



2024 Sustainability Report



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Adam J. Kansler

Chief Executive Officer



As a mission-driven company at the intersection of technology and healthcare, Inovalon is dedicated to improving the outcomes and economics of healthcare. Our four business units – Payer, Provider, Pharmacy, and Insights – deliver innovative solutions that empower customers to leverage the power of data to make a meaningful impact. While each business unit brings unique value to the market, their collective strength allows us to drive transformative change at scale.

Every day, organizations across healthcare use our cloud-based, data-driven solutions to navigate complex challenges, optimize performance, and achieve both clinical and financial success. But beyond our technology, data, and market expertise, customers choose Inovalon because of our unwavering commitment to trust, security, and responsible data stewardship.

As we continue to grow, we are focused on strengthening corporate governance, workplace culture, and sustainability. Whether through refining the Inovalon Success Factors – our associate competency model that guides employee development and performance; earning recognition as a Great Place to Work Certification™; advancing inclusion and engagement; or reimagining workspaces that prioritize efficiency and sustainability, we remain committed to best practices that drive meaningful progress.

Our work is about more than technology – it is about our customers and our employees. It is about improving healthcare for millions of individuals, supporting our associates, and contributing to the communities where we live and work.

It is an incredible honor to lead a talented team that's passionate about driving innovation, delivering results, and expanding our impact across the care continuum. With each step forward, we reaffirm our commitment to operating responsibly and sustainably.

Associate Engagement and Support

Our people are our greatest asset; innovation and operational excellence are deeply rooted in our human capital. Inovalon's success depends in large part on our ability to recruit, develop, and retain a qualified, productive, and engaged workforce.

We foster a workplace where everyone is treated with respect through our focus on inclusion and engagement. This is how we drive greater business results by recognizing that our long-term success requires diversity of thought, experience, and capability.

Inovalon's success as a leading innovator in the healthcare industry is enabled by our culture of inclusion and engagement, which rests on four pillars:



1. Build a culture of inclusion

At Inovalon, inclusion is a strategic imperative to encourage innovation and achieve greater business results. We leverage the unique abilities and perspectives of our diverse talent to create an inclusive workplace where all employees feel they can belong, contribute, and thrive.



2. Define accountabilities and measure success

Every employee is accountable to build a more inclusive, welcoming, and engaging workplace. We define these accountabilities, provide opportunities to engage, set goals, and measure our success.



3. Foster opportunities to learn and grow

We offer opportunities for all employees to expand their knowledge and leverage the skills learned to engage in an inclusive manner to drive greater business results.



4. Embed inclusion and engagement into all business processes

Inclusion and engagement is a cornerstone of who we are. We embed this into our business processes to demonstrate inclusive and engaging behaviors, providing us with the greatest opportunity to innovate and drive results.

In alignment with the four pillars of our inclusion and engagement strategy, we provide multiple opportunities for our team members to engage and grow.

Our employee network provides associates a volunteer opportunity to be a leader and a guiding voice in inclusion and engagement efforts within Inovalon. This initiative includes over 200 associates.

Additionally, in 2023, the Talent Management team focused on the creation of our newly refined competency model – Inovalon Success Factors. This model details the “how” to support Inovalon’s position as an industry-leading SaaS company and to drive our continued growth and success.

Specifically, we created a success factor, “Build an Inclusive Work Environment,” with three competencies – Champion Diversity, Foster Equity, and Create Inclusion – each designed to build a more inclusive work environment. As in previous years, Success Factors comprise 50% of an associate’s overall performance rating.



Great Place To Work®

We are proud to share that in 2023, Inovalon became Certified™ by Great Place To Work® for May 2023-May 2024 year, and recertified for April 2024-April 2025 year. The prestigious award is based entirely on what current associates say about their experience working at Inovalon. A majority of our associates said the company is a great place to work, and our results [outperformed the average U.S. company](#).

“Inovalon is proud to be Certified™ by Great Place To Work® for the second year in a row as we continue to cultivate a diverse and empowering workplace where our team members feel welcome and have the necessary resources to thrive,” said Eron Kelly, President of Inovalon. “As a company dedicated to improving healthcare access and outcomes, we are ever appreciative of our associates’ commitment to our mission-driven work and determination to live by our core values of making healthcare work better for everyone.”

Great Place To Work® is the global authority on workplace culture, employee experience, and the leadership behaviors proven to deliver market-leading revenue, employee retention, and increased innovation.

“Great Place To Work® Certification is a highly coveted achievement that requires consistent and intentional dedication to the overall employee experience,” says Sarah

Lewis-Kulin, the Vice President of Global Recognition at Great Place To Work. She emphasizes that Certification is the sole official recognition earned by the real-time feedback of employees regarding their company culture. “By successfully earning this recognition, it is evident that Inovalon stands out as one of the top companies to work for, providing a great workplace environment for its employees.”

Based on direct employee feedback via our internal employee engagement survey, Inovalon has made multiple enhancements to the employee experience by:

- ✓ Adding non-medical benefits, including additional PTO days and paid corporate holidays
- ✓ Offering a best-in-class 401(k) matching policy
- ✓ Increasing parental leave by one week with no waiting period
- ✓ Expanding our professional development programs at every level
- ✓ Investing in over 5,000 hours of inclusion and engagement training in 2024

Through these important enhancements, three out of five of our top associate statements on the Great Place To Work® survey were related to inclusion and engagement:





Talent Acquisition and Representation

In 2024, Inovalon's Talent Acquisition team aimed to attract and retain a more diverse applicant pool by:



Expanding our external partnerships with organizations like Women in Tech, Blacks in Tech, Techqueria, Out in Tech, and OBSIDI (Black Tech Professionals) to attract underrepresented talent. This led to initiatives such as career fairs, resume databases, job postings, and social media campaigns.



Strengthening our social media presence by augmented marketing collaborations to amplify Inovalon's inclusion and engagement initiatives, including efforts to recruit underrepresented talent and ensure representation at Empower via the mealtime rotator.

Inovalon's Talent Acquisition team continues to focus on embedding inclusion and engagement into the hiring process to attract and retain a diverse talent pool. As of December 31, 2024, women represent 42% of Inovalon's associate population and minority populations represent 38%, inclusive of those who identify as: Hispanic or Latino; Black or African American; Native Hawaiian or Pacific Islander; Asian; Native American or Alaska Native; or, Two or More Races.



Our Employee Networks

Inovalon's employee resource groups (ERGs) allow us to create a community for underrepresented groups and offer development and mentoring opportunities within the organization.

- Inovalon Black Associates Network
- Unidad
- LGBTQ+ Alliance
- Inovalon Asian Alliance
- Veterans Excelling Together with Supporters (V.E.T.S.)
- Inovalon Women in Technology
- Inovalon ONE Women's Network
- Working Parents Network

Partnering with the company's Charitable Giving Committee, Inovalon has provided financial support to numerous organizations in 2024 to help promote inclusion and engagement efforts in our local communities. For more on Inovalon's charitable giving efforts, see page 17.

Additionally, over the last few years, Inovalon has built and implemented a Procurement Supplier Diversity Program to increase spending with organizations owned and operated by women and minorities. The program keeps in line with – or ahead of – industry standards.



Inclusion and Engagement Resources

Inovalon's inclusion and engagement efforts have opened opportunities for associates to engage with each other. The cross-functional discussions happening across the organization are contributing to a growth in the cultural fabric of Inovalon. We are building a community where the individuality of associates is celebrated as the driving force of our innovation – an inclusive, welcoming, and engaging community where all team members can be their authentic selves.

In 2024, our quarterly Inclusion Thought Leadership Program offered learning opportunities for all associates, with a focus on strategies for fostering inclusion and engagement in a hybrid environment. These virtual sessions averaged 400-700 attendees per month and provided a safe space for employees at every level to share experiences and insights. Collectively, our associates invested over 5,000 hours in this series and additional training in 2024.

Additionally, we offered multiple sessions for people leaders highlighting ways to build inclusion into the hiring and promotion processes. Inovalon continues to progress our inclusion and engagement strategy to drive employee engagement, support culture improvement, and expand ERG impact.



Our Commitment to Associates

Inovalon's commitment to associates is guided by a support system that inspires, empowers, and enables our team in the achievement of a shared mission.

In our efforts to empower associates, we have created programs and initiatives that are reevaluated annually to ensure we are addressing the needs voiced by our people and meeting or exceeding the market average. We maintain a competitive compensation and benefits package which includes incentive compensation tied to both company and individual performance, parental leave, tuition reimbursement, professional development reimbursement, retirement benefits, and healthcare coverage.

Annually, Inovalon associates who demonstrate an unrelenting pursuit of excellence and steadfast commitment to Inovalon's mission and values are recognized and celebrated through the Circle of Excellence (COE) Program. These include annual Sales, Service, and President's Choice awards. COE award recipients are celebrated each spring with a long weekend abroad.

I.N.S.P.I.R.E.D Awards

There are many opportunities for associates to recognize each other and be recognized by their peers and leaders. The I.N.S.P.I.R.E.D. Award recognizes individuals or teams who have demonstrated exceptional initiative and tenacity in identifying and executing key projects that impact a team, department, or the company. Supervisors and managers can nominate employees for an I.N.S.P.I.R.E.D. Award, which includes an I.N.S.P.I.R.E.D. Award certificate and a cash reward. I.N.S.P.I.R.E.D. Awards are distributed throughout the year.

Inovalon Success Factors

Inovalon's competency model, the Inovalon Success Factors, provides actionable insights into the behaviors, skills, and knowledge needed for us to live our values, realize our vision, and deliver our mission to improve healthcare outcomes and economics. These Success Factors are reiterated through the annual review process, as well as monthly, when nominees are recognized through the Success Factor Superstars awards on our monthly all-company call and again in our all-company internal newsletter.

Success Factor categories include:

- ✓ Deliver Results
- ✓ Insist on High Standards
- ✓ Build an Inclusive Environment
- ✓ Be a Force Multiplier

Leadership Training

The Management & Leadership Academy offers learning opportunities focused on building management capabilities across Inovalon. It includes a variety of learning journeys that support aspiring, new, and current people managers in their growth and development, while also creating space for connection and support among managers across the enterprise.

Highlights within the programs include professional coaching, peer groups, leadership assessments, engaging virtual sessions, and self-paced learning. Each program is designed to fit the needs of the associate, no matter where they are in their management trajectory.

Benefits Programs

Inovalon associates have access to a wide range of programs to promote their and their family's overall wellbeing. We offer a variety of options for health insurance coverage that far outstretch the market average. Further, we offer generous paid time-off packages based on tenure and family leave (including 3-9 weeks of fully paid parental leave for welcoming a new child through birth, adoption, surrogacy, or foster placement).

Additionally, we offer advanced educational and tuition reimbursement focused on skill and career growth. We also offer 401(k) plans with immediate vesting and matching up to 5% of compensation annually, as well as commuter benefits.

Associate-Driven Growth: The Pulse Survey

Beyond the creation, implementation, and maintenance of Inovalon's associate benefits and programs, we are engaged in a constant reevaluation of the definitions, goals, and priorities that guide our internal initiatives. We do not simply ask how we can best support our people, best enable them to succeed, and best empower them to be effective – we frequently revisit the very definitions of what “best” means. To do this, we turn to our associates to be our guide because they are the foundation of our associate support systems and priorities.

This manifests in the form of an annual engagement survey, which reflects our commitment to making decisions with associates' voices at the forefront. Inovalon's Pulse Survey serves as a crucial mechanism for identifying key associate challenges and driving meaningful, positive change throughout our organization. By leveraging this feedback, we amplify associate voices from throughout the organization and focus our growth in areas that matter most to our teams.

Inovalon's **Fall 2024 Pulse Survey** achieved a response rate of **76%**.

We utilize the Pulse Survey to identify areas where Inovalon is succeeding. In the Fall of 2024, for instance, 90% of associates reported their direct manager treats associates with respect and 84% felt their direct manager cares about them as a person. We celebrate these findings, which indicate a high level of associate trust in their managers and feelings of empowerment and autonomy in their own roles.

However, the Pulse Survey is most valuable in that it enables us to identify key associate challenges and respond to those challenges by making impactful, positive change. By highlighting opportunities for improvement, Inovalon utilizes feedback from associates to produce real and meaningful growth, and in doing so, we amplify the voices of our associates. Pulse Survey results shape the areas where we aim to grow and how we seek to improve in the areas that matter most to associates.

Pulse Survey Results: Fall 2024

80%

Of associates feel their direct manager clearly communicates performance expectations

79%

Of associates feel their direct manager supports their skill and career development

Based on the Fall 2024 Pulse Survey results, we concentrated on three focus areas: Transparency, Total Rewards, and Prioritization.

Transparency

To enhance transparency, we increased communications on the planning and execution of company changes, from updated benefits to new tools and systems.

Total Rewards

Our Total Rewards initiatives included optimizing the Total Rewards Statement with greater insights into company spending, implementing a Job Architecture Framework with interactive Q&A sessions, and enhancing manager training through improved conversation guides.

Prioritization

To address prioritization concerns, we strengthened strategic alignment through quarterly roadmap planning and refreshes, complemented by weekly alignment meetings across key stakeholders such as Product and Engineering teams. This comprehensive approach ensures we transform associate feedback into tangible improvements that benefit our entire organization.



Ethical Behavior

Inovalon is committed to high ethical standards; a commitment that has been an integral part of our history and culture since the company's founding. Our principles and our expectations are that Inovalon associates act ethically and always remain above reproach.

Our Code of Conduct and Ethics ("the Code") and other policies outline the way we treat our associates, community, customers, partners, and the patients they serve, and address topics such as:

- ✓ Performing ethically and with integrity
- ✓ Anti-retaliation policies
- ✓ Equal employment opportunity
- ✓ Fair competition
- ✓ Compliance and reporting avenues
- ✓ Confidentiality
- ✓ Workplace behavior and anti-harassment
- ✓ Insider trading
- ✓ Commitment to diversity
- ✓ Conflicts of interest
- ✓ Workplace safety



Inovalon and all its associates conduct business following not only the letter of the Code, but the spirit of the Code by committing to the core values outlined by **I.N.S.P.I.R.E.D.**



Innovation

We believe that our future growth depends on the rapid development and ongoing enhancement of our people, technology, products, and cloud services.



Nimbleness

We challenge ourselves to be thoughtful, creative, and responsive to market dynamics by executing with speed and purpose to turn challenges into opportunities.



Service

We are driven to exceed expectations through an unwavering focus on doing what is right for our associates, our community, our customers and partners, and the patients they serve.



Passion

We are passionate about our mission to dramatically improve the outcomes and economics of healthcare, and we promote a culture where associates are empowered to drive the realization of our mission.



Integrity

We demonstrate honesty and fairness in our conduct and business practices by keeping our word, delivering on our promises, and acknowledging our mistakes.



Respect

Our associates always treat each other, our vendors, and our customers with respect and dignity and recognize that our success depends on our ability to work together as ONE Inovalon.



Excellence

We strive to raise the standard for excellence in everything we do through transparent and open communication, relentless reflection, honest critique, and continuous improvement.



Diversity

We build a diverse workplace where all associates can be heard, contribute, and thrive by fostering inclusive thought leadership, defining accountabilities for all employees, embedding inclusion and engagement into our business practices, and measuring our success.

Each associate, regardless of position or location, is expected to read the Code thoroughly upon hire and annually thereafter, to adhere to both the intent and the spirit of what it says, and to use it as a guide to make the right decisions and initiate the correct actions — for our associates, our community, our customers and partners, and the patients they serve.

Data Stewardship and Security

Trust is the key foundation to building longstanding and mutually beneficial relationships. Every day, Inovalon earns the trust of our associates, community, customers, and partners by ensuring their data is secure, there is transparency in how the data is used, and that the data is processed, managed, and maintained in compliance with applicable agreements, regulations, and laws.

Data privacy and security, and the protection of other confidential and sensitive information, are business imperatives and core responsibilities of every associate. Pursuant to our commitment to uphold the highest levels of data security and privacy, Inovalon's privacy and security programs integrate data protection at the enterprise, program, and system level, carefully aligning activities to the mission and vision of the company.

Inovalon operates an enterprise privacy program that governs all aspects of privacy operations across business units. Continuous assessment and improvement cycles are built into the privacy program to ensure systems and processes are always designed with privacy in mind, and that staff awareness of privacy requirements aligns with business objectives. The Privacy Program plays a key role in supporting Inovalon's privacy compliance activities and the responsible management of protected health information and other sensitive data.

Inovalon's comprehensive Security Program enforces policies and procedures related to the security of information systems and data transmitted or maintained within company systems. Among other things, the Security team identifies security risks, determines strategies to effectively manage internal and external risks identified, and implements appropriate controls. This team also develops, deploys, and enforces stringent administrative, technical, physical, privacy, and user safeguard policies across Inovalon's environment to ensure HIPAA compliance and adherence to other applicable compliance laws and regulations in all data occurrences.

In addition to our privacy and security program structures, we have made significant investments in this effort to ensure all data is secured through a well-orchestrated model of people, processes, and state-of-the-art technologies. We ensure that data transmission within the Inovalon ONE® Platform is encrypted. Our data security and privacy are routinely measured and verified through customer and external auditor verifications, reviews by external industry-leading data security firms, and reviews by internal ongoing evaluations of privacy and security practices to promote continuous improvement.

Inovalon is HITRUST® and Payment Card Industry Data Security Standard certified and is a trusted partner to the Centers for Medicare & Medicaid Services under their Qualified Entity Program. **We issue annual and periodic Service Organization Audit SOC 1 and SOC 2 Type 2 reports.**

Environmental Sustainability

As our business has become more cloud-based, our board and leadership team have also continuously focused on leveraging the most up-to-date internal and external strategies to make our operations more efficient, and environmentally, more sustainable.

Inovalon empowers its customers across healthcare to gain greater efficiency and speed by leveraging cloud-based, data-driven insights. Our data capabilities enable the healthcare system to reduce waste – achieving more meaningful patient impact through fewer, more targeted, and better-informed clinical encounters, greater medication adherence, and lower rates of unnecessary repeat testing. These all deliver a positive benefit by reducing inefficiency, unnecessary use, and waste, minimizing any associated environmental impact by the healthcare ecosystem.

As our business completes its transformation to a pure-play cloud-based SaaS and DaaS platform company, our board of directors and executive leadership team continuously focus on leveraging the most up-to-date internal and external strategies to make our operations more efficient and more environmentally sustainable.



Technology Partners Committed to Sustainability

By selecting vendors like Amazon Web Services, Google, Microsoft, and Snowflake for our external data storage needs, we're able to complement our own capabilities while benefiting our customers and the environment as we continuously seek to minimize our environmental impact. We partner with organizations like Google, whose owned and operated data centers are on average approximately 1.8 times as energy efficient as a typical enterprise data center.¹ And as organizations move to increased use of AI, AI holds immense promise to drive climate action – and has the potential to help mitigate 5–10% of global greenhouse gas (GHG) emissions by 2030.²

More information on some of the cloud vendors that help power Inovalon's infrastructure and reflect our sustainability practices can be found through the following links:

[AWS](#)[Google](#)[Microsoft](#)[Snowflake](#)

Expanding Sustainable Initiatives

From impactful projects driven by our board of directors to smaller-impact projects driven at the manager level, our influence on the environment is a priority throughout the organization. In 2008, when we selected our Inovalon corporate headquarters in Bowie, Maryland, we chose a facility that was awarded LEED certification at the gold level by the U.S. Green Building Council and is registered with the U.S. Green Building Council. This building was also awarded an Energy Star label in 2008 for its operating efficiency.

As Inovalon grows and expands, we will continue to seek out offices and facilities that meet our high standards of environmental sustainability.

We have also introduced several green initiatives throughout our offices, including:



Downsizing our physical footprint

From 2018 to 2024, Inovalon's real estate footprint has decreased by 50%, facilitating Scope 2 emissions reduction of an estimated 60%.



Investing in education and technology

We are committed to deepening our understanding of environmental sustainability by investing in educational initiatives and advanced software solutions that enhance our ability to track, measure, and improve our sustainability efforts and progress over time.



Ongoing emission reporting

We consistently calculate and submit our emissions data to the Carbon Disclosure Project (CDP), ensuring transparency and accountability in our efforts to reduce our environmental footprint and drive positive change.



Using sustainable office supplies

In 2024, 62% of the supplies used in our work cafes were eco-friendly, and we remain dedicated to identifying and transitioning to more sustainable alternatives wherever possible.



Offering EV charging stations in corporate offices

Across all Inovalon corporate offices, 60% are equipped with electric vehicle (EV) charging stations, promoting sustainable transportation options. This initiative helps reduce greenhouse gas emissions, supports the adoption of cleaner energy, and encourages employees to make eco-friendly choices, furthering our commitment to a more sustainable future.

Community Involvement

Supporting worthy community programs with our time, resources, and efforts is a priority for Inovalon and an intrinsic part of the company's history.

Corporate responsibility is at the heart of Inovalon's business. We go beyond delivering innovative solutions that enable healthcare organizations to use data to improve healthcare outcomes and economics.

Inovalon is deeply committed to supporting the communities in which it works and serves, including local and national charitable organizations that enrich the lives of people, groups, and communities in which we live and with whom we work. We feel strongly that these commitments are a way of giving back and fulfilling our responsibility as a corporation, an industry leader, and a community member.

This effort is led by our Charitable Giving Committee (CGC) which includes both monetary and physical give-back activations, in partnership with our employee resource groups (ERGs), leadership programming, internship program, and overall associate engagement. Additionally, Inovalon's matching programs seek to provide aid, relief, and support to those impacted by major current issues around the globe. In these programs, the CGC matches donations made by our associates to organizations providing aid and support to those in need.

In 2024, the CGC's efforts expanded beyond financial assistance and matching programs to encourage and enact physical give-back opportunities to align with our hybrid work approach, providing opportunities for associates, and our customers and partners, to give back to organizations in the office or at events.

For example...



In partnership with Bread for the City – an organization which provides essential services such as food, clothing, and healthcare to underserved populations – the Inovalon Black Associates Network led a volunteer initiative to assemble and distribute over 100 toiletry kits, sponsored by the CGC.



In partnership with the Light House Shelter in Annapolis, MD, – which provides shelter and services to prevent homelessness and empower people as they transition toward employment, housing, and self-sufficiency – Inovalon distributed over 100 backpacks filled with essentials like blankets, socks, and hygiene products. The company also pledged to donate one tent for every product demonstration conducted at Empower – our largest customer-facing event – totaling 102 tents donated, offering much-needed protection against harsh weather conditions.



Inovalon's Unidad ERG maintained its ongoing partnership with Wheaton High School and Thomas Edison Technical School, inspiring students of color to explore technology careers. The 2024 initiative featured career path exploration, resume-building workshops, LinkedIn profile development, and mock interviews with tailored feedback to help create a future talent pipeline in the tech sector.

Additional CGC support to organizations selected and vetted by ERGs include initiatives with:

- Boys & Girls Club (Inovalon Black Associates Network & Working Parents Network)
- Dress for Success (ONE Women's Network)
- Girls Who Code (Women in Technology Network)
- The Society of St. Vincent de Paul North Texas (Unidad)
- Stockings for Soldiers (Veterans Excelling Together with Supporters – V.E.T.S.)
- Stop Soldier Suicide (Veterans Excelling Together with Supporters – V.E.T.S.)
- The Travis Mills Foundation (Veterans Excelling Together with Supporters – V.E.T.S.)
- The Trevor Project and The Matthew Shepard Foundation (LGBTQ+ Alliance)

These organizations provide critical services such as financial relief, mental health support, professional development, and youth advocacy.

In 2024, Inovalon also supported associate teams participating in the American Diabetes Association's Step Out: Walk to Stop Diabetes, demonstrating our commitment to health and wellness initiatives. Additionally, our employees participated in The Salvation Army's Tee Up Fore Bundle-Up event, contributing to efforts that provide winter clothing to children in need.

Both physically and financially, we supported organizations whose causes align with the mission and vision of our organization, such as those that address social drivers of health like education, employment, housing, food, and other insecurities that affect a person's quality of life.

Through various in-person activations, we were able to assemble and donate 120 hygiene kits for our Juneteenth event, 100 backpacks with supplies through our internship program, and 100 associate readiness kits with notes of encouragement through our leadership development program. Also new in 2024, Inovalon was able to make a sizable donation to three distinct charities through its Inovalon Impact Awards program.

Looking ahead, Inovalon is committed to expanding our community engagement. For example, with Wheaton High School and Thomas Edison Technical School, we plan to expand mentorship programs and offer advanced workshops focused on career preparation and personal branding. We also plan to include additional mock interview sessions designed to enhance student readiness for post-graduation success, and to incorporate other schools into the program.

The CGC remains steadfast in its mission to drive positive social outcomes and promote sustainable development in the communities we serve, with a continued focus on supporting the broader healthcare ecosystem through impactful partnerships and community outreach.

Inovalon associates embody the mission of this committee to drive charitable initiatives and efforts, create new ways of giving back, and review and vote on organizations to support and partner with.

Our Ongoing Commitment to Sustainability

This report marks another important step forward as Inovalon continues to make measurable strides in our sustainability initiatives – and we will continue to foster an inclusive, engaging workplace that follows eco-conscious business practices.

We firmly believe it is our responsibility to do right by our associates, customers, partners, and the patients and communities they serve, and we uphold this commitment daily in all that we do. Whether in hiring new associates, incorporating feedback gathered from across the company, or delivering more powerful solutions to our customers so they can deliver more efficient and cost-effective healthcare, Inovalon is constantly progressing toward a higher level of sustainability within our organization and in our broader world.

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¹ “Google 2024 Environmental Report,” Google, July 2, 2024, <https://www.gstatic.com/gumdrop/sustainability/google-2024-environmental-report.pdf#page=32>

² “Reduce Carbon and Costs with the Power of AI,” Charlotte Degot, Sylvain Duranton, Michel Frédeau, Rich Hutchinson, Boston Consulting Group, January 26, 2021, <https://www.bcg.com/publications/2021/ai-to-reduce-carbon-emissions>