

2025

Impact Report

oscar

Oscar Health, Inc.

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01

Introduction

A letter *from* our CEO

To the Oscar Health community:

2025 was a reset for healthcare in the U.S. Traditional insurance models continued to fail the American people. Businesses faced another year of spiking healthcare costs. Families were forced to make difficult choices – skipping meals and cutting back on essentials just to afford care. Oscar Health is tackling these challenges head-on through the individual market.

Everyone wants healthcare that is easy, affordable and personal. They want instant access to their doctors. They want clear costs. They want the security of knowing they are protected financially if a health event takes them by surprise. A consumer-driven healthcare market is the only way to make a healthier life accessible and affordable for everyone.

3.4 million* people are experiencing the promise of consumer-driven healthcare with Oscar. Our success is built on 12 years of obsessing about the member experience and using technology to solve healthcare's biggest problems to make it right for the consumers who need it most. We are bringing choice and innovation that meets the lived experiences of real people.

Health insurance should work for real life, not the other way around. Products should be tailored to an individual's circumstance, background, culture, and even their stage of life. Oscar's vision to put consumers in control of their healthcare sets this higher standard for the industry.

Thank you to the Oscar team for their dedication, and to our members for their continued trust.



Mark T. Bertolini
CEO of Oscar Health

A handwritten signature in black ink, appearing to read 'Mark T. Bertolini'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Who We Are

MISSION

Make a healthier life accessible and affordable for all.

VALUES



What we do is a big deal
We're solving problems that change and save lives.



Powered by people
Members above all. Developing and growing others is what raises the bar.



No genius without grit
Be relentless. Be scrappy. Trying and failing beats not trying and changing nothing.



Seek the truth
But never assume you've found it. Be scientific.



Inspire and provoke
Develop and display leadership at all levels. Fight to be the best.



Be transparent
Give and ask for direct feedback. Be grateful for and excited by the help of others.



Make it right
Admit your mistakes. Then learn from them. Never build alone.

02

Empowering our
Members & Communities

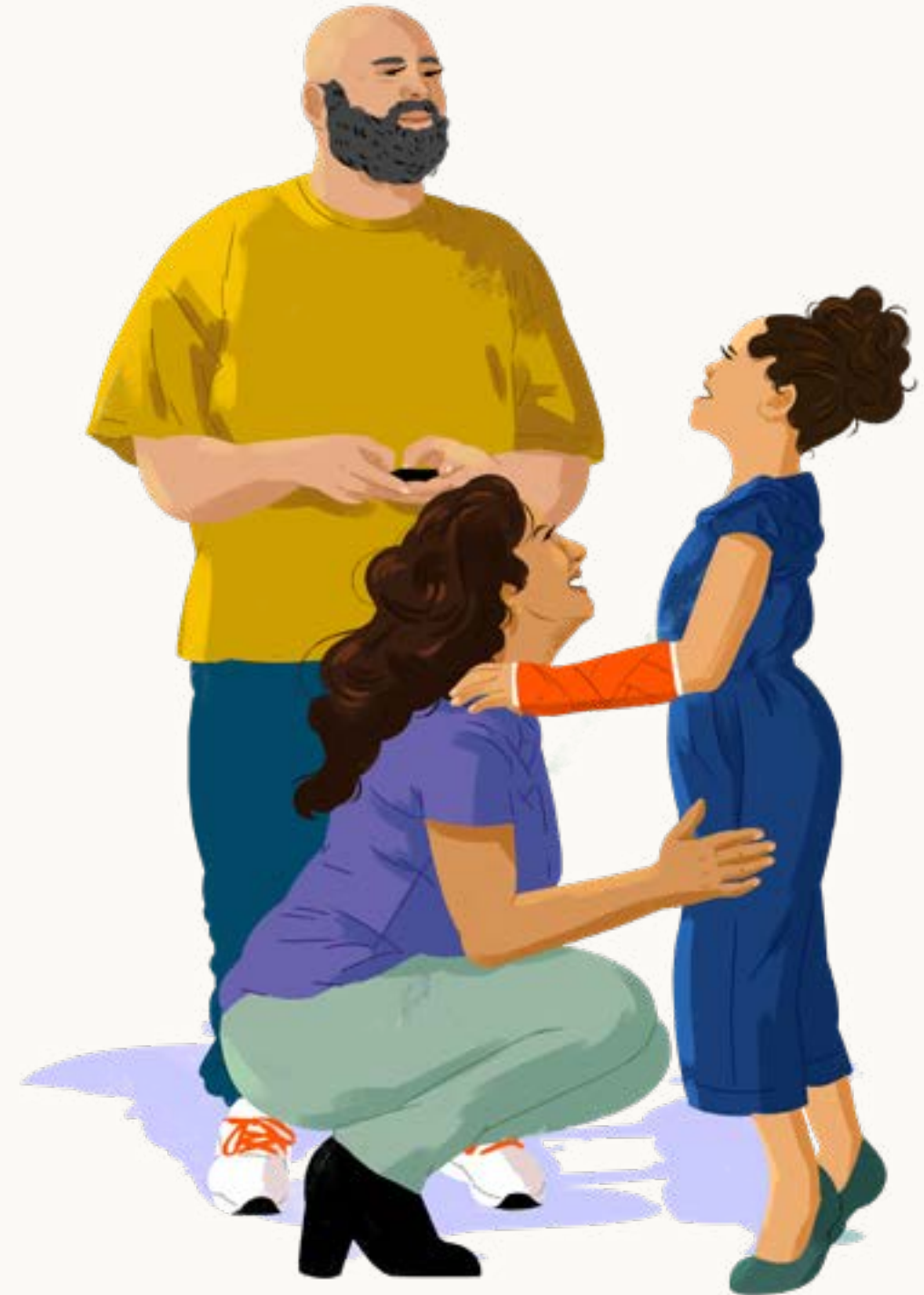
Health Insurance Built for Real Life

Oscar has the most satisfied customers in the individual market¹. Our products and technology deliver approachable experiences that prioritize accessible, affordable, and culturally competent care. We design for unique needs and lifestyles with the support of Oscar's clinical team of doctors, nurses, pharmacists, and social workers – connecting members to high-quality care every step of the way.



Oscar is redefining member engagement. People want solutions that fit their lives, and our focus on technology and lifestyle products breaks down barriers that historically kept quality care out of reach. Innovation happens when you put consumer needs at the center of everything, which is Oscar's north star. Our focus drives real savings and everyday affordability for our members and their families.

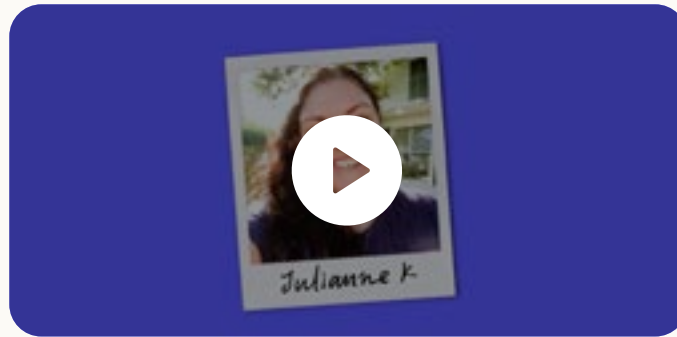
Janet Liang
EVP, President, Oscar Insurance



Who We Serve

MEMBER SPOTLIGHT: JULIANNA

Julianna always prided herself on being the person who could “carry it all.” But when she was diagnosed with endometrial cancer in October 2025, she felt overwhelmed and frightened.



JULIANNA'S MESSAGE

Julianna now urges others to lean on resources available through health plans like Oscar. Her experience taught her that even the strongest people shouldn't have to navigate a diagnosis alone.

“Don't be afraid to ask for help.”

HUMAN CONNECTION

Everything changed when she connected with an Oscar nurse consultant. Her medical care was vital, but it was Oscar's mental and emotional support that made the difference. Julianna felt seen as a human being, not just a case number.

“People underestimate the mental toll all of this takes on you. But the individuals I worked with [at Oscar] did not.”



MEMBER SNAPSHOT

3.4M
members

as of February 1, 2026.

20
states

with new expansions in Alabama and Mississippi for plan year 2026.

Nearly
40%

of Oscar members speak Spanish.*

~46%

have at least one chronic condition.*

*Based on data for plan year 2025. 8

Making Healthcare Easy & Personal



Clinical care accounts for just 10-20% of overall health. Social, economic, and environmental factors drive the other 80-90%². Oscar addresses these social determinants of health to close gaps in communities in which our members live and work. We launched several targeted programs in 2026 that combine culturally-aligned resources with condition-focused care to help members take control of their health and see real results.

Oscar Community Resources

Many consumers in the individual market struggle to pay for rent, utilities, and food. We partnered with Findhelp to create Oscar Community Resources, which connects members to local resources that help with these everyday needs. Oscar's technology, combined with Findhelp's extensive community network, meets individuals in their preferred language and is available 24/7 through SMS, phone calls, or direct messages. Our Care Coordination team is also deeply embedded into the program to personalize the experience.

Oscar Community Resources drives real engagement. Roughly 91% of members facing barriers to care use our program for transportation, healthy food, financial, and other needed support.

AI Tools to Close Gaps in Care

Oscar integrates AI to improve speed to care. Oswell, our industry-first personal health agent, engages members with fast, secure, and personal guidance. Oswell is embedded in the Oscar platform and taps a member's medical records, plan details, and doctor visits to manage prescription refills, review symptoms, explain test results, and instantly connect to \$0 virtual care. Oswell also provides doctors with data to improve care paths and members with questions to ask their doctors so they stay informed on their care.

Oswell works with Superagent, our AI bot that answers benefits and claims questions on demand. Oswell now completes 85% of questions received from members with high accuracy and quality. Our AI tools also reduced Care Guide response times by 67% during open enrollment.



Tailored Plans for Real Needs

Better health starts with personal solutions. Oscar's technology, AI and consumer products connect members to the right care at the right time based on their circumstances. We offer plans with \$0 benefits tailored to specific health needs and phases of life, from early adulthood through midlife and beyond. We listen to our members, anticipate what they need next, and provide individual support wherever life leads.



First-of-its-Kind Women's Health Support

Menopause and perimenopause often go overlooked in traditional health plans. Millions of women lack support during this critical stage of life.³ In 2025, Oscar took action. Our team built HelloMeno, the first plan in the individual market to help women take control of their menopause experience.

HelloMeno supports every aspect of this life transition – physical, emotional, and social – and connects all care needs in one place. The plan includes \$0⁴ primary care, gynecology, and behavioral health visits in partnership with Elektra Health's menopause-certified clinicians and other leading women's health clinics across the U.S. Members also benefit from no-cost labs, hormone therapy, insomnia medications, and bone density scans, **saving each member up to \$900⁵.**

HelloMeno benefits⁶:

- \$0 primary doctor, gynecologist, and behavioral health visits
- \$0 labs including metabolic panel, lipids, vitamin D, calcium, and parathyroid hormones that can be affected by menopause
- \$0 prescriptions including hormone replacement therapy, SSRIs for depression and anxiety, and autoimmune diseases
- \$0 bone density scans
- 24/7 access to educational resources at no additional cost

Rewards for using care⁷:

- \$15 each for cervical cancer screening (pap smear) and mammogram
- \$25 each for a bone density scan and colonoscopy
- \$15 for using Elektra Health virtual support services (coaching sessions, education, or virtual events)
- \$25 for meeting with an Elektra Health doctor or advanced practice professional

Condition-Focused Plans

Oscar designs innovative products for members with chronic conditions and those in underserved communities. These plans focus on diabetes, asthma, COPD, and other comorbidities, with an emphasis on early care, strong local networks, and high-value treatment. The result: simpler daily condition management, and better outcomes.

Diabetes Care

Diabetes is one of the most common chronic conditions in the U.S., affecting [40.1 million adults](#). Hispanic and Latino communities face an even higher burden, with diagnosis rates [13% higher](#) than the national average. But the impact extends beyond health. Diabetes costs [\\$413 billion each year](#) in care and lost productivity. Oscar's Diabetes Care plan tackles these issues head-on. The plan offers \$0 primary care, eye and foot exams, essential labs, wellness programs, and capped insulin costs.¹⁰

Breathe Easy

Asthma and/or COPD affects more than 40 million Americans¹¹ and disproportionately impacts Black communities, where asthma death rates are [nearly twice as high](#). *Breathe Easy* closes these gaps with \$0 or low-cost access to primary and specialty care, rehab, oxygen, behavioral health, smoking cessation, and key medications. The plan also rewards regular checkups, helping members stay on track with their care while lowering out-of-pocket costs.

Chronic Care

Diabetes, pulmonary, and cardiovascular disease are [some of the most common and costly conditions](#) for ACA members. Oscar's Chronic Care plan manages these conditions together to reduce high-risk factors and lower costs. Members get easy care that supports healthy habits and ongoing treatment, including: \$0 primary and behavioral health visits, \$0 cardiologist, endocrinologist and pulmonologist visits, \$0 pulmonary and cardiac rehab, \$0 labs and oxygen, \$0 inhalers, \$0 diabetic eye and foot exams, and monthly insulin caps.¹²



25% lower annual costs for Chronic Care product users.

SPANISH-SPEAKING MEMBER SOLUTIONS

HolaOscar

HolaOscar helps Spanish-speaking members take charge of their health in ways that fit their lives. The program connects them to care teams who share their language and culture making every step – from enrollment to daily support – feel personal and relevant. *HolaOscar* is built into every Oscar plan and drives an industry-leading NPS of 86.⁸

Buena Salud

Buena Salud builds on the *Hola Oscar* program.⁹ *Buena Salud* is a Spanish-first product that connects members with a team of care guides, primary care providers and a healthcare community that understands their cultural norms. In 2025, Oscar launched *Buena Salud for Diabetes* in Arizona and reached more Spanish-speaking communities.



Advocacy Efforts & Community Engagement

The individual market is the engine of consumer-driven healthcare. When people choose their own coverage and where to spend their money, it drives competition, fuels innovation, and lowers costs. Oscar's Government Affairs team advocates at the federal and state levels to build a larger individual market that brings this type of long-term innovation to healthcare. We engage with policymakers on both sides of the aisle to unlock more choice, more affordable plans, and higher quality options for millions of consumers and businesses across the country.



Healthcare policy too often ignores the people who need it the most. The 23 million consumers in the individual market. The entrepreneurs starting new businesses. The families working 2-3 jobs as waiters, tradespeople, retail clerks, and in the service economy who do not get employer coverage. Oscar is changing the conversation – putting consumers and communities at the center and advancing common sense solutions. We are driving the change our country needs to turn healthcare into a market that fits real lives and delivers meaningful coverage for life.

Adam McAnaney

EVP, Chief Legal Officer, Oscar Health

Advocacy Efforts

Enhanced Premium Tax Credits

The ACA is the only source of affordable health coverage for 23 million Americans who power our economy. Approximately half of members are from small businesses, a category that generates nearly half of U.S. GDP and includes sectors like services and farming. These hard-working people do not have access to employer coverage and rely on the individual market to fill the gap. The ACA's enhanced advanced premium tax credits (eAPTCs) played a central role in lowering healthcare costs for these individuals from 2021-2025.

Last year, Oscar launched a public education and grassroots campaign to advocate for eAPTC renewal. The initiative:

- Raised awareness among brokers, members, and the public on how eAPTCs keep premiums affordable.
- Mobilized federal and state partners, advocacy groups, and industry leaders with tools and guidance encouraging Congress to renew eAPTCs.
- Activated brokers with resources, including Oscar's new cost-effective bronze and gold plans, to help consumers losing eAPTCs maintain coverage.

Oscar's work resulted in more than 14,000 letters to Congress elevating the importance of eAPTCs on healthcare affordability.

ICHRA Advocacy

Tens of millions of U.S. workers are not covered by employer-sponsored health insurance. Many work for small businesses or juggle multiple jobs without steady W-2 income. The individual market unlocks a path for employers to offer affordable, high-quality benefits at lower costs through ICHRA (Individual Coverage Healthcare Reimbursement Arrangement). Employers set a budget and make predictable, tax-deductible contributions. From there, employees choose plans that fit their needs using those tax-free funds.

Oscar is a leading advocate for expanding ICHRA through employer tax credits at the state and federal levels. Our team participates in many influential engagements to raise ICHRA awareness across the business community, including with the Republican Governors Association, state insurance commissioners and legislators, local chambers, and other small business interest groups. The Oscar team is also instrumental in advancing ICHRA business tax credit state bills that support local economies including in Ohio, Texas, Georgia, and more.



Program Integrity

Fraud has no place in the individual market, and strong program integrity is essential for the members who depend on it. However, program integrity must work in practice for consumers, brokers, and health plans to successfully navigate enrollment and ensure members pick the right plans based on their circumstances. Oscar led a multi-front effort in 2025 to shape H.R. 1, the “One Big Beautiful Bill Act” to limit the number of enrollment changes for plan year 2026, including successfully advocating to delay the shortened enrollment window for plan year 2026 amidst larger uncertainty of eAPTC expiration. The delay afforded millions of brokers and consumers adequate time to shop for new 2026 coverage, and prepare for new program integrity initiatives for plan year 2027.

Oscar remains a leading voice in the individual market driving balanced solutions that meet and align the needs of policymakers, consumers, and the business community.

Community Engagement

Oscar’s commitment to community runs deep and includes extensive local partnerships, hands-on volunteering, and year-round giving. OsCares, our service-focused employee resource group, empowers teams to give back and lead these efforts. Together we are strengthening the communities where our members and employees live and work.

2025 CULTURALLY COMPETENT CARE GRANT RECIPIENTS

Oscar, with the support of Anahata Foundation, awarded a **\$30,000** grant to each of the below organizations to help address healthcare disparities in the communities we serve.

Light of the World Clinic, Inc.

Broward County, Florida

A volunteer-based clinic providing free healthcare to underserved communities.

Center for Pan Asian Community Services (CPACS) Cosmo Health Center

Gwinnett County, Georgia

A non-profit Federally Qualified Health Center (FQHC) serving uninsured communities.

03

Supporting
our Employees

Building Community

Oscar is powered by people from various backgrounds, experiences, and industries. We build a culture rooted in a shared mission. We are passionate about making the frustrating healthcare system easier, more human, and work for everyone.



Oscar's employees are our greatest strength. We built our company on the belief that teams from different lived experiences ask sharper questions, challenge assumptions, and bring fresh thinking that deeply resonates with the people we serve. When our people reflect our members, insight turns into action, and action delivers care that works.

Rebecca Krouse

EVP, Chief People Officer, Oscar Health














Employee Resource Groups

- Oscar’s ERGs build community and support personal and professional growth through shared experiences and interests. ERGs are open to all employees
- Nearly 40% of Oscar employees belong to one or more ERGs¹³.

Our ERGs

 AAPI @ Oscar	 Melanin	 Out @ Oscar
 Disability Inclusion & Accessibility	 Mental Health Matters	 Parents
 ¡Hola, Oscar!	 OsCares	 Women @ Oscar

EMPLOYEE SNAPSHOT AS OF DECEMBER 31, 2025

~2,300
full-time employees

<p>52% employees are racially or ethnically diverse*</p>	<p>65% employees are female*</p>
<p>39% of Manager-level-and-above employees are racially or ethnically diverse*</p>	<p>48% of Manager-level-and-above employees are female*</p>
<p>44% of executive leaders are female and/or racially or ethnically diverse</p>	<p>33% of our Board of Directors are female and/or racially or ethnically diverse</p>

*Percentages above, which are based on self-identification, do not include the ~125 employees of the businesses acquired during 2025.

Employee Health and Wellbeing

Making a healthier life affordable and accessible for all starts with our workforce. We continually improve our employee offerings, from benefits to events to community support, to deliver on Oscar's mission.

Health and Financial Benefits¹⁴

Health Benefits

Oscar's health insurance package includes medical, dental, and vision coverage, short- and long-term disability coverage, and fertility and family-forming support. Close to 100% of Oscar employees work full-time and have access to these benefits.

Financial Benefits

Oscar offers a comprehensive 401(k) plan with matching contributions for full- and part-time employees. More than 89% of employees participated in 2025¹⁵. Other financial wellness benefits include: life insurance, tax-advantaged accounts, educational tools, banking perks, student loan refinancing discounts, and legal planning services.

OUR FAMILY SUPPORT BENEFITS

Fertility and Family-Forming Benefits

Oscar offers a \$20,000 lifetime maximum per beneficiary, covering preservation, IVF, legal adoption fees, surrogacy, gestational carrier expenses, and more.

Reproductive Loss Leave

Oscar provides five days of paid leave for emotional and physical recovery from failed adoption, surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction.

100% Paid Parental Bonding Leave

Oscar offers full-time employees 10 weeks of paid bonding leave following the birth or adoption of a child. Birthing parents are eligible for an additional 6-8 weeks of short-term disability leave.



WELL @OSCAR

Wellness Wednesdays

At Oscar, we designate the middle of the week Wellness Wednesday as a reminder to prioritize our personal health and wellbeing. Throughout the year we offer employees health and wellness programming (virtual and in-person) focused on mental health and physical well being.

Headspace Care

Provides employees with on-demand access to mental health services.

Personify Health

Helps build healthy habits through physical activity tracking, nutritional coaching, and preventive care programs.

Employee Assistance Program

Offers confidential counseling with licensed clinicians to help employees address depression, substance abuse, anxiety, parenting, eldercare, and more.

Sabbatical Program

Oscar provides an 8-week paid sabbatical for employees reaching 10 years of service, offering a chance for personal growth, rejuvenation, and exploration.

Development at Oscar Health

Oscar attracts and retains people who share our mission to make healthcare accessible and affordable for everyone. We offer a compelling value proposition: competitive pay, benefits, flexible work environments, and clear paths for growth. Our employees do work that makes an outsized impact.

OUR TALENT PROCESS

- 1 **Recruiting and successfully onboarding mission-aligned, experienced candidates**

- 2 **Supporting growth and career development**

- 3 **Recognizing contributions and offering advancement opportunities**

Recruiting & Compensation

Total Compensation

Oscar’s data-driven compensation packages are competitive in the technology and healthcare sectors. Our compensation philosophy is transparent and systematic so employees understand how we determine pay.

Recruiting & Hiring

Oscar uses structured and objective hiring practices to recruit top talent, regardless of background, race, ethnicity, gender identity, age, sexual orientation, veteran status, or disability. We also support early-career recruitment through partnerships with leading universities and community programs.

Culture of Feedback

Feedback drives talent growth. All employees take part in mid-year and end-of-year reviews that assess leadership, teamwork, and core skills. Our five-step year-end process promotes clear self-assessment and guides development, performance, and pay decisions. Oscar also encourages employees and managers to use our Get Feedback tool to gather 360-degree input across teams.

Learning & Mentorship

Mentorship

Our mentorship program drives collaboration, new perspectives, and innovation. We give comprehensive Mentorship Guidebooks to help every mentor and mentee build strong relationships, set goals, communicate clearly, and give effective feedback.

Employee Learning

Employees have always-on opportunities to build key competencies and skills to grow in their roles.

Manager Enablement

Director-plus managers undergo biannual, in-person training to strengthen leadership and connect their daily work to Oscar’s goals. Our Manager Enablement and Leadership Programs build capability, grow careers, and strengthen culture.

Employee Engagement

Open communication and feedback drive a high-performing culture. Our *Employee Listening Program* creates a steady feedback loop through surveys and regular check-ins. Our annual survey guides yearly planning and benchmarking. Pulse surveys deliver real-time insights for key initiatives. These insights shape operations and improve the employee experience.



2025 ANNUAL SURVEY SNAPSHOTS

76%

of employees participated in Oscar's Annual Engagement Survey

77%

say the work they do is meaningful

75%

feel employees of all backgrounds have an equal opportunity to succeed

81%

feel empowered to make decisions in their daily work

76%

say their manager builds, coaches, and develops their team

04

Caring for
the Environment

A Healthy Environment Shapes Healthy Lives

Caring for people and the environment go hand in hand. We make sustainable choices across our operations – from our workspaces to how we communicate with members and support communities facing climate challenges. These efforts help build a healthier future for our members, employees, and communities.

Building Certifications

Our New York office earned LEED Gold certification in 2024. LEED evaluates energy use, water efficiency, materials, air quality, and design. In 2025, our office scored 85 for energy efficiency, outperforming 85% of similar buildings nationwide.

Paperless Communications

We continually expand paperless options to improve the member experience while cutting emissions. We also advocate for broader regulatory approval of digital communications. Approximately 70% of members opted in to paperless billing in 2025.

Natural Disaster Response

Oscar activates cross-functional command centers to support members and employees during natural disasters. Our teams provide real-time help, including emergency resources, prescription refills, and care coordination. Impacted employees can also take emergency PTO and disaster relief leave to support themselves and their families.



05

Responsible
Business Practices

Ethics, Compliance & Risk Oversight

Governance Structure

Oscar Health's Board of Directors oversees business strategy and risk management. The Board focuses on our general risk management strategy and oversees management's execution of risk mitigation plans. While the Board as a whole maintains ultimate oversight, individual Board committees oversee specific risk management areas. The Board regularly engages with management to review compliance and risk practices, including regular updates to the Audit Committee.

Management promotes a culture that incorporates risk management into our corporate strategy and day-to-day business operations. Leadership reviews strategic and operational risks at regular management meetings and conducts specific strategic planning and review sessions throughout the year to assess and address key risks.

Compliance Spotlight

Oscar's Chief Compliance Officer chairs our Corporate Compliance Committee, which also includes senior leaders from all Oscar Health departments. The committee meets quarterly to review material compliance risks and mitigation plans.

We develop annual compliance initiatives to support our strategic plan.

Enterprise Risk Management Spotlight

Oscar Health conducts an annual enterprise-wide risk assessment to identify the most material risks to Oscar's strategic objectives and mission.

We deploy a centralized risk event reporting and rating framework to support issue identification, assessment, and remediation.



Oscar Health Code of Conduct

Integrity drives our strategic goals and vision. We earn trust from members, providers, employees, and shareholders through our commitment to follow all applicable laws and regulations.

Our [Code of Conduct](#) guides our actions and is reviewed and approved annually by our Board of Directors.



TRAINING

All employees, contractors, and directors are required to complete an annual compliance, privacy, and cybersecurity training, including on Fraud, Waste & Abuse and HIPAA.

100% of employees completed compliance and privacy training in 2025.

HIGHLIGHTS FROM OUR CODE & OTHER KEY POLICIES

Duty to Report

Employees have a duty to promptly report any suspected violations of the Code of Conduct or any other policy, procedure or law, or ethical concerns, to our Compliance Department. Reports can be made through various channels, including an anonymous hotline. We do not tolerate retaliation or intimidation against employees who participate in our compliance program in good faith.

Conflicts of Interest

Oscar employees and our directors are required to disclose conflicts of interest to our Compliance Department. The Compliance and Legal Departments review these potential conflicts. Any transaction involving a director, executive officer, or principal financial officer that would create a conflict must be approved by the Audit Committee.

Fraud, Waste, and Abuse

Oscar is committed to identifying potential Fraud, Waste, and Abuse (FWA) through its Special Investigations Unit in the Compliance Department. Suspected FWA can be reported anonymously via Oscar's dedicated hotline.

Anti-corruption

Oscar is committed to complying with the U.S. Foreign Corrupt Practices Act (FCPA) and other applicable anticorruption laws. Oscar prohibits employees, directors, and officers from giving or receiving bribes, kickbacks, or other inducements to foreign officials.

Human Rights

Oscar is committed to providing an equal-opportunity work environment where everyone is treated with fairness, dignity, and respect. We provide reasonable accommodations for physical and mental limitations, ensure a safe and healthy workplace, maintain an environment free from unlawful harassment, and uphold zero tolerance for workplace violence.

Whistleblower Policy

We encourage employees, independent contractors, and interested third-party vendors, customers, and business partners to report concerns about the integrity of our financial disclosures, books, and records. Complaints may be reported directly to the Audit Committee or through our dedicated hotline, openly or anonymously. The Audit Committee or Chief Legal Officer oversees the review and investigation of these complaints, with periodic reports provided to the Audit Committee. We conducted a company-wide training on these procedures in 2025.

Responsible AI Governance

Oscar uses AI to improve member and provider experience and lower costs. We continue to strengthen our AI governance framework, which includes risk scoring, auditing, and monitoring requirements across use cases.



Oscar's AI Practices

Our technology platform fuels engagement and operational efficiencies. We embed AI across our technology stack to:

- Automate administrative work, including related to virtual care and claims processing, to drive efficiencies.
- Personalize member experiences and improve the quality of each healthcare interaction.
- Power digital self-service and member-facing agents that simplify care and improve the experience.

Oscar's AI Governance

Our AI Governance Committee, made up of cross-functional senior leaders, sets AI policy and approves high-risk use cases. We track and assess all production AI use cases using a risk matrix, and each use case undergoes privacy and legal reviews. The Committee facilitates adherence to best practices, regulatory standards, and our generative AI guidelines. We also consider the Healthcare AI Commitments and the National Institute of Standards and Technology AI Risk Management Framework when evaluating potential AI use cases.

OSCAR AI PRINCIPLES.

Our AI governance prioritizes responsible use aligned with our mission and values. We focus on three core principles: **safety, security, and trust.**

We apply these principles by:

Enforcing strict privacy standards, including privacy reviews of AI use cases

Building AI to expand access, lower costs, improve outcomes, enhance experience, and reduce clinical burden

Designing models that meet fair, appropriate, valid, effective, and safe standards

Disclosing when content is primarily AI-generated

Using a risk management framework to monitor models and mitigate potential risks

Advancing AI quickly and responsibly through ongoing research and deployment

06

Appendices

Endnotes

1. Based on Net Promoter Score.
2. See National Academy of Medicine, Discussion Paper on “Social Determinants of Health 101 for Health Care,” available at: <https://nam.edu/perspectives/social-determinants-of-health-101-for-health-care-five-plus-five/>
3. McKinsey Health Institute, “Closing the women’s health gap: A \$1 trillion opportunity to improve lives and economies,” available at: <https://www.mckinsey.com/mhi/our-insights/closing-the-womens-health-gap-a-1-trillion-dollar-opportunity-to-improve-lives-and-economies>
4. \$0 PCP Visits: If any medical conditions or issues are found or detected during a member’s visit, there may be associated costs for further evaluation, diagnostic tests, or necessary treatments.
5. Savings based on an Affordable Care Act plan with a Cost-Sharing Reduction of 150.
6. HelloMeno went into effect Jan. 1, 2026, and is available in Arizona, Florida*, Georgia, Iowa, Missouri, Nebraska, North Carolina, Ohio, Oklahoma, Tennessee, and Texas. *In Florida, Elektra Health is not available to members who have Oscar Health with AdventHealth HMO plans.
7. Rewards available to HelloMeno members in AZ, FL, GA, IA, MO, NE, OH-B (Buckeye), OH-C (Cleveland), TN, and TX. Members in OK are not eligible for rewards.
8. For the calendar year 2025.
9. Buena Salud is offered in GA, AZ, IL and TX.
10. Diabetes Care is offered in AZ, FL, GA, IA, IL, KS, MO, NC, NE, OH, OK, TN, TX. Benefits and rewards can vary by Plan, and certain restrictions apply.
11. American Lung Association, “Asthma Trends Brief,” available at: <https://www.lung.org/research/trends-in-lung-disease/asthma-trends-brief>; American Lung Association “COPD Trends Brief,” available at: <https://www.lung.org/research/trends-in-lung-disease/copd-trends-brief>
12. Chronic Care is offered in AL, AZ, FL, GA, IA, KS, MO, MS, NC, NJ, OH, OK, TN, and TX. Benefits and rewards can vary by Plan, and certain restrictions apply.
13. As of December 31, 2025.
14. Certain benefits described on this page are not yet applicable to the ~125 employees of the businesses acquired during 2025. The statistics included on this page also do not include such employee cohort.
15. Based on Oscar Health employees participating during December 2025.

2024 EEO-1 Report

Workforce Demographic Data

Data from Oscar's U.S. Equal Employment Opportunity Commission (EEOC) Employer Information Report (EEO-1 COMPONENT 1), 2024 Consolidated Report

Job Categories	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	8	0	0	0	0	0	1	1	1	0	0	0	11
First/Mid-Level Officials and Managers	13	21	215	13	101	1	0	13	183	28	72	0	0	12	672
Professionals	63	217	154	39	62	2	2	23	361	232	99	4	5	48	1311
Technicians	0	0	2	0	0	1	0	0	5	3	1	0	0	0	12
Sales Workers	1	4	4	0	0	0	0	0	5	0	0	0	0	2	16
Administrative Support Workers	0	3	0	0	0	0	0	0	4	5	3	0	0	1	16
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current 2024 Reporting Year Total	77	245	383	52	163	4	2	36	559	269	176	4	5	63	2038

Section I - Workforce Snapshot Period 10/1/2024 - 10/15/2024

SASB INDEX

This index maps our current disclosures for relevant sustainability topics from SASB’s Managed Care industry standard. All disclosures are based on Version 2023-12 of the SASB industry standard. All data and descriptions apply to our operations for January 1, 2025 – December 31, 2025. Certain information is not disclosed within the index below because we believe that information (i) is not considered material or is confidential; (ii) could cause a competitive disadvantage to our business if publicly disseminated; or (iii) is not currently collected in a manner consistent with the related SASB metric. Our disclosures on these topics may evolve over time.

METRIC	OSCAR RESPONSE
Number of enrollees by plan type	2025 10-K , Membership (pages 6-7)
Access to Coverage	
Percentage of total health care insurance premiums spent directly on medical claims and efforts to improve the quality of care	87.4% Medical Loss Ratio, as described in our 2025 10-K (page 74)
Description of policies and practices regarding customer access to coverage	2025 10-K , Our Offerings and Our Provider Contracts and Networks (pages 5-6)
Plan Performance	
Enrollee retention rate by plan type	2025 10-K , Membership (pages 6-7)
Description of plan performance and ratings for offered plan types, by region	Our accreditations are available at NCQA
Improved Outcomes	
Discussion of initiatives and programmes to maintain and improve enrollee health	Oscar develops and deploys programs designed to maintain and improve health outcomes for enrollees through a continuous quality improvement framework. Oscar leverages programming across utilization management, population health management, Healthcare Effectiveness Data and Information Set (HEDIS) optimization, case management and care coordination, pharmacy management, and behavioral health management to manage members across the spectrum of clinical risk and to promote evidence-based best practices. Oscar develops a population health management strategy annually that outlines specific programs and quality improvement efforts. Descriptions of those programs can be found at: Oscar Population Health Programs . In addition, Oscar has introduced initiatives and programs designed to improve outcomes through more personalized offerings for members. See Empowering our Members & Communities (pages 6-12)
Customer Privacy and Technology Solutions	
Description of policies and practices to secure customers’ personal health data records and other personal data	Code of Conduct 2025 10-K , Privacy, Confidentiality and Data Standards Regulation (pages 17-18)
(1) Number of data breaches, (2) percentage involving (a) personal data only and (b) personal health data, (3) number of customers affected in each category, (a) personal data only and (b) personal health data	Oscar reports data breaches to the HHS Office for Civil Rights (“OCR”). Please refer to the HHS OCR portal at: https://ocrportal.hhs.gov/ocr/breach/breach_frontpage.jsf
Climate Change Impacts on Human Health	
Discussion of the strategy to address the effects of climate change on business operations and how specific risks presented by changes in the geographical incidence, morbidity and mortality of illnesses and diseases are incorporated into risk models	See Caring for the Environment (pages 20-21) for a discussion of current initiatives Oscar has implemented into its business practices in response to climate change. Please see the Risk Factors included in our 2025 10-K for a detailed discussion of current material risks we have identified as relevant to our business.

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Forward-Looking Statements

The statements, estimates, projections, guidance or outlook contained in this report include “forward-looking” statements that are intended to take advantage of the “safe harbor” provisions of U.S. federal securities law, including statements regarding our objectives for future operations and industry, regulatory and business trends. In some cases, you can identify forward-looking statements by terms such as “may,” “will,” “should,” “expects,” “plans,” “anticipates,” “could,” “intends,” “targets,” “projects,” “contemplates,” “believes,” “estimates,” “forecasts,” “predicts,” “potential” or “continue” or the negative of these terms or other similar expressions. These statements may contain information about financial prospects, economic conditions, and trends and involve risks and uncertainties. Our actual future results, including the achievement of our targets, goals or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed more fully in the “Risk Factors” section of our filings with the U.S. Securities and Exchange Commission, including our reports on Forms 10-K and 10-Q. References in this report to Oscar products, programs or services do not imply that Oscar intends to provide all products, programs or services across all jurisdictions. Statements regarding Oscar’s future direction and intent are subject to change or withdrawal without notice and represent goals and objectives.

A Word about Materiality

This report contains statements based on hypothetical scenarios and assumptions as well as estimates or topics that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations.