

| OMB APPROVAL | |
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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| | | | | | | |
|--|---------|----------|--|--|---|--|
| 1. Name and Address of Reporting Person* <u>Wheatley Timothy Alan</u> | | | 2. Issuer Name and Ticker or Trading Symbol <u>HUMANA INC [HUM]</u> | | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director _____ 10% Owner _____ <input checked="" type="checkbox"/> Officer (give title below) _____ Other (specify below) _____ Segment President, Retail | |
| (Last) | (First) | (Middle) | 3. Date of Earliest Transaction (Month/Day/Year) <u>12/15/2022</u> | | 6. Individual or Joint/Group Filing (Check Applicable Line) <input checked="" type="checkbox"/> Form filed by One Reporting Person Form filed by More than One Reporting Person | |
| HUMANA INC. 500 WEST MAIN STREET | | | 4. If Amendment, Date of Original Filed (Month/Day/Year) | | | |
| (Street) LOUISVILLE KY 40202 | | | | | | |
| (City) (State) (Zip) | | | | | | |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) | | 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) | | | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|------------|----------|---|--|---|
| | | | Code | V | Amount | (A) or (D) | Price | | | |
| Humana Common | 12/15/2022 | | M | | 570 | A | \$0 | 3,692 | D | |
| Humana Common | 12/15/2022 | | F | | 266 ⁽¹³⁾ | D | \$510.02 | 3,426 | D | |
| Humana Common | 12/15/2022 | | M | | 550 | A | \$0 | 3,976 | D | |
| Humana Common | 12/15/2022 | | F | | 257 ⁽¹³⁾ | D | \$510.02 | 3,719 | D | |
| Humana Common | 12/15/2022 | | M | | 494 | A | \$0 | 4,213 | D | |
| Humana Common | 12/15/2022 | | F | | 230 ⁽¹³⁾ | D | \$510.02 | 3,983 | D | |
| Humana Common | | | | | | | | 1,025 | I | See Footnote ⁽¹⁾ |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) | | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | | 6. Date Exercisable and Expiration Date (Month/Day/Year) | | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) | |
|--|--|--------------------------------------|--|--------------------------------|---|--|-----|--|-----------------|---|--|--|---|--|------------------------------|
| | | | | Code | V | (A) | (D) | Date Exercisable | Expiration Date | | | | | | Title |
| Options ⁽²⁾ | \$217.415 | | | | | | | (2) | 03/08/2024 | Humana Common | 459 | 459 | D | | |
| Options ⁽³⁾ | \$268.47 | | | | | | | (3) | 02/19/2025 | Humana Common | 372 | 372 | D | | |
| Options ⁽⁴⁾ | \$307.965 | | | | | | | (4) | 02/25/2026 | Humana Common | 324 | 324 | D | | |
| Options ⁽⁵⁾ | \$350.7875 | | | | | | | (5) | 02/24/2027 | Humana Common | 2,865 | 2,865 | D | | |
| Options ⁽⁶⁾ | \$376.61 | | | | | | | (6) | 02/22/2028 | Humana Common | 4,524 | 4,524 | D | | |
| Options ⁽⁷⁾ | \$425.055 | | | | | | | (7) | 02/21/2029 | Humana Common | 5,370 | 5,370 | D | | |
| Restricted Stock Units ⁽⁸⁾ | (8) | 12/15/2022 | | M | | 570 | | (9) | (9) | Humana Common | 570 | \$0 | 0 | D | |
| Restricted Stock Units ⁽⁸⁾ | (8) | 12/15/2022 | | M | | 550 | | (10) | (10) | Humana Common | 550 | \$0 | 550 | D | |
| Restricted Stock Units ⁽⁸⁾ | (8) | 12/15/2022 | | M | | 494 | | (11) | (11) | Humana Common | 494 | \$0 | 988 | D | |
| Phantom Stock Units ⁽¹²⁾ | (12) | | | | | | | (12) | (12) | Humana Common | 162 | | 162 | I | See Footnote ⁽¹²⁾ |

Explanation of Responses:

1. Shares held for the benefit of reporting person as of November 30, 2022 under the Humana Retirement Savings Plan including routine payroll deductions, quarterly dividend allocation, and a routine

disposition of shares to fund an administrative fee assessment under a Tax-Conditioned Plan, exempt under Rule 16b-3(c).

2. Right to buy pursuant to Company's 2011 Stock Incentive Plan. Incentive and Non-Qualified stock options granted to reporting person on 03/08/2017. 12,998 options vesting in three annual increments, and 7,499 options fully vest three years from the date of grant.
3. Right to buy pursuant to Company's 2011 Stock Incentive Plan. Non-Qualified stock options granted to reporting person on 02/19/2018, vesting in three increments from 02/19/2019 to 02/19/2021.
4. Right to buy pursuant to Company's 2011 Stock Incentive Plan. Non-Qualified stock options granted to reporting person on 02/25/2019, vesting in three increments from 2/25/20 to 2/25/22.
5. Right to buy pursuant to Company's 2019 Amended & Restated Stock Incentive Plan. Incentive and Non-Qualified stock options granted to reporting person on 02/24/2020, vesting in three annual increments from 2/24/21 to 2/24/23.
6. Right to buy pursuant to Company's 2019 Amended & Restated Stock Incentive Plan. Incentive and Non-Qualified stock options granted to reporting person on 02/22/2021, vesting in three annual increments from 2/22/22 to 2/22/24.
7. Right to buy pursuant to Company's 2019 Amended & Restated Stock Incentive Plan. Incentive and Non-Qualified stock options granted to reporting person on 02/21/2022, vesting in three annual increments from 2/21/23 to 2/21/25.
8. Right to receive one share per restricted stock unit pursuant to the Company's 2019 Amended & Restated Stock Incentive Plan. Each restricted stock unit represents a contingent right to receive one share of Humana Inc. common stock, exempt under Rule 16b-3(d)(1) & (3).
9. Restricted stock units granted to reporting person on 02/24/2020, 33% of the award is vesting on 12/15/20, 12/15/21, and 12/15/22.
10. Restricted stock units granted to reporting person on 02/22/2021, 33% of the award is vesting on 12/15/21, 12/15/22, and 12/15/23.
11. Restricted stock units granted to reporting person on 02/21/2022, 33% of the award is vesting on 12/15/22, 12/15/23, and 12/15/24.
12. Phantom Stock Units held for the benefit of reporting person as of November 30, 2022 based on the value of Humana common stock on a 1-for-1 basis, under the Humana Retirement Equalization Plan. The ending number of units reflects normal fluctuation due to changes in stock price.
13. Shares disposed of represent payment for tax liability on shares vesting 12/15/22, no value received in return.

Timothy A. Wheatley

12/19/2022

** Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.