

# UNITEDHEALTH GROUP®

Environmental Metrics <sup>1</sup>					
KPI	Units	2015	2016	2017	Goal
Energy Consumption	MWh	372,206	372,857	371,491	Reduce controllable energy use by approximately 20,000,000 kBTUs from 2016-2018
	kBTUs	1,270,019,600	1,286,670,800	1,267,579,907	
GHG Emissions (tonnes CO <sub>2</sub> e)	Scope 1	16,567	15,838	17,739	Reduce controllable Scope 1 & 2 GHG emissions by 2,900 mtCO <sub>2</sub> e from 2016-2018
	Scope 2	194,299	173,329	191,640	
	Scope 1&2	210,866	189,167	209,379	
Water Use	Mio. m <sup>3</sup>	0.688049	0.942929	0.928073	N/A
Total Waste Disposed	Metric tons	5,467	5,973	7,074	Establish landfill diversion goal for waste and recycling; pilot underway
Paper Recycling	Metric tons	7,200	7,263	8,355	Reduce year-over-year paper usage and increase year-over-year recycling
LEED Certified Square Footage	M ft <sup>2</sup>	1.7	1.7	1.6	

<sup>1</sup> Our coverage for environmental data includes 100% of our U.S. operations

Workforce and Diversity Metrics <sup>1</sup>					
KPI		2015	2016	2017 <sup>2</sup>	Goal
Global Workforce	Year-End FTE	200,000	230,000	260,000	
Workforce Gender Diversity (% Female)	Global Workforce		66%	69%	
	U.S. Workforce	67%	72%	74%	
Board Diversity	% Female	20%	20%	27%	Although the Board does not establish specific goals with respect to diversity, the Board's overall diversity is a consideration in the director nomination process.
% Minority	U.S. Only	38%	41%	38%	
Supplier Diversity <sup>3</sup>	% of ES&P managed spend	4.6%	4.9%	5.6%	5.7% of our ES&P managed spend with diverse suppliers by 2020
Employee Engagement	% Actively Engaged Employees	81%	82%	83%	83% (2017)

<sup>1</sup> Our coverage for social data includes UnitedHealth Group and all integrated subsidiaries (approximately 84% of global headcount)

<sup>2</sup> 2017 numbers are a result of enhanced data analytics capabilities. UHG's United States female (74%) and minority (38%) incumbencies are point-in-time percentages as of 12/31/2017, and do not reflect the relative labor market availabilities of women and minorities. Further, UHG's female and minority workforce percentages exceed the external availabilities in the aggregated labor markets, i.e., 60.27% (female) and 29.67% (minority), within which our enterprise operates

<sup>3</sup> Percentage only pertains only to spend managed by the Enterprise Sourcing & Procurement Spend at UnitedHealth Group.

Philanthropic and Corporate Responsibility Metrics <sup>1</sup>					
KPI	Units	2015	2016	2017	Goal
Charitable Contributions	\$ Million	\$58.0	\$70.0	\$78.9	Ensure grant participation exceeds prior year's total commitment
Employee Giving Program	\$ Million	\$23.8	\$42.0	\$57.0	
Employee Giving Program Participation Rate	# Employees who volunteer <sup>2</sup>	98,464	134,615	156,608	10% increase in employee participation in UHG's giving! program
Employee Volunteering Hours	Million Hours	1.10	1.25	1.50	

<sup>1</sup> Our coverage for social data includes UnitedHealth Group and all integrated subsidiaries (> 75% of our revenue and headcount)

<sup>2</sup> Self-reported by employees through our employee engagement survey