

Key Performance Indicator index

Updated 4-2-2021

Reference index	Key Performance Indicator	2020	2019	2018
Governance				
	Classification of Board of Directors	Declassification initiated	Classified	Classified
	Members of Board of Directors*	11	10	9
	Independent Board Members (%)*	91%	90%	89%
	Board Gender & Ethnic Diversity (%)*	36%	30%	22%
	Formal Board oversight of company environmental, social and governance initiatives	Yes	No	No
	* As of December 31, 2020			

Environmental				
SASB TC-SI-130a.1	Total energy consumed (GJ)**	962,841	1,033,704	1,003,629
SASB TC-SI-130a.2	Total water consumed (m ³)**	295,438	336,709	340,685
	Scope 1 GHG Emissions (Tonnes CO ₂ e)**	Cerner is currently undergoing a third-party carbon assessment for the years 2018-2020. When the results are available, we intend to update this table and the Key Performance Indicator Index on Cerner's Corporate Responsibility website		
	Scope 2 GHG Emissions (Tonnes CO ₂ e)**			
	Scope 3 GHG Emissions (Tonnes CO ₂ e)**			
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		

**Environmental metrics are specific to our properties in the Kansas City area, Malvern, PA and Bangalore, India.

Social				
SASB TC-SI-330a.1	Global workforce (# of associates)	26,400	27,400	29,200
	Americas (%)	74%	72%	76%
	Asia-Pacific (%)	20%	20%	17%
	Europe and Middle East (%)	6%	8%	7%

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 the 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 allow 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 enable us to recruit and retain top talent in all our locations. We behave with integrity in everything we do, and that includes complying with all local laws and regulations, maintaining strict policies around data protection and enforcing a program of mandatory compliance training for all associates.

Reference Index	Key Performance Indicator	2020	2019	2018
Social (continued)				
SASB TC-SI-330a.2	Employee engagement (%)	68%	See discussion	
	Discussion of employee engagement:			
	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, developed in partnership with Korn Ferry and delivered via the Qualtrics survey platform. Our 2020 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 prior year engagement metrics are not directly comparable to those from 2020.			
	Inclusion index (%)	73%	N/A	N/A
	Discussion of inclusion index:			
	For the first time, in 2020, 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 2020 inclusion index 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”, “I can freely express my voice without fear of negative consequences”. In 2021, a quantitative Organizational Health metric will be 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.			
SASB TC-SI-330a.3	Gender			
	Global Workforce			
	Total workforce male (%)	62%	61%	58%
	Total workforce female (%)	38%	39%	42%
	Management ¹			
	Management male (%)	65%	65%	63%
	Management female (%)	35%	35%	37%
	Technical Staff ²			
	Technical Staff male (%)	75%	75%	75%
	Technical Staff female (%)	25%	25%	25%
	All Other Associates ³			
	All other male (%)	46%	46%	41%
	All other female (%)	54%	54%	59%

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	2020	2019	2018
Social (continued)				
SASB TC-SI-330a.3 (continued)	Ethnicity (U.S. Only)			
	White (%)	74%	75%	74%
	Asian (%)	12%	12%	11%
	Hispanic (%)	4%	3%	5%
	African American (%)	8%	8%	8%
	Other (%)	3%	2%	3%

Discussion of gender and ethnicity disclosures:

[See the Diversity, Equity and Inclusion section of Cerner's 2020 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 2020 Corporate Responsibility Report](#)

[Cerner Security Program](#)

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 2020 Corporate Responsibility Report](#)

[Cerner Privacy Policies](#)

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 2020 Form 10-K](#)