



# Human Capital Executive Brief

## Investing in our colleagues

Our colleagues are the greatest force advancing our purpose of bringing our heart to every moment of your health. Our commitment to them includes a comprehensive rewards package, an inclusive workplace and programs that support our diverse range of colleagues in healthy, fulfilling careers at CVS Health®.



### 2021 Highlights

**\$16.8B**

colleague wages earned

**\$2.7B**

colleague benefits earned

**\$15**

Committed to increasing hourly minimum wage across our enterprise to \$15 an hour by July 2022

## Workforce diversity

**70%+**

of CVS Health colleagues self-identify as female and 48 percent of colleagues report being racially or ethnically diverse

**154K+**

new colleagues we hired and trained in 2021 and more than half self-identify as Black, Hispanic or Asian



**We are proud to have strong female senior leadership representation. Key leadership positions, including chief executive officer (CEO), chief customer officer (CCO) and co-president of CVS Pharmacy® and chief people officer (CPO), as well as five seats on our Board of Directors, are held by women.**



## Supporting colleague health, safety and well-being

As a company that is meaningfully impacting public health issues, the safety, health, and well-being of our colleagues is our top priority. We actively encourage our colleagues to take care of their own health and provide programs and tools to improve financial, emotional and physical well-being to all colleagues, not just those enrolled in benefits.

# \$100M+

invested in reducing medical contributions for colleagues under common-cost share strategy that provides a higher company subsidy for our lower-paid colleagues.

We began offering **TalkSpace**, an online mobile therapy resource as an alternative to in-person counseling. Colleagues and their household members can text or video chat with a counselor, 24 hours a day, seven days a week.



Full-time employees who welcome a new child into their home can take up to four weeks away from work at 100 percent of their pay to ensure the newest addition to their family gets off to a strong start in life. In 2021, 8,496 colleagues requested an average of six weeks of paid parental leave, comprised of 69 percent women and 31 percent men.

## Advancing the careers of our colleagues

Learnings and advancement are essential across all roles, and our career development programs enable colleagues to focus on enrichment opportunities to achieve their career goals.



- We launched a new enterprise-wide learning management system, LearningHub, to inspire innovation through our culture of learning and development
- Reached **4,300+** managers through DevelopU new leadership program
- Saw a **21%** increase in Leadership Essentials participation
- Offered **120K** modules of self-paced and cohort-based learning content utilized by **25K+** colleagues
- Saw more than **13 million** hours of learning and development courses invested by colleagues
- In 2021, we launched more than **70 different** training courses as part of our annual Enterprise Compliance Training Program
- **89K** colleagues grew their careers by taking on new roles



## Expanding our diverse workforce

Our diverse workforce is our company's greatest strength. It reflects the communities we serve and brings unique ideas, experiences and skills that are necessary to fulfill our purpose. Together, approximately 300,000 CVS Health colleagues join forces daily to uphold our shared commitment of mutual respect in everything we do.

- Opened three new Workforce Innovation and Talent Centers
- Eliminated the high school diploma or GED requirement for most entry-level roles, and the GPA requirement for university recruitment
- Provided nearly **\$900,000** in scholarships through the CVS Health Foundation to pharmacy schools and to nursing and physician assistant schools across the country
- Expanded our conscious-inclusion training



### Conscious-inclusion learning experience

**~1K**  
learning sessions

**4K+**  
hours

**100+**  
colleagues trained as  
peer facilitators

Leader participation  
**97%**

of leaders at the vice  
president level or higher

**89%**  
of leaders at the director  
level or higher