

EHEALTH, INC.

GLOBAL HUMAN RIGHTS POLICY

(approved on December 12, 2023)

Background

eHealth, Inc.'s (together with any subsidiaries, collectively, “**eHealth**”) mission is to connect everyone with quality, affordable health insurance and Medicare plans. We are very passionate about the role we play in widening access to healthcare, and we do it for a simple purpose — to protect the well-being of our customers. With this document and our broader Environmental, Social and Governance (“**ESG**”) journey that we embarked on in 2020, we are starting the dialogue with key stakeholders around Human Rights. These Principles are a living, breathing document that will evolve just as issues affecting society evolve and as we gain a deeper understanding into the impact of our business as a result of our key stakeholder dialogue.

We believe supporting human rights is core to advancing our mission, and respect for human rights is rooted in our values and applies wherever we do business. Our approach to human rights is informed by international standards; the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, core Conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights.

These Principles apply to all employees and contingent workers, employees of our subsidiaries, our vendors, contractors, consultants, agents, and other providers of goods and services, and those who have or seek to have business relationships with eHealth.

Our Principles

eHealth is committed to promoting/encouraging/supporting human rights in our operations and relationships with our vendors, and engaging with key stakeholders. The Principles outlined below will be included as a part of our annual employee Code of Business Conduct training. Anyone, including employees, employees of vendors and external stakeholders can report human rights concerns through EthicsPoint at (866) 384-4277 (U.S., Canada and Guam), 10-800-712-1239 (China – Northern), 10-800-120-1239 (China – Southern), or through EthicsPoint’s website located at www.ethicspoint.com. Such reports may be anonymous at the discretion of the individual reporting the concerns.

- **Diversity and Non-Discrimination:** We are proud of the diverse makeup of our workforce and the innovative mindset that each individual brings to the workplace. At eHealth we seek to foster an engaging and dynamic workplace that supports employees in bringing their whole selves to work. We are committed to ensuring that all workers and applicants are treated equally, and we do not tolerate discrimination based on race, color, national origin, gender, gender identity, sexual orientation, religion, disability, age,

political opinion, pregnancy, migrant status, ethnicity, caste, marital or family status, or any other characteristic protected by local law, regulation, or ordinance.

- **Harassment Prohibition:** We respect the dignity of every employee, customer, and partner and it is through this commitment that we prohibit unlawful harassment. We do not tolerate sexual harassment, or harassment based on factors such as race, color, national origin, gender, gender identity, sexual orientation, religion, disability, age, political opinion, pregnancy, migrant status, ethnicity, caste, marital or family status, or any other characteristic protected by local law, regulation, or ordinance. We believe in a workplace free from discrimination, harassment or any other form of abuse.
- **Workplace Safety:** We seek to provide and maintain a safe and healthy working environment for all employees by implementing health and safety policies to ensure compliance with local regulations.
- **Prevention of Human Trafficking, Forced Labor and Child Labor:** We do not tolerate the use of child labor, forced labor, or human trafficking in any form—including slave labor, prison labor, indentured servitude, or bonded labor—in our operations or supply chain. We forbid harsh or inhumane treatment including corporal punishment or the threat of corporal punishment.
- **Freedom of Association:** eHealth recognizes the right to freedom of association and follows the laws and regulations relating to freedom of association in the markets where we operate. We are further committed to treating our employees with dignity and respect and creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, working together to address workplace issues.
- **Supply Chain:** We expect our suppliers and vendors to adhere to principles or practices consistent with these Principles and as included in our Vendor Code of Conduct, and to respect human rights in their operations and business relationships. Failure to act consistently with our Human Rights Principles may result in remedial action up to and including termination of our relationship.

Engagement

We are committed to engaging with respect to the potential impacts of our operations, including with respect to their human rights implications. We recognize the importance of listening to feedback regarding our Human Rights Principles and our operations to understand, prevent and mitigate any adverse impacts of our activities in that regard.