

Corporate responsibility at Cerner

Cerner believes we have a responsibility to our clients, associates, shareholders and the communities in which we operate to conduct business in a manner that promotes strong corporate, social and environmental governance. We believe this commitment to corporate responsibility inherently drives value for all Cerner stakeholders.

With the oversight of Cerner's Board of Directors, we routinely assess, modify and improve our approach to managing the business. Through continued advancement of diversity and inclusion initiatives, impactful community involvement and the continued

improvement of our corporate governance, Cerner further enhanced its focus on corporate responsibility in 2021.

We respect and encourage the perspectives of every person, value our diversity, act with integrity and diligently deliver on our commitments. We believe that what we do doesn't just impact healthcare – it impacts the world.

Visit cerner.com/about/corporate-responsibility for more information on Cerner's corporate responsibility.



Associates developed educational games and trivia for schoolchildren in India. During pandemic shutdowns, presentations were delivered virtually.



Cerner Charitable Foundation organized the volunteer effort for the Operation Safe mass vaccination events in 2021.

Invasion of Ukraine

Being part of a global team of more than 25,000 associates makes the world feel a little smaller. Cerner joins the international community in its appeal for peace in Ukraine and is committed to supporting the health, safety and protection of Ukrainians in the face of this humanitarian crisis. While Cerner does not have any associates in the country, we have been in contact with Cerner associates who have family members in the region and are helping connect them to resources.

There are thousands of healthcare professionals risking their lives to give life-saving care to those in Ukraine, and they are in need of medical supplies and equipment. To provide support in the region, Cerner Charitable Foundation has partnered with Project C.U.R.E., the world's largest distributor of donated medical supplies, equipment and services to doctors and nurses. We continue to be inspired by the Cerner associate community and their commitment to helping those in need. From our teams in Romania that mobilized to gather supplies to our healthcare providers who have given their time, we are proud to see how the Cerner community has come together in unified support.

At the time of this report, the situation in Ukraine is rapidly evolving. Cerner stands ready to adjust its response if needed.

COVID-19 response

As the COVID-19 pandemic continued, Cerner found innovative ways to provide support for associates and our communities. In direct response to the extraordinary circumstances faced by Cerner India associates, we launched a host of resources to provide additional support during the spring 2021 pandemic surge. The CoviDesk in-house helpline provided information on COVID-19 care resources, including caregiver leave, COVID-19 testing, vaccinations, insurance claims, home isolation packages and physical consults. Funded by a Cerner Charitable Foundation grant, our offices in Bangalore and Kolkata procured 25 oxygen concentrators for associates to borrow as needed during the country's critical supply shortage.

Cerner Charitable Foundation extended associate relief grants for immediate medical, travel, displacement and other related expenses. In total, more than \$215,000 in relief grants were made to 128 associates grappling with the pandemic.

In 2021, 4,250 volunteers worked together at Operation Safe, a mass vaccination clinic at Cerner's World Headquarters campus, to distribute nearly 100,000 vaccine doses over 32 clinic days.

After the initial success of the broad-based Feeding the Front Lines campaign in 2020, Cerner Charitable Foundation extended support to client sites battling the pandemic. We delivered 8,144 meals to caregivers at 43 client sites as a sign of our support for their work and a boost for their morale in the difficult time.

Visit cerner.com/covid-19 for more information about Cerner's COVID-19 response.

Global footprint

Patients in more than 50 countries around the world come first as we provide the technology for our clients to address their clinical, financial and operational needs. Supported by a global workforce diverse in race, background and language, our expansive knowledge of clinical process and care delivery enables our clients and caregivers to share, learn and innovate – enabling safer care delivery with data and technology at its heart.

Governance

We believe strong corporate governance practices and policies are critical to fostering a culture of integrity, managing a better-performing and sustainable business and achieving long-term shareholder value. Through our framework of policies and processes, we focus on better managing our business and on aligning the interests of management with our stakeholders.

Over the past year, Cerner has further strengthened its corporate governance by separating our Chief Executive Officer and Chairman roles, providing additional transparency with respect to diversity of our Board of Directors and executive leadership

team, and continuing to align executive compensation with shareholder interests through enhanced claw back agreements, double trigger equity vesting upon a change-in-control and inclusion of additional performance metrics in equity grants.

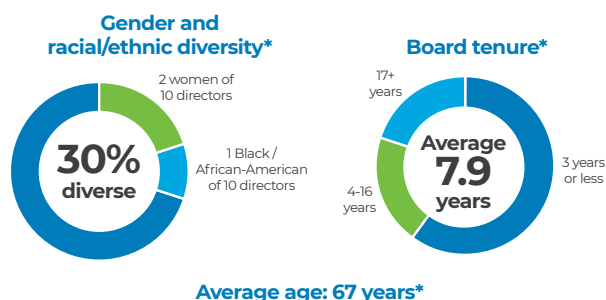
The company's environmental, social and governance policies and practices are overseen by the Nominating, Governance & Public Policy Committee of Cerner's Board of Directors.

Visit the Governance section of cerner.com/about/corporate-responsibility for more information on Cerner's corporate governance.

Board of Directors

Cerner's complex and evolving business requires a Board of Directors with diverse backgrounds, experience, ethnicity, gender, race and skills. Our director refreshment over the last several years has resulted in a diverse group of independent directors with gender and racial diversity and significant experience that we believe is essential for overseeing the direction of the company.

Board skills and attributes



*Based on board membership as of December 31, 2021. Age and tenure calculated as of the 2022 Annual Meeting, to be held May 26, 2022.

Visit [cerner.com/about/leadership](https://www.cerner.com/about/leadership) to learn more about Cerner's Board of Directors.

Human capital



Tracy L. Platt

Executive Vice President
and Chief Human
Resources Officer

"At Cerner, we aspire for all associates to have flexibility to manage their life; create work that is meaningful and makes a difference; and feel appreciated, valued, recognized and rewarded. We strive to

attract, engage and retain highly skilled, mission-driven talent for Cerner's caregivers and ultimately the patients we serve."

We collectively work to create a culture and community where our employees, who we refer to as our associates, feel their voice is heard in our ongoing progress to make a difference in the future of healthcare. Our efforts have earned Cerner recognition over the years as one of Forbes' Best Employers, Best Employers for Diversity, Best Employers for LGBTQ Equality and a perfect score on the Human Right Campaign Equality Index. Through organizational health and associate engagement, learning and leadership development programs, health and well-being benefits offerings, global recognition initiatives and community and philanthropy focus, Cerner is committed to building an associate experience that fosters a high performing, diverse & inclusive global workforce.

Diversity, Equity and Inclusion



Dr. Andrea Hendricks

Senior Director and
Chief Diversity, Equity &
Inclusion Officer

Diversity, Equity and Inclusion (DEI) are core to our mission. Cerner's strategy focuses on all three.

Diversity means understanding each

associate is unique. It's recognizing, valuing and respecting their individual dimensions, such as race, ethnicity, gender, sexual orientation, disabilities, generation or Veteran status.

Equity is a choice. We choose to create fair and impartial actions and opportunities for all.

Inclusion is a focus on all associates having the opportunity to be fully engaged in the workplace. Associates have a seat at the table where their unique perspectives and ideas are leveraged for the greater good.

Our approach to DEI centers around four main lenses:

Workplace

Cerner strives to create an engaging innovative atmosphere that promotes a sense of belonging for all associates

- Associate Business Resource Groups to help build community
- Diversity development programs
- Cultural events

Workforce

Cerner aims to attract, retain and develop skilled associates from diverse backgrounds

- Diverse career events and outreach
- Diverse recruitment platforms and community partnerships

Community

Cerner supports regional and global economies through diverse partnerships

- Community collaborative partners
- Diverse community engagement and volunteerism

Marketplace

Cerner relentlessly seeks breakthrough innovation that will shape healthcare of tomorrow

- Diverse suppliers
- Social determinants of health initiatives
- CEO Action for Diversity & Inclusion™ engagement

Please view Cerner's Diversity, Equity and Inclusion Annual Report on our DEI website at [cerner.com/about/diversity-inclusion](https://www.cerner.com/about/diversity-inclusion) for more details.

Health equity

Cerner recognizes that health equity means all individuals have equal access to the care and resources needed to live their healthiest lives. As a business and an employer, we have the opportunity to help make healthcare more equitable and dignified for everyone and to put our products, services, and expertise toward advancing health equity in the communities we serve around the world.

Our commitment to health equity was reflected in various programs and initiatives in 2021, including:

Community partnerships

- We joined Testing for America and others, including the Black Health Care Coalition, Testing for America, the United Negro College Fund, Cerner Charitable Foundation, and the Thurgood Marshall College Fund, to offer COVID-19 testing for students, faculty and staff at Historically Black Colleges and Universities.
- We worked with the Bluford Healthcare Leadership Institute, an organization that provides healthcare and IT related career workshops for diverse scholars pursuing healthcare leadership careers after college.

Employee benefits

- We put focus toward identifying health, wellness and benefits gaps and opportunities across our own workforce – specifically related to minorities, women, LGBTQIA, obesity, mental health, and chronic illness.

Client and industry engagement

- We continued collaboration with the Community Innovation Collaborative, which Cerner launched two years ago. This group of over 100 participants from 50+ client organizations is committed to working together to understand the social, economic and behavior factors that impact personal health; share best practices; and inform

Cerner's approach to meeting needs across social structural determinants of health.

- Cerner sponsored one of Modern Healthcare's Social Determinants of Health Symposium events focused on how data can address inequities in care.
- We continue to work with CEO Action, joining other organizations in pledging support for diversity and inclusion in the workplace and supporting efforts to advance racial equity through public policy.

Talent

Cerner is focused on providing opportunities that encourage the development and promotion of our associates from within. We offer world-class training, resources and support to elevate careers. Early career professionals have access to coaching, mentoring and opportunities to expand skill sets. As associates progress at Cerner, they have many opportunities to gain expertise and broaden experiences. They can move up, over and across a full array of opportunities in various realms of expertise.

Rewards and well-being

Our associates come to Cerner to contribute to our inspiring purpose of improving healthcare experiences and outcomes for our clients and their patients. In addition to the pride that comes with knowing that we're making a difference in the lives of millions of people around the world, we provide a full suite of competitive pay and benefits programs.

In 2021, we implemented a new job and compensation framework that has enabled greater transparency around our career and pay practices, while giving associates greater control over their career growth and development.

What makes Cerner unique is our dedication to the well-being of our associates. Through our robust and continuously expanding suite

of virtual and on-site programs and services, we constantly seek ways to enable the physical, mental and financial well-being of our associates.

We actively engage associates to ensure we constantly adapt, resulting in meaningful improvements to meet the evolving needs of our diverse workforce. Just a few examples of this include actions over the last year to:

- Make associate-driven enhancements to programs across the entire rewards portfolio
- Collaborate closely with Associate Business Resource Groups to drive equity and inclusivity in rewards programs
- Expand global access to high-quality mental and behavioral health support, while removing cost barriers
- Provide access to personalized training plans to help associates reach their health goals, restore mobility and reduce joint-related pain

During 2021, we were honored to see these efforts recognized when Cerner was named a top 10 company in India for workplace wellness. Our commitment to the well-being of our associates and their families is strong and enduring.

Executive compensation

Our compensation strategy is linked to our performance management philosophy, collectively designed to identify and reward associate performance through compensation.

We believe in pay for performance and linking executive compensation with shareholder value, as represented by our Chief Executive Officer (CEO) and Named Executive Officer (NEO) pay mix. In 2021, 92% of CEO compensation and 91% of NEO compensation was delivered as incentive-based compensation.

In addition, we strengthened our governance framework by expanding our ability to claw back incentive compensation more broadly. We also implemented new metrics in our 2021 incentive programs to increase management alignment with all stakeholders. With caregivers at the heart of all we do at Cerner, we added a quantitative client success metric to our annual cash incentive program to reinforce the link between our success and that of our clients. Additional quantitative metrics were included in the annual cash incentive program to align payouts with improvements in associate engagement and perceptions of inclusivity. These metrics reinforce our commitment to associate engagement as DEI efforts permeate every aspect of the associate experience.

Our performance-based equity award metrics were updated to include three performance metrics: Adjusted Diluted Earnings Per Share, revenue growth and relative total shareholder return (TSR). The TSR metric was added to provide close alignment between the compensation of our NEOs and shareholders and motivate the generation of long-term value creation for our associates and shareholders.

Cerner Charitable Foundation

Cerner Charitable Foundation (formerly First Hand Foundation) is Cerner's corporate philanthropy. It is supported by Cerner, Cerner associates, business partners and community members. Building on a 26-year history, Cerner Charitable Foundation is working to build healthier tomorrows and strong communities around the world through individual medical grants and wellness programs, engaging volunteerism, community initiatives and strategic partnerships.

It fulfills its mission through three pillars:

- **Health** – Providing equitable access to healthcare for children through individual medical grants and health and wellness programming.



Through innovative, school-based health and wellness programs, inspiring volunteer initiatives and strategic community grant-making, Cerner Charitable Foundation strives toward an equitable world where individuals and communities thrive.

- **Home** – Reducing disparities, developing tomorrow’s transformative leaders and improving the communities we call home.
- **Heroes** – Supporting the healthcare industry and Veteran communities through strategic grants and initiatives.

Over its 26-year history, Cerner Charitable Foundation has improved the lives of nearly 600,000 people around the world.

In 2021, Cerner Charitable Foundation awarded \$2.8M in individual medical grants to children in need in 23 countries. To build stronger, healthier communities across the U.S., and in an effort to extend Cerner Charitable Foundation’s reach and maximize impact, more than \$304,000 was issued in U.S. community grants to bolster the

work of 72 fellow nonprofit organizations. Additionally, Cerner Charitable Foundation, along with global Cerner associates, contributed more than \$256,000 to 10 global non-governmental organizations (NGOs).

More than 27,000 students K-12 participated in programs including wellness screenings for elementary students, social-emotional support and education initiatives for middle schools and health education in high schools.

Cerner Charitable Foundation inspires associates to give back to their communities around the world and to causes. Thanks to a generous paid volunteer time off policy, Cerner associates spent nearly 59,000 hours in 2021 in service to nonprofits and causes close to their hearts. Volunteer support drove

a record-breaking year for the foundation's Care Kit program. In 2021, we delivered 8,274 care kits full of age-appropriate personal care items to children in 26 states facing difficult times like entering the foster care system, experiencing homelessness or recovering from a natural disaster.

Cerner Charitable Foundation's work is guided by the social determinants of health and driven toward a vision of an equitable world where individuals and communities thrive.

Visit cernercharitablefoundation.org to learn more about the Cerner Charitable Foundation.

Data security and privacy

Maintaining the security and privacy of all patient and user data is at the heart of everything we do. We know how important patient privacy is because we expect privacy when we are patients ourselves. Cerner associates undergo pre-employment background checks based on potential role and applicable law and complete mandatory data protection training once they start work and on an ongoing basis. We hold continuing education campaigns, annual security training sessions, localized training and targeted security bulletins to help ensure privacy and security remain top of mind.

Cerner uses multiple overlapping security applications and countermeasures through the ecosystem to protect Cerner Platforms. Cerner's Computer Security Incident Response Center (CSIRC) provides 24x7x365 continuous threat monitoring of all Cerner platforms and proactively ingests and coordinates responses to international, Federal and tech industry threat intelligence information. Clearly defined roles, responsibilities, policies and procedures help maintain security across regular operations. Regular internal assessments, external audits and system reviews are conducted to make

sure Cerner is operating in compliance with its Security Program.

Visit www.cerner.com/security and www.cerner.com/privacy for more on Cerner's security and privacy programs.

Environment

At Cerner, we have policies and practices in place to ensure that we operate our business and provide solutions and services to our clients in a manner that promotes clean business practices and reduces our corporate footprint on the environment.

We are conscious of our impact on the earth and seek to minimize it whenever feasible. Cerner completed its first carbon assessment in 2021 to calculate our Scope 1, 2 and 3 carbon emissions over the past three years. We intend to use this assessment as a baseline and will analyze the results to identify areas in which we can reduce our impact on the environment. This year, we have added 2021 emissions to our original assessment.

In addition to our high-level corporate programs, our associates have organized grassroots eco-awareness groups to pursue more sustainable practices on our campuses and in our daily lives, working to safeguard the future health of our associates, families and communities. Through coordinated focus groups, recycling initiatives, ride share programs, community events, philanthropy and sustainability awareness campaigns, our associates are dedicated to making and promoting eco-friendly choices and considering the environmental impact of everything we do.

Visit the Environmental section of cerner.com/about/corporate-responsibility to learn more about Cerner's commitment to the environment.

Appendix: Key Performance Indicator index

Reference index	Key Performance Indicator	2021	2020	2019
Governance				
	Classification of Board of Directors	Declassification in progress	Declassification initiated	Classified
	Members of Board of Directors*	10	11	10
	Independent Board Members (%)*	90%	91%	90%
	Board Gender & Racial/Ethnic Diversity (%)*	30%	36%	30%
	Formal Board oversight of company environmental, social and governance initiatives	Yes	Yes	No
	* As of December 31, 2021			
Environmental				
SASB TC-SI-130a.1	Total energy consumed (GJ)**	882,362	893,132	1,033,704
SASB TC-SI-130a.2	Total water consumed (m ³)***	201,023	221,921	243,670
	Scope 1 GHG Emissions (mtCO ₂ e)****	4,907	6,480	8,366
	Scope 2 GHG Emissions (mtCO ₂ e)****	125,736	127,404	147,827
	Scope 3 GHG Emissions (mtCO ₂ e)****	540,926	682,260	856,665
SASB TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	See Data Centers section of Cerner's Environmental Policy available at Cerner.com.		
	** Environmental metrics are specific to our properties in the Kansas City area, Malvern, PA, and Bangalore, India.			
	*** Water consumption data from our properties in the Kansas City area and Malvern, PA. Sub-metered water consumption data from Bangalore, India, is not available at the time of this report.			
	**** GHG emissions created using available electricity and gas usage from Kansas City area, Malvern, PA, and Bangalore, India, locations. For a discussion of the methodology, refer to the carbon assessment disclosure report on Cerner's Corporate Responsibility page.			
Social				
SASB TC-SI-330a.1	Global workforce (# of associates)*	25,150	26,400	27,400
	Americas (%)	70%	74%	72%
	Asia-Pacific (%)	22%	20%	20%
	Europe and Middle East (%)	8%	6%	8%
	* Approximate number of associates as of December 31, 2021			

Discussion of systems for managing workforce and risk prevention:

With a presence in over 35 countries, we are able to serve clients around the globe. Leveraging technology, collaboration and anchored in a common global set of associate behaviors, our associates work effectively across borders in pursuit of Cerner's mission. We recognize and value diversity in our global workforce and take a global lens to equity and inclusion in all countries in which we operate, as described earlier in this report. Our human resources programs and processes, including associate recognition, performance management, associate surveys, town halls and job framework, enable us to create a consistent global associate experience at scale, while allowing for customization at the country or regional level where appropriate. We supplement our global approach with locally relevant programs and policies that help us recruit and retain top talent in all our locations. We behave with integrity in everything we do, and that includes complying with local laws and regulations, maintaining strict policies around data protection and enforcing a program of mandatory compliance training for associates.

Reference Index	Key Performance Indicator	2021	2020	2019
Social (continued)				
SASB TC-SI-330a.2	Employee engagement (%)	74%	68%	See discussion
	<p>Discussion of employee engagement:</p> <p>Prior to 2020, our annual employee surveys were developed and administered internally. In 2019, we engaged with Korn Ferry to enhance our employee engagement survey methodology. The result of this collaboration was our 2020 organizational health and engagement survey, delivered via the Qualtrics survey platform. Our 2020 and 2021 engagement index was calculated as the percentage of associates who responded Agree or Strongly Agree to the statements “Cerner motivates me to do more than is required,” “I feel motivated to do more than is required of me,” “I feel proud to work for Cerner,” “I would recommend Cerner as a good place to work” and “Given your choice, how long would you plan to continue working for Cerner” (with 5+ years viewed as favorable). Due to the change in survey methodology, our 2019 engagement metrics are not directly comparable to those from 2020 or 2021.</p>			
	Inclusion index (%)	79%	73%	N/A
	<p>Discussion of inclusion index:</p> <p>In 2020 and 2021, our organizational health and engagement survey included a validated index for inclusion against which Cerner is measuring the health of our workforce and driving improvements in leadership behavior. Our inclusion index for 2020 and 2021 was calculated as the percentage of associates who responded Agree or Strongly Agree to the statements “I feel a sense of connection and belonging at work,” “Opportunities for advancement are available to associates regardless of personal background,” “The people I work with discuss and debate issues respectfully to get better results” and “I can freely express my voice without fear of negative consequences.” In 2021, a quantitative Organizational Health metric was added to performance-based cash compensation for our Named Executive Officers (NEOs) to directly link their compensation with key organizational objectives, including attracting, engaging and retaining top talent and continuing to cultivate a highly diverse and inclusive workplace.</p>			
SASB TC-SI-330a.3	Gender			
	Global Workforce			
	Total workforce male (%)	60%	62%	61%
	Total workforce female (%)	40%	38%	39%
	Management ¹			
	Management male (%)	65%	65%	65%
	Management female (%)	35%	35%	35%
	Technical Staff ²			
	Technical Staff male (%)	74%	75%	75%
	Technical Staff female (%)	26%	25%	25%
	All Other Associates ³			
	All other male (%)	44%	46%	46%
	All other female (%)	56%	54%	54%
	¹ All leadership levels plus team lead and manager level associates			
	² Associates with Job Family Groups of Development, Information Technology and Support			
	³ Associates not included in Management or Technical Staff groups			

Reference Index	Key Performance Indicator	2021	2020	2019
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Social (continued)

SASB TC-SI-330a.3
(continued)

Race/Ethnicity (U.S. Only)*

White (%)	73%	74%	75%
Asian (%)	10%	12%	12%
Hispanic (%)	4%	4%	3%
African American (%)	9%	8%	8%
Other (%)	4%	3%	2%

* Race/ethnicity information is approximate and based on self-reported associate data.

Discussion of gender and ethnicity disclosures:

See the Diversity, Equity and Inclusion section of Cerner's
2021 Corporate Responsibility Report
Cerner Diversity, Equity and Inclusion website

Data Security

SASB TC-SI-230a.2

Description of approach to data security risks, including use of third-party cybersecurity standards:

See the Data Security and Privacy section of Cerner's
2021 Corporate Responsibility Report
Cerner Security Program information is available at cerner.com.

Data Privacy

SASB TC-SI-220a.1

Description of policies and practices relating to behavioral advertising and user privacy:

See the Data Security and Privacy section of Cerner's
2021 Corporate Responsibility Report
Cerner Privacy Policies are available at cerner.com.

Managing Systemic Risks from Technology Disruptions

SASB TC-SI-550a.2

Description of business continuity risks related to disruptions of operations:

See Cybersecurity and Information Technology Risks
in the Risk Factors section of Cerner's 2021 Form 10-K