: Energy	Non-renewable Fuel	1,929	824
			Natural Gas	1,929	824
			Renewable Fuel	0	0
			Energy Purchased	5,043	4,004
			Electricity	5,043	4,004
			Energy Sold	0	0
			Total	6,972	4,828
			Energy consumption within the organization is reported for our corporate offices. Conversion factors are based on the U.S. Energy Information Administration (EIA).		

GRI Disclosure No.	Disclosure Title	Location	Energy Intensity		
			2020	2021	
302-3	Energy intensity	Climate Change: Energy	Square Feet	304,597	299,897
			Intensity (kWh/sf)	23.2	16.1
			Headcount	1,938	2,379
			Intensity (kWh/head)	3,598	2,029

303 (103-1, 103-2, 103-3): Water Management Approach  
SDG 6

303-1	Water withdrawal by source	Climate Change: Water	All water is withdrawn from third-party, or municipal, sources. Potable water is used in our offices and considered a de minimis factor in our overall footprint. Nevertheless, we have begun the work to begin tracking our water use and considering ways in which to reduce our impact. The intention is to expand data coverage year-over-year.
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GRI Disclosure No.	Disclosure Title	Location	Omissions and/or Additional Details																		
305 (103-1, 103-2, 103-3): Emissions Management Approach SDG 13																					
			<p><a href="#">See Climate Change</a></p> <p><b>Greenhouse Gas Emissions</b></p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Total Scope 1 &amp; 2 (MTCO2e)</td> <td>2,190</td> <td>1,642</td> </tr> <tr> <td>Gross Scope 1</td> <td>350</td> <td>95</td> </tr> <tr> <td>Gross Scope 2</td> <td>1,840</td> <td>1,547</td> </tr> <tr> <td>GHG Emissions Intensity (kg CO2e/sf)</td> <td>7.2</td> <td>5.5</td> </tr> <tr> <td>GHG Emissions Intensity (kg CO2e/head)</td> <td>1,130</td> <td>690</td> </tr> </tbody> </table> <p>Emissions reporting is aligned with the WRI's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. Scope 1 and 2 emissions are reported for our corporate offices. Greenhouse gas emissions apply U.S. Environmental Protection Agency's (EPA) Emissions Factors for Greenhouse Gas Inventories for stationary combustion, U.S. EPA's eGRID 2019 for electricity use, and the Intergovernmental Panel on Climate Change (IPCC), Fifth Assessment Report.</p>		2020	2021	Total Scope 1 & 2 (MTCO2e)	2,190	1,642	Gross Scope 1	350	95	Gross Scope 2	1,840	1,547	GHG Emissions Intensity (kg CO2e/sf)	7.2	5.5	GHG Emissions Intensity (kg CO2e/head)	1,130	690
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305-1	Direct (Scope 1) GHG emissions	Climate Change: Emissions																			
305-2	Energy indirect (Scope 2) GHG emissions		See above																		
305-4	GHG emissions intensity		See above																		

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401 (103-1, 103-2, 103-3): Human Capital Development SDG 13																																																															
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401-1	New employee hires and employee turnover	Human Capital Development: Employment; & Engagement & Recruiting Efforts																																																													
401-2	Benefits	Human Capital Development: Employment; & Engagement & Recruiting Efforts	<a href="#">eHealth Careers Web Page</a>																																																												
401-3	Parental leave	Human Capital Development: Employment; & Engagement & Recruiting Efforts																																																													
404 (103-1, 103-2, 103-3): Training and Education Management Approach SDG 4, 5 & 8																																																															
GRI 404-1	Training and Education	Human Capital Development: Learning and Development																																																													
GRI 404-2	Skills and Lifelong Learning		See Human Capital Management																																																												
GRI 404-3	Employee Performance	Human Capital Development: Employee Engagement Learning and Development																																																													

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405 (103-1, 103-2, 103-3): Diversity and Equal Opportunity Management Approach  
SDG 5 & 8

GRI 405-1	Diversity of Governance Bodies and Employees	Governance; & Human Capital Development: Diversity and Inclusion	<b>US Employees by Race</b>	
			<b>Ethnicity</b>	<b>% of Total Full Time Employees as of Year End 2021</b>
			American Indian or Alaska Native	0.5%
			Asian	12.1%
			Black or African American	14.9%
			Hispanic or Latinx	7.8%
			Native Hawaiian or Other P.I..	0.9%
			Two or more races	3.4%
			Unknown	10.7%
White	49.6%			

412 (103-1, 103-2, 103-3): Human Rights Assessment Management Approach  
SDG 3, 5, 8 & 16

412-1	Operations that have been subject to human rights reviews or impact assessments	Ethical and Responsible Business Conduct: Human Rights	All operations are made aware of our <a href="#">Human Rights Policy</a> and will be regularly monitored.
412-2	Employee training on human rights policies or procedures	Ethical and Responsible Business Conduct: Human Rights	Human rights commitments, policies and procedures are integrated into onboarding, annual policy communications, updates and individual department meetings.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Ethical and Responsible Business Conduct: Human Rights; & Supply Chain Management	With the recent establishment of our <a href="#">Vendor Code of Conduct</a> we intend to distribute widely, so that all suppliers and vendors are aware of our commitments and expectations. Acknowledgment and self-reporting are critical for ensuring business ethics across the supply chain.



GRI Disclosure No.	Disclosure Title	Location	Omissions and/or Additional Details
413 (103-1, 103-2, 103-3): Local Communities Management Approach SDG 1, 2, 11 & 17			
413-1	Operations with local community engagement, impact assessments, and development programs	Innovation: Community Impact	Prior to 2020, our organization participated in various activities and donated to causes based on what was of interest to our workforce in communities that we operate in. The Pandemic turned our attention to a new way of work and allowed us the opportunity to rethink our approach. We are working diligently to more formally engage our workforce in designing our community engagement activities and hope to share relevant data in our next report.
308 & 414 (103-1, 103-2, 103-3): Supplier Assessment Management Approach SDG 5, 8 & 16			
308-1	New suppliers that were screened environmental criteria	Ethical and Responsible Business Conduct: Supply Chain Management; & Human Rights	With the recent establishment of our <a href="#">Vendor Code of Conduct</a> we intend to distribute widely, so that all suppliers and vendors are aware of our commitments and expectations. Acknowledgment and self-reporting are critical for ensuring business ethics across the supply chain.
414-1	New suppliers that were screened using social criteria		
414-2	Negative social impacts in the supply chain and actions taken		
418 (103-1, 103-2, 103-3): Customer Privacy Management Approach SDG 9, 11 & 16			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Responsible Business: Data Privacy and Information Security	No significant issues of non-compliance.