

Health Equity Executive Brief



Advancing health equity across CVS Health®

At CVS Health, we are committed to improving the health care experience for all and eradicating the disparities that hold people back from achieving their best health. In 2021, we made significant investments across our business to drive key programs that support better health outcomes for historically disenfranchised communities.

- **80% of a person's health is** determined outside the doctor's office through social determinants of health (SDOH)
- Launched new **Clinical Trial Services** business to improve representation of diverse patients in clinical trials as individuals from diverse communities are highly underrepresented in clinical research. In 2021, we enrolled **13,000 participants in 27 distinct studies**
- **Spoken RX™** audio prescription label solution launched nationwide in English and Spanish to vocalize important prescription information for patients with visual impairments
- CVS Kidney Care® partnered with Lyfebulb, a patient-empowerment platform, to promote the development of start-up kidney health solutions. The **Lyfebulb- CVS Kidney Care Innovation Challenge** asks entrepreneurs — especially those from historically underrepresented communities or who are personally affected by chronic kidney disease or end-stage renal disease — to submit scalable business concepts that seek to improve health equity in kidney disease
- In Florida, Texas and Pennsylvania, Aetna® invited members to join its **Medicare Multicultural Care Management program** designed to help Black and Hispanic members better manage their diabetes and hypertension. The program also collaborates with local faith-based and community-based organizations to connect services and promote access to COVID-19 vaccine
- CVS Caremark® redoubled our efforts to help our clients to reduce longstanding health disparities for PBM members living with certain conditions that disproportionately affect people of color — sickle cell disease, HIV and cardiovascular disease. We're also increasing our investments in programs that address barriers to testing and care

In 2021, Joneigh Khaldun, M.D., joined the organization as Chief Health Equity Officer to lead our strategy to advance health equity across the company.

Advancing health equity in local communities

Addressing health disparities in the community is directly linked to addressing racial inequity, which is why we are making significant investments to increase access to health care.

Many health conditions disproportionately impact people of color and through strategic collaborations with leading nonprofit organizations we are providing philanthropic funding to help reduce these disparities.



Campaign for Tobacco-Free Kids & Alliance for a Healthier Generation

- Inform young people from communities of color on the **dangers of tobacco use** and the health disparities they face
- Equip **500K young people and 1 million adults** with the skills to create change in their communities to help create the first tobacco- and nicotine-free generation

America's Essential Hospitals

- Establish new learning collaborative to **improve outcomes in safety net hospitals** with high maternal mortality rates among Black patients
- 12 hospitals selected

National Association of Free and Charitable Clinics

- Offer education and training for providers to help identify Black patients at risk for preeclampsia
- **Reach 1,200 pregnant and birthing persons** with access to trained clinicians each year

Every Mother Counts

- Promote free, trustworthy and accessible content focused on **empowering pregnant people**

American Lung Association

- Help Black, Indigenous and Hispanic **adult asthma patients** achieve treatment

Mental Health America

- Support the **unique mental health needs** of Black, indigenous and other communities of color
- Reach **2 million people** through mental health screenings and follow-up support

American Foundation for Suicide Prevention

- Reduce treatment barriers and **improve suicide interventions** in Black communities over the next two years
- Serve **200K individuals** in three markets

Health Zones

In 2021, we launched our new Health Zones initiative in five markets: Atlanta, GA; Columbus, OH; Fresno, CT; Hartford, CT; and Phoenix AZ. We plan to expand to more markets in 2022.

Key focus areas:

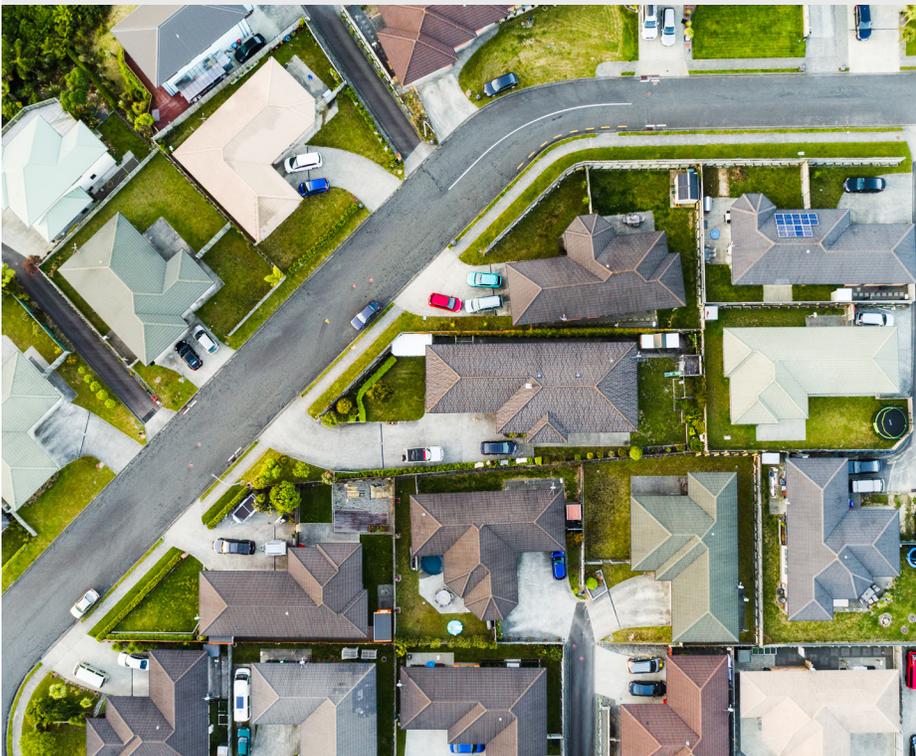
- Housing
- Access to food
- Transportation
- Education
- Labor and workforce training
- Health care access



Investing in Affordable Housing

When someone doesn't have safe, stable shelter that fits within their budget, it puts them in a worse position to take care of their health and manage chronic disease.

- **\$185 million** invested in affordable housing projects in 2021 in Arizona, California, Louisiana, Florida, Texas and Washington, D.C.



Feeding America

- More than **159 million** meals provided for people who are food insecure, with **~40%** of meals for people of color suffering from food insecurity



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.



2021 Highlights

- 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

Project Health

Since 2006, our Project Health events have provided more than **\$139 million** in free medical services to more than **1.1 million** participants. Through these events, participants can better understand their risk for chronic conditions like diabetes, hypertension and heart disease, which disproportionately impact Black people and other communities of color. In 2021, we made available new health and wellness information around chronic conditions and mental health, as well as access to resources providing healthy and nutritious foods in the community.

One-fifth of Project Health patients in 2021 told us they became aware of a chronic condition due to attending a Project Health event.

4

new mobile units

1,700+

screening events

42K+

patients received free health screenings

32

metro markets across the country

\$4.6M+

of free medical services

Scholarship Programs

We understand that the diversity of clinicians needs to reflect the diversity of the communities they serve. That's why we have a number of scholarship programs aimed at increasing the number of Black, Hispanic and bilingual students across the health care industry.

\$900K

Provided \$900K in scholarships through the CVS Health Foundation to pharmacy, nursing and physician-assistant schools

\$5M

Awarded scholarships to 45 students through a five-year, \$5-million scholarship program with UNCF for Black and Latino students pursuing a career in pharmacy, medicine or health administration

\$600K

Supporting the educational aspirations of 185 children of colleagues through nearly \$600K in scholarships