

UNITEDHEALTH GROUP
BOARD OF DIRECTORS
HEALTH AND CLINICAL PRACTICE POLICIES COMMITTEE CHARTER
(November 6, 2025)

INTRODUCTION AND PURPOSE

UnitedHealth Group Incorporated (the "Company") is a publicly-held company and operates in a complex, dynamic, highly competitive, and regulated environment. The Company's business is highly regulated at both the federal and state levels. The Company is committed to constructively participating in the development of health care policy, in good corporate citizenship and in improving the health and quality of the life of communities that it serves. In order to assure the kind of informed decision making beneficial to the Company, much of the Board of Directors' (the "Board") oversight occurs through its standing committees (the "Board Committees"), such as the Health and Clinical Practice Policies Committee (the "Committee"), in collaboration with other Board Committees. The Committee's primary purpose is to carry out and perform the responsibilities and duties set forth in this Charter.

COMPOSITION

The Committee shall be comprised of a number of directors as determined by the Board. The members of the Committee are appointed by the Board and serve until their successors are duly appointed or until their retirement, resignation, death or removal by the Board. Unless a Chair is elected by the full Board, the members of the Committee may designate a Chair by majority vote of the full Committee membership.

MEETINGS

The Committee shall meet at least four times annually at a place and time determined by the Chair, or more frequently as necessary. To the extent practicable, each Committee member shall attend each regularly scheduled Committee meeting in person. A majority of the Committee members currently holding office constitutes a quorum for the transaction of business. The Committee shall take action by the affirmative vote of a majority of the Committee members present at a duly held meeting or by written action signed in the manner and by the number of Committee members required under the Company's Certificate of Incorporation and Bylaws and applicable law. The Chair shall convene and chair meetings of the Committee, set agendas for meetings, and determine the Committee's information needs. In the absence of the Chair at a duly convened meeting, the Committee shall select a temporary substitute from among its members. The Committee may invite to its meetings any member of management and such other persons as it deems appropriate in order to carry out its responsibilities. All other Board members have a standing invitation to attend meetings of the Committee.

RESPONSIBILITIES AND DUTIES

The Committee has the following responsibilities and duties:

1. Clinical Practices and Policies
 - Oversee the Company's clinical practices and policies, including quality, key clinical trends and priorities.
 - Oversee management's efforts and initiatives to expand access to health care, improve health care affordability, clinical care and safety, enhance the health care

experience, achieve better health outcomes, advance health optimization, and reduce health disparities.

- Oversee the responsible and ethical application of artificial intelligence in support of modernizing and improving the health care system.

2. Policy Oversight

- Oversee, in collaboration with management and other Board Committees, the identification, evaluation and monitoring of the implementation of legislative, regulatory and policy issues, both domestic and international, that affect or could affect the Company's business reputation, business activities and performance.
- Ensure company policies and positions are consistent with the *Path Forward* published on the Company's website and updated periodically.

3. Other Responsibilities

- Report regularly to the Board on Committee actions and any significant issues considered by the Committee.
- Perform such other functions as assigned by law, the Company's Certificate of Incorporation or Bylaws, or the Board.

DELEGATION

The Committee may, in its discretion, form and delegate authority to subcommittees, including a single member, when appropriate and consistent with applicable law.

PERFORMANCE EVALUATION

The Committee shall conduct an annual performance evaluation of the Committee, which evaluation shall compare the performance of the Committee with the requirements of this charter. The performance evaluation shall also include a review of the adequacy of this charter and shall recommend to the Board any revisions to this charter deemed necessary or desirable, although the Board shall have the sole authority to amend this charter. The performance evaluation shall be conducted in such manner as the Committee deems appropriate.

RESOURCES AND AUTHORITY

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including retaining outside counsel and any other advisors as the Committee may deem appropriate in its sole discretion. The Committee shall have sole authority to retain and terminate any such counsel or advisor, including sole authority to approve its fees and other retention terms.