



# Diversity & Inclusion Executive Brief



## Diversity & Inclusion

At CVS Health®, we take pride in leading by example and operating our business in a way that exceeds the expectations of our many stakeholders. In 2021, we continued to uphold the responsibility we have to our colleagues, customers, communities and business partners to deliver exceptional health care ethically and equitably. In pursuit of our commitment to social justice and equity, we sought to increase diversity and inclusion both within our own company and across our supply chain.

### Meaningful representation — especially among our most senior leadership — can help us achieve our full potential.

As part of this continued focus, we are committed to developing our diverse talent and finding ways to place them into positions for leader succession. Currently our programs target colleagues who identify as part of the following communities:

Asian and Pacific Islander, Black/African American, Hispanic/Latino, Individuals with Disabilities, LGBT+ and women.

To attract diverse talent and equip future colleagues for successful careers with CVS Health, we build non-traditional talent pipelines through our robust workforce development programs

### Workforce Diversity

# 45%

of CVS® pharmacists self-identify as racially or ethnically diverse

# 70%

of CVS Health colleagues self-identify as female

# 51%

of colleagues self-identify as racially or ethnically diverse

## Board Diversity

The strength of our Board of Directors is derived from diverse backgrounds and experiences. Incumbents standing for election at our Annual Meeting of Stockholders in May 2022 will represent 11 members, with 45 percent women and 55 percent men. Board members of diverse race or ethnicities will comprise 17 percent of total Board membership. Collectively, our Board members offer a robust offering of experiences, skills and qualifications that enable them to effectively oversee the Company’s strategy and management.

**Published first Strategic Diversity Management Report and disclosed EEO-1 data**

## Workforce Development

Our workforce development programs provide exposure to work in a professional environment and teach real job skills applicable across various business functions, including retail stores and pharmacies.



**1K+**

Opened new Workforce Innovation and Talent Centers (WITC) in Pittsburgh and Philadelphia in 2021. Across our seven WITCs, more than 1,000 professionals participated in one of these programs

**100%**

100 percent increase over prior years in the hiring and promotion of Black and Hispanic colleagues to executive positions

**58%**

of new colleagues self-identify as racially or ethnically diverse

**8.1K+**

Registered apprentices engaged, 25 percent of whom self-identify as Black and 80 percent of whom identify as female

**87**

Expanded efforts to recruit diverse candidates to 87 Historic Black Colleges and Universities

**4.2K**

formerly incarcerated individuals hired through Second Chance program

**90**

Expanded efforts to recruit diverse candidates to 90 Hispanic-Serving Institutions

**\$2.9B+**

spent with diverse suppliers

**\$860K+**

spent with diverse Tier II suppliers

**\$1.6B+**

spent with small businesses

**5th**

year as a member of the Billion Dollar Roundtable

## Supplier Diversity

We focus our significant spending power to support small businesses, as well as businesses owned by women, people of color, veterans and service-disabled veterans, people with disabilities, LGBT+ people and other people who are traditionally disenfranchised. In addition to generating economic opportunities, our efforts serve to strengthen the supply chain by increasing sourcing options, promoting competition and quality, and boosting resiliency.

## Conscious Inclusion

In 2020, we began providing leaders with an interactive conscious-inclusion learning experience. We continued the deployment of conscious-inclusion training for colleagues in 2021 to explore the impact of unconscious bias and build an understanding of inclusive behaviors.

**~1K**

learning sessions

**4K+**

hours

**100+**

colleagues trained as peer facilitators

**97%**

of leaders at the vice president level or higher participated

**89%**

of leaders at the director level or higher participated



## Colleague Resource Groups (CRGs)

CRGs encourage personal and professional development by providing colleagues with a sense of community, building allyships, and forging authentic connections. With options to join as a member of a group with which you identify, or as an ally to show support or expand your own perspective, there is room for every colleague in our CRGs.

**16**

CRGs

**81**

local chapters

**26K+**

colleagues participate in at least one CRG