



# DIVERSITY

**2021 Diversity  
Highlights**

**CVS**  
Health.

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**We are committed to building a workplace where every person is welcome, valued and can fulfill their potential.**

# A message from our Chief People Officer

Our colleagues touch millions of lives each day, and with that comes the responsibility to ensure we reflect the unique needs of the individuals and communities we serve. In 2021, we continued to advance our longstanding commitment to diversity in every facet of our business and across the health care landscape. We are proud to share our progress across several key areas in our diversity update.

## Addressing disparities

Helping individuals and communities achieve their best health requires a deep understanding of the barriers they face. We were proud to welcome our first-ever chief health equity officer, Dr. Joneigh Khaldun, to guide our focus on ensuring that culturally competent care delivery is fully integrated into our programs, products and services—and to work collaboratively with the broader health care system to advance health equity and better support underserved communities.

## Fostering an inclusive culture

To support our colleagues as they care for others, we are committed to ensuring a workplace culture where everyone is treated with respect and feels a true sense of belonging. In its second year, our conscious inclusion learning experiences continued to empower colleagues in identifying sources of bias, embedding diverse thinking in their day-to-day work, and building inclusive leadership behaviors. By year end, over 150,000 colleagues had participated in conscious inclusion learning experiences.

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**Our colleagues — led by our dynamic Colleague Resource Groups — have spurred a movement to drive meaningful change.**

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## Reflecting our communities

Representation matters. Over the past two years, we have maintained a strong commitment to ensuring our workforce, at every level, reflects the diversity of the communities we serve. These efforts resulted in more than a 200 percent increase in the hiring and promotion of Black and Hispanic colleagues to executive positions. To develop the next generation of diverse leaders at CVS Health, we continue to introduce targeted programming and opportunities for advancement to positions of leadership. More work remains, and we are steadfast in our commitment to attract, retain and develop diverse colleagues across our enterprise.

## Creating new opportunities

To expand and diversify our workforce, we must ensure a robust pipeline of talent prepared to meet the current and future needs of health care delivery. As a national leader in innovative workforce programming, we tap into nontraditional talent pools and leverage our core expertise in health care to equip future colleagues for successful careers with CVS Health.

In 2021, we significantly expanded the impact of our Workforce Innovation & Talent Centers, in collaboration with nonprofit and faith-based organizations across the country. We invested in Black

and Latino college students aspiring to careers in pharmacy, medicine and health administration through a five-year, \$5 million collaboration with the UNCF. We also continued to target our substantial buying power and marketing reach to align with our commitments, spending \$2.9 billion with diverse suppliers and generating new opportunities for diverse brands in our stores.

Our journey is ever evolving—and we will continue to dedicate our focus, our resources and our collective voice to advance our purpose of bringing our heart to every moment of your health™.

Sincerely,



**Laurie Havanec**  
EVP and Chief People Officer



## Diverse representation

Our company is more diverse than ever before and improving each year as we strive to reflect the diversity of the communities we serve. Meaningful representation at our most senior leadership levels is critical to our success—and an area where we continue to seek improvement. As part of our longstanding commitment to diversity, we continue to have measurable goals to drive equitable access for growth and development, holding leaders accountable for results, including tying a portion of their compensation to demonstrated progress. To develop the next generation of diverse leaders at CVS Health, we continue to introduce targeted programming and opportunities for advancement to positions of leadership. We have also implemented new guidelines to broaden the type of experience required of potential job candidates, such as considering equivalent work experience rather than education for certain positions.

### 2021 Highlights



Our Strategies for Success Multicultural Women, a customized leadership program, has graduated more than 300 high-potential multicultural female colleagues at CVS Health. This program has resulted in increased retention with 78% of program participants remaining with CVS Health. Additionally, 92% of participants say that this program has significantly and positively impacted the way they approach career growth and development.



Dropped the minimum grade point average requirement from our college recruiting process.

# \$900K

Provided nearly \$900,000 in scholarships through the CVS Health Foundation to pharmacy, nursing and physician-assistant schools across the country. To support the educational attainment of our colleagues' families, we also awarded 185 children of full-time colleagues with scholarships to two- or four-year colleges and universities, totaling nearly \$600,000.



Joined with UNCF (formerly United Negro College Fund) the nation's largest minority education and college readiness organization, to launch the CVS Health Foundation Health Care Careers Scholarship. The five-year, \$5 million program offers financial assistance to Black and Latino college students pursuing a career in pharmacy, medicine or health administration—strengthening the pool of talented college graduates ready to join the health care workforce. In the first year of awards, the program granted scholarships to 45 students.

# Fostering a culture of inclusion and belonging

We are committed to building an inclusive culture where similarities and differences are celebrated, and where our colleagues feel heard and valued. We recognize that our colleagues are also our customers and neighbors. A true understanding of their lived experiences is critical to our commitment to be a leading company for inclusivity, and also to better serve our diverse patients, customers and communities. We are proud to see, through our colleague engagement surveys, that a majority of our colleagues feel treated with respect, believe there is equal opportunity in the enterprise, and feel a sense of belonging at CVS Health.

## 2021 Highlights



Our conscious inclusion learning experience helps participants spot sources and forms of bias, and equips them to better support stakeholders of all backgrounds and embed diverse thinking and inclusive leadership behaviors. We began providing this learning experience to our senior leaders in 2020 and continued to expand this offering to more colleagues in 2021.



Began offering colleagues an opportunity to elect benefits coverage for their civil union or domestic partners (without regard to sex or gender) and the partners' dependent children, provided they meet eligibility requirements.

## In 2021, we expanded our work to ensure the accessibility of our digital platforms for colleagues and customers with disabilities.

- Our goal is to provide accessible information technology and communication solutions in accordance with the Web Content Accessibility Guidelines (WCAG) 2.1A/AA, and to ensure compliance with federal and state Americans with Disabilities Act (ADA) regulations.
- We improved colleague resources by adding 15+ new assistive technologies, 40+ browser plugins, devices and hardware in our app stores, available on-demand to colleagues with disabilities.
- We added accessibility language as a standard to all third-party contracts and ensure all new third-party products and services are accessible for colleagues and customers with disabilities.





## CRGs 2021 Highlights

At CVS Health, our Colleague Resource Groups (CRGs) engage colleagues across our organization in a shared vision for a more diverse, equitable and inclusive company. Over the past few years, our CRGs have also impacted a necessary and important cultural shift that has reframed our approach and commitment to diversity, equity, inclusion and belonging, and social justice.



27,000 colleagues enrolled in a CRG. We continue to focus on growing CRG membership and deepening engagement, because we know that our colleagues who participate in a CRG are more highly engaged than those who do not.



Piloted Cultural Relevance Review process to tap the insights of CRG volunteers on campaigns, assets, and other materials geared toward specific cultural audiences. Over 500 volunteers advised on more than 20 projects in 28 different languages, supporting our efforts to make all communities feel valued.



Colleagues formed the Mental Well-being CRG in July 2021 as a safe place to bring discussions of emotional health and wellness. By the end of the year, membership grew to more than 1,900 colleagues, and the group's inaugural event attracted more than 900+ colleagues.



All colleagues were invited to participate in an LGBTQ+ allyship training program led by the Trevor Project, the leading LGBTQ+ youth suicide prevention organization, as part of Suicide Prevention Month.

# 3K

In collaboration with JUNTOS and PRIDE+, our VIRTUAL CRG provided professional development opportunities to nearly 3,000 attendees through the Career Breakthrough Series, featuring speaker, facilitator and performance consultant Jayzen Patria. Feedback after the event showed 100% of participants rated the event as positive.

## Workforce initiatives

Lack of on-the-job experience can be a barrier to securing gainful employment. Our workforce development programs provide exposure to work in a professional environment and teach real job skills that are applicable across various business functions, including our retail stores and pharmacies. All our workforce initiatives programs help prepare members of the communities we serve to overcome barriers to employment and position themselves for long-term success.

As we face the many challenges of today's competitive talent landscape, we are continuously innovating our workforce programming to be at the cutting edge of "what's next"—tapping into non-traditional talent pools and collaborating across business units to improve health outcomes and address the social determinants of health among our future workforce.

### 2021 Highlights



Established 24 partnerships within the faith community to provide pre-employment health and education support, reaching 50,000+ individuals.



Expanded Project PATH (Providing Access to Training Healthcare), a virtual pharmacy technician training program in California that leads to permanent employment with CVS and a license with the State Board of Pharmacy. Today, 97% of participants have secured jobs at CVS Pharmacy.



With the support of CVS Health, Reid Temple AME in Glendale, Maryland recently completed the construction of a state-of-the-art computer lab and learning center for seniors. The learning center offers computer classes and internet access to provide connections to telehealth with primary care providers, health and wellness programs, and friends and family.



Welcomed more than 8,000 registered apprentices to CVS Health, with a focus on increasing the representation of registered apprentices who self-identify as Black or African American. In 2021, 27% of registered apprentices identified as Black or African American and 46% identified as people of color.

**A new second chance pilot program with The Meeting Place Ministries and Path to Redemption in Columbia, South Carolina offers behavioral-health services and comprehensive pre-employment training, including counseling, coaching, education services and skills training.**



Since 2016, CVS Health has hired more than **19K veterans** and more than 13,000 military spouses.



### **Expanding our commitment to military families**

Our veterans face higher rates of health and well-being issues than those who have not served, including suicide and post-traumatic stress, and military families face higher-than-average rates of food insecurity. In 2021, we continued to build on our longstanding history with the military community to help address the many impacts transitioning from military service has on health and well-being. We are focused on driving research and policy change to better support veterans, funding mental health care, assisting with the needs of active service members and their families, supporting veteran-owned businesses through our supplier diversity program, and hiring veterans and military spouses as CVS Health colleagues.

### **Workforce development for all abilities**

We provide support to individuals of all abilities to overcome boundaries, enable opportunities and unlock their fullest potential through mentoring, simulated training and advocacy at

CVS Health. Our Workforce Initiatives team helps break down barriers to employment that far too many in the disability community face, including limited access to skills training, lack of opportunity, unfounded stigmas, and too often, unfairly low expectations. In this pursuit, we work with over 300 community-based organizations, agencies and educational institutions that provide support to individuals with disabilities, including the National Consortium of State Operated Comprehensive Rehabilitation Centers, Council of State Administrators of Vocational Rehabilitation, Helen Keller National Center and Disability:In.

### **Workforce Innovation and Talent Centers**

Many of our workforce development programs are administered through our Workforce Innovation and Talent Centers (WITCs), which offer hands-on job training for future careers in pharmacy, retail, call centers, logistics and more. Each center has classrooms and a simulated pharmacy modeled after an active CVS Pharmacy location, as well as additional on-site services that

promote increased access to housing, health care and education, as well as financial readiness. Today we operate seven WITCs across the U.S., as well as 30 simulated training sites that offer pre-employment training and skills building. Our newest WITC locations in Pittsburgh and Philadelphia opened in 2021. More than 4,000 individuals utilized services provided at a WITC program in 2021, many transitioning to positions with CVS Health, or leveraging the skills they obtained to find work elsewhere.

In July 2021, we opened the doors of one of our newest WITCs, located inside the Ebenezer Baptist Church in the Hill District of Pittsburgh. In addition to offering all of the services typically provided in our WITCs, the Pittsburgh location also offers on-site supportive services including a health clinic, food pantry, a 24-hour daycare, after-school programs and transportation assistance. The location also has a fully functional restaurant, where participants can get on-site job training in restaurant services.

# Advancing social justice and equity

In 2020, we made a bold commitment to create substantial, long-lasting impact in support of social justice and equity. Today, we continue to make progress in advancing colleague, community and public policy initiatives that address inequities faced by Black/African American communities and other historically underrepresented and disenfranchised communities. These investments build on CVS Health's longstanding commitment to diversity, equity, inclusion and belonging.

## 2021 Highlights



200% increase in the hiring and promotion of Black and Hispanic colleagues to executive positions since 2019.



Expanded recruitment efforts from 11 to 87 historically Black colleges and universities and from 44 to 90 Hispanic-serving institutions.

# \$5M

Launched five-year, \$5 million program to offer financial assistance to Black and Latino college students pursuing careers in pharmacy, medicine or health administration.



Continued publishing EEO-1 Component 1 reports at CVSHealth.com.



Invested nearly \$185 million affordable housing strategy, and created more than 6,500 housing units across 64 U.S. cities, focusing in markets where racial health disparities are prevalent.



Welcomed 8,000+ registered apprentices through Department of Labor program for pharmacy technicians, with 27% identifying as Black or African American and 46% identifying as people of color.



Engaged 150,000+ CVS Health colleagues in conscious inclusion learning experiences, including 100,000+ retail colleagues.

# \$2.9B+

Spent over \$2.9 Billion with diverse suppliers over the year, including over 1.6 billion spent with small businesses.



CVS Health was recognized by the Biden-Harris Administration for its commitment to nearly \$1.8 million in new maternal health initiatives, including the development of "Choices in Childbirth" video series in collaboration with Every Mother Counts, aimed at assisting expecting parents through their maternity care journey, with the ultimate goal of improving maternal health and birth equity in the U.S.

## Awards and recognition

We are proud to be recognized as a leading employer by influential publications and organizations around the country focused on diversity and inclusion of individuals from marginalized communities.



2021 DiversityInc Top 50 Companies – CVS Health ranked #26/50

2021 DiversityInc Specialty List: Top Companies for Talent Acquisition of Women of Color

2021 DiversityInc Specialty List: Top Companies for Environmental Social Governance



2021 Black EOE Journal Best of the Best Employers

2021 Black EOE Journal Best of the Best Supplier Diversity Programs

2021 Black EOE Journal Best of the Best LGBTQ+ Employers



2021 LatinaStyle Top 50 Companies for Latinas – CVS Health ranked #5/50



2021 Disability:IN Best Places to Work – CVS Health Scored 100% on Disability Equality Index



2021 Military Friendly Employers List

2021 Military Spouse Friendly Employers List



2021 U.S. Veterans Magazine Best of the Best Employers

2021 U.S. Veterans Magazine Best of the Best Supplier Diversity Programs



2021 NGLCC NBIC Best of the Best Corporation for Inclusion

# Human capital and diversity data

## Workforce diversity data

Total employee count 321,807 as of 12/31/2021

Additional workforce diversity data is also available in our [Consolidated Employer Information report EEO-1](#)

### Employment + Type

Employment type	2021	2020	2019
Full-time	72%	71%	72%
Part-time	28%	29%	28%

### Employment + Gender

Gender	2021	2020	2019
Female	71%	70%	70%
Male	29%	30%	30%
Unspecified	<1%	0%	0%

Total Employee Count: 321,807 as of 12/31/2021

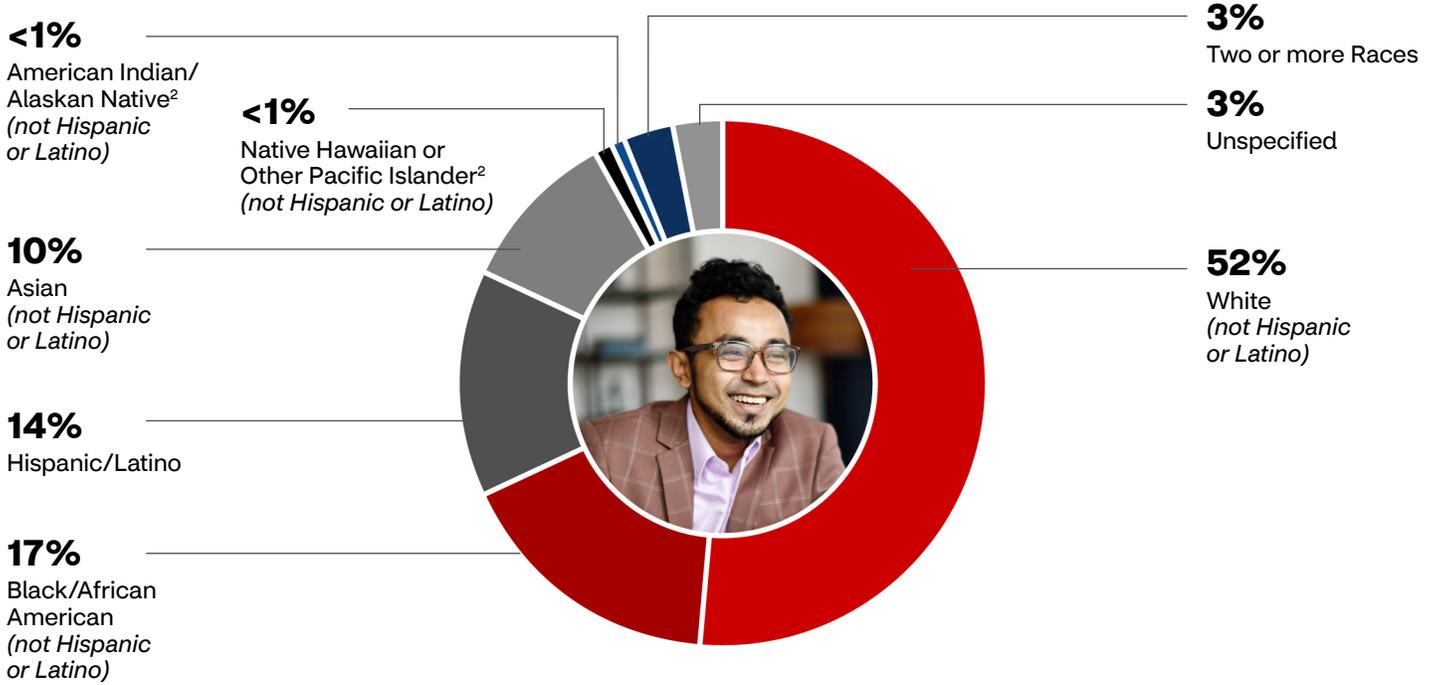
### Employment + Age

Age	2021	2020	2019
Up to 24	18%	16%	15%
24 to 54	66%	68%	69%
55+	16%	16%	16%

# Human capital and diversity data

## Employment + Ethnicity

**2021<sup>1</sup>**



Ethnicity	2020	2019
White (not Hispanic or Latino)	53%	54%
Black/African American (not Hispanic or Latino)	16%	16%
Hispanic/Latino	15%	14%
Asian (not Hispanic or Latino)	11%	11%
Native Hawaiian or Other Pacific Islander <sup>2</sup> (not Hispanic or Latino)	1%	–
American Indian/Alaskan Native <sup>2</sup> (not Hispanic or Latino)	0%	–
Two or more Races	3%	–
Other	–	4%
Unspecified	1%	1%

<sup>1</sup> Total doesn't add to 100% due to rounding.

<sup>2</sup> American Indian, Native Hawaiian and Two or more Races are reporting categories introduced in 2020. "Other" was discontinued as a category in 2020 and is broken down into various categories.

# Human capital and diversity data

## Board of Directors + Gender

Total Board Member Count: 13 as of 12/31/2021

Gender	2021	2020	2019
Female	38%	31%	25%
Male	62%	69%	75%

## Officers + Gender

Total Officers Count: 12 as of 3/31/2021

Gender	2021
Female	42%
Male	58%

## Vice President and Above + Gender

Total Employee Count, Vice President and Above: 480 as of 12/31/2021

Gender	2021	2020	2019
Female	39%	39%	36%
Male	60%	61%	64%
Unspecified	1%	0%	0%

## Manager Level and Above + Gender

Total Employee Count, Manager Level and Above: 31,991 as of 12/31/2021

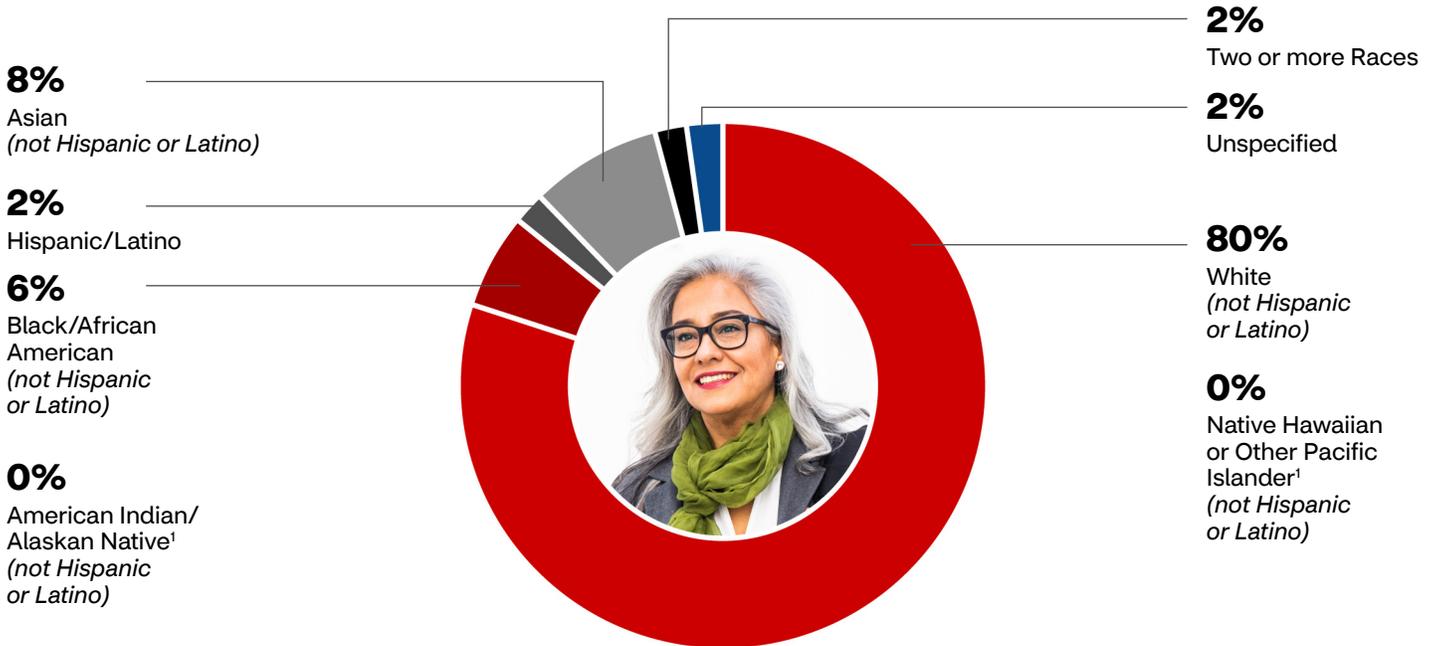
Gender	2021	2020	2019
Female	55%	52%	52%
Male	45%	48%	48%
Unspecified	0%	0%	0%

# Human capital and diversity data

## Vice President and Above + Race/Ethnicity

**2021**

Total Employee Count, Vice President and Above:  
480 as of 12/31/2021



Race/Ethnicity	2020 <sup>2</sup>	2019
<b>Diverse</b>	–	13%
<b>White (not Hispanic or Latino)</b>	86%	86%
<b>Black/African American (not Hispanic or Latino)</b>	4%	–
<b>Hispanic/Latino</b>	1%	–
<b>Asian (not Hispanic or Latino)</b>	7%	–
<b>Native Hawaiian or Other Pacific Islander<sup>1</sup> (not Hispanic or Latino)</b>	<1%	–
<b>American Indian/Alaskan Native<sup>1</sup> (not Hispanic or Latino)</b>	<1%	–
<b>Two or more Races</b>	<1%	–
<b>Unspecified</b>	<1%	1%

<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

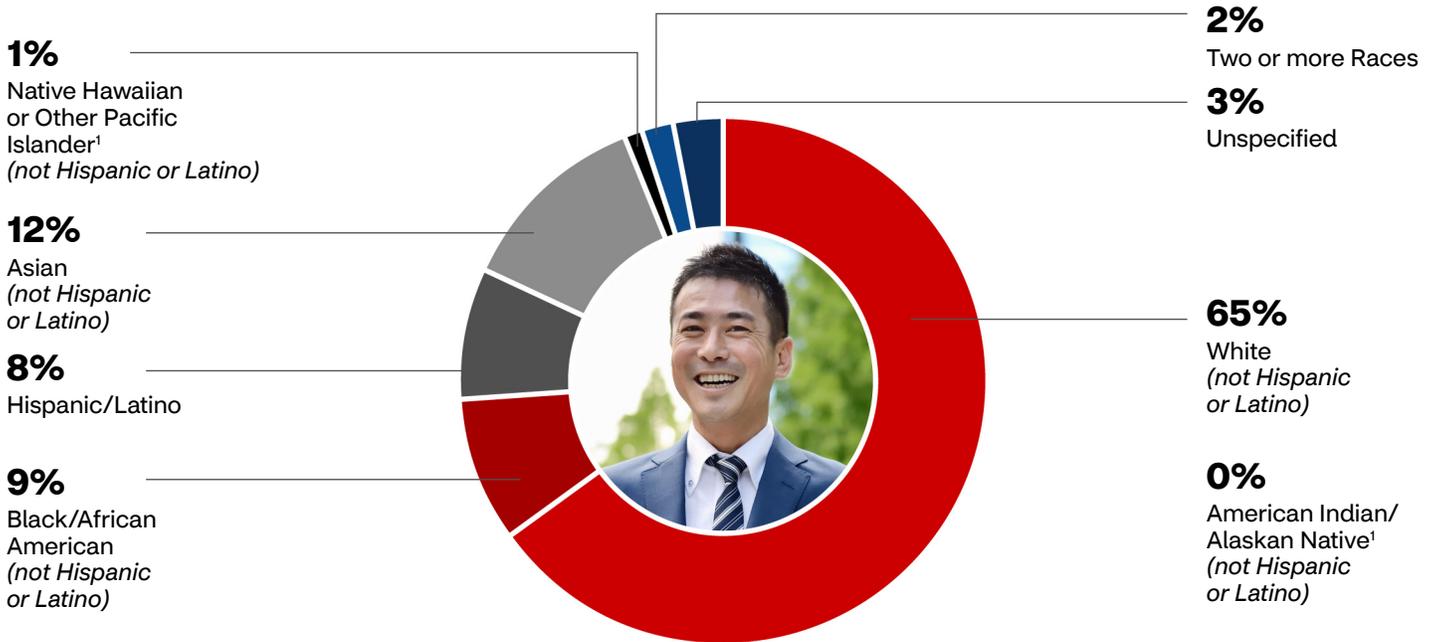
<sup>2</sup>Total doesn't add to 100% due to rounding.

# Human capital and diversity data

## Manager Level and Above + Ethnicity

**2021**

Total Employee Count, Manager Level and Above:  
31,991 as of 12/31/2021



Ethnicity	2020	2019
Diverse	–	31%
White (not Hispanic or Latino)	67%	68%
Black/African American (not Hispanic or Latino)	8%	–
Hispanic/Latino	7%	–
Asian (not Hispanic or Latino)	14%	–
Native Hawaiian or Other Pacific Islander <sup>1</sup> (not Hispanic or Latino)	1%	–
American Indian/Alaskan Native <sup>1</sup> (not Hispanic or Latino)	0%	–
Two or more Races	2%	–
Unspecified	1%	1%

<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

# Human capital and diversity data

## Nurses + Gender

Gender	2021
Female	93%
Male	7%
Unspecified	0%

## Nurses + Race/Ethnicity<sup>1</sup>

Race/Ethnicity	2021 <sup>2</sup>
White (not Hispanic or Latino)	67%
Black/African American (not Hispanic or Latino)	14%
Hispanic/Latino	6%
Asian (not Hispanic or Latino)	7%
Native Hawaiian or Other Pacific Islander <sup>1</sup> (not Hispanic or Latino)	<1%
American Indian/Alaskan Native <sup>1</sup> (not Hispanic or Latino)	<1%
Two or more Races	2%
Unspecified	2%

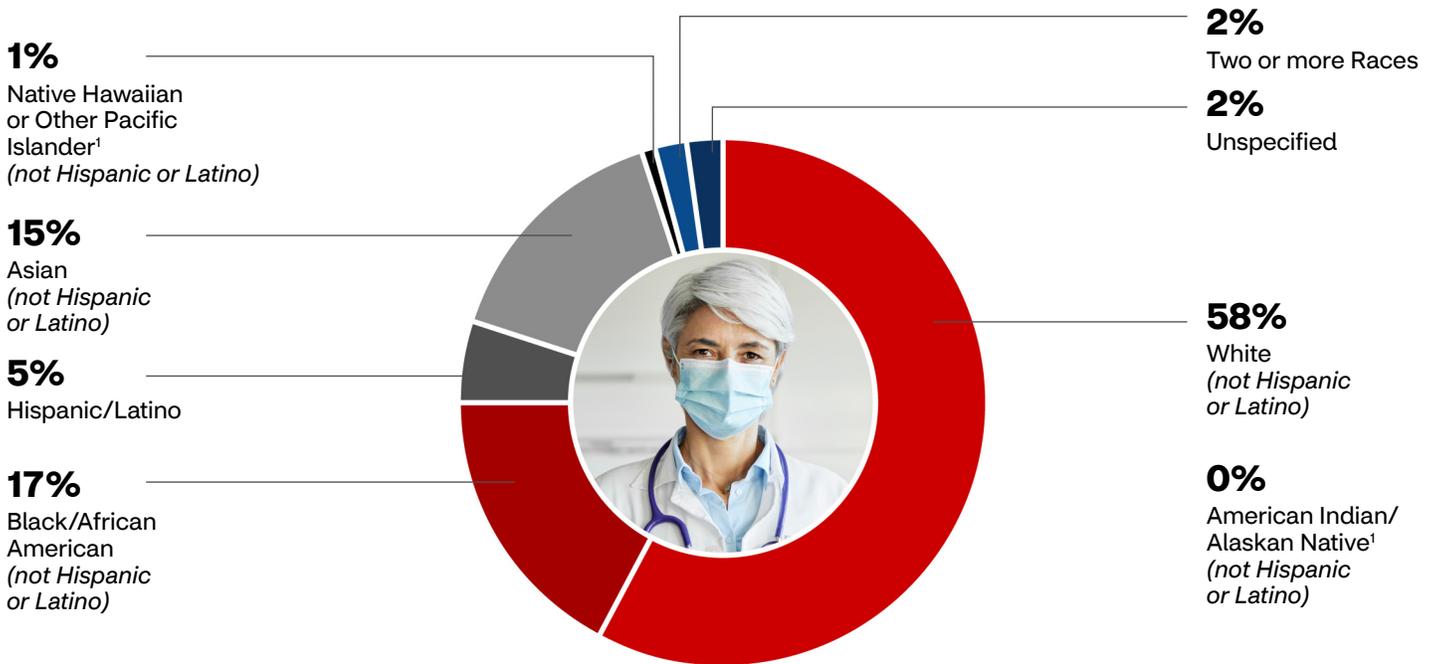
<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

<sup>2</sup>Total doesn't add to 100% due to rounding.

# Human capital and diversity data

## Physician Assistants + Race/Ethnicity<sup>1</sup>

**2021**



## Physician Assistants + Gender

Gender	2021
Female	93%
Male	7%
Unspecified	0%

<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

# Human capital and diversity data

## Pharmacists + Gender

Gender	2021
Female	63%
Male	37%
Unspecified	0%

## Pharmacists + Race/Ethnicity<sup>1</sup>

Race/Ethnicity	2021 <sup>2</sup>
White (not Hispanic or Latino)	54%
Black/African American (not Hispanic or Latino)	10%
Hispanic/Latino	4%
Asian (not Hispanic or Latino)	24%
Native Hawaiian or Other Pacific Islander <sup>1</sup> (not Hispanic or Latino)	<1%
American Indian/Alaskan Native <sup>1</sup> (not Hispanic or Latino)	<1%
Two or more Races	2%
Unspecified	4%

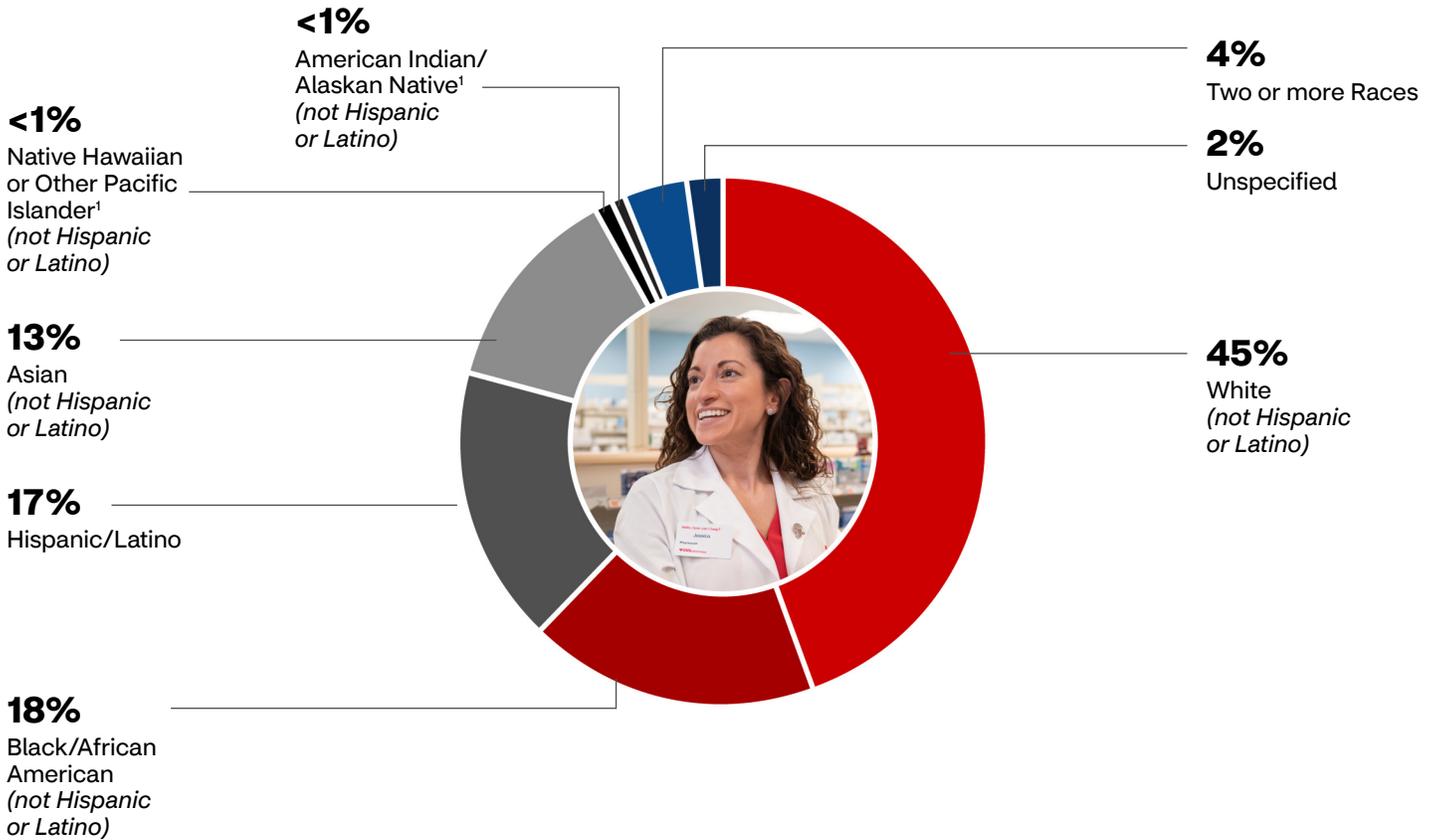
<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

<sup>2</sup>Total doesn't add to 100% due to rounding.

# Human capital and diversity data

## Pharmacy Technicians + Race/Ethnicity<sup>1</sup>

2021<sup>2</sup>



## Pharmacy Technicians + Gender

Gender	2021 <sup>2</sup>
Female	81%
Male	18%
Unspecified	<1%

<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.  
<sup>2</sup>Total doesn't add to 100% due to rounding.

# Human capital and diversity data

## Medical Directors + Gender

Gender	2021
Female	56%
Male	44%
Unspecified	0%

## Medical Directors + Race/Ethnicity<sup>1</sup>

Race/Ethnicity	2021 <sup>2</sup>
White (not Hispanic or Latino)	64%
Black/African American (not Hispanic or Latino)	14%
Hispanic/Latino	5%
Asian (not Hispanic or Latino)	14%
Native Hawaiian or Other Pacific Islander <sup>1</sup> (not Hispanic or Latino)	<1%
American Indian/Alaskan Native <sup>1</sup> (not Hispanic or Latino)	<1%
Two or more Races	1%
Unspecified	<1%

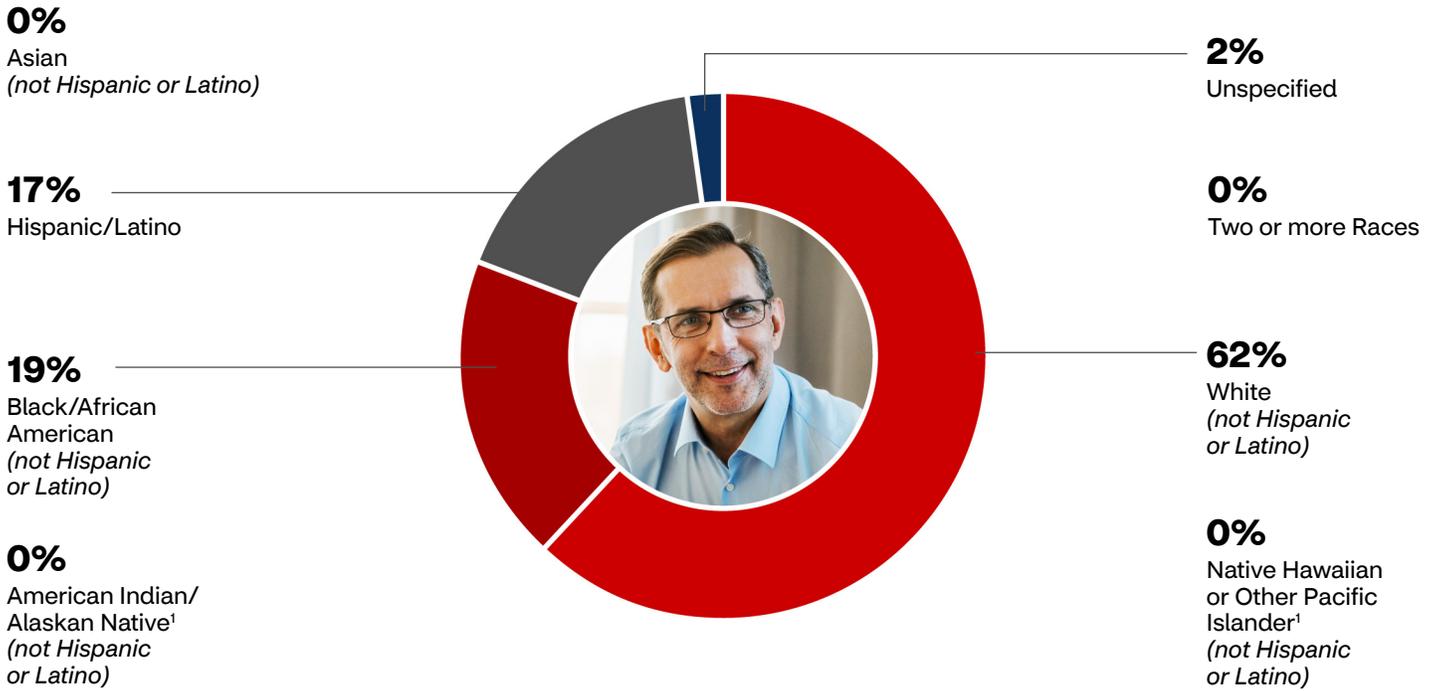
<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

<sup>2</sup>Total doesn't add to 100% due to rounding.

# Human capital and diversity data

## Social Workers + Race/Ethnicity<sup>1</sup>

2021



## Social Workers + Gender

Gender	2021
Female	96%
Male	4%
Unspecified	0%

<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

# Human capital and diversity data

## Care Concierge + Gender

Gender	2021 <sup>1</sup>
Female	85%
Male	15%
Unspecified	<1%

## Care Concierge + Race/Ethnicity<sup>2</sup>

Race/Ethnicity	2021 <sup>1</sup>
White (not Hispanic or Latino)	37%
Black/African American (not Hispanic or Latino)	35%
Hispanic/Latino	17%
Asian (not Hispanic or Latino)	2%
Native Hawaiian or Other Pacific Islander <sup>2</sup> (not Hispanic or Latino)	<1%
American Indian/Alaskan Native <sup>2</sup> (not Hispanic or Latino)	1%
Two or more Races	5%
Unspecified	2%

<sup>1</sup>Total doesn't add to 100% due to rounding.

<sup>2</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories

# Human capital and diversity data

## Field Leadership + Gender

Gender	2021
Female	41%
Male	59%
Unspecified	0%

## Field Leadership + Race/Ethnicity<sup>1</sup>

Race/Ethnicity	2021 <sup>2</sup>
White (not Hispanic or Latino)	68%
Black/African American (not Hispanic or Latino)	6%
Hispanic/Latino	5%
Asian (not Hispanic or Latino)	12%
Native Hawaiian or Other Pacific Islander <sup>1</sup> (not Hispanic or Latino)	<1%
American Indian/Alaskan Native <sup>1</sup> (not Hispanic or Latino)	1%
Two or more Races	2%
Unspecified	6%

<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

<sup>2</sup>Total doesn't add to 100% due to rounding.

# Human capital and diversity data

## Distribution Center + Gender

Gender	2021
Female	45%
Male	55%
Unspecified	0%

## Distribution Center + Race/Ethnicity<sup>1</sup>

Race/Ethnicity	2021
White (not Hispanic or Latino)	41%
Black/African American (not Hispanic or Latino)	23%
Hispanic/Latino	27%
Asian (not Hispanic or Latino)	4%
Native Hawaiian or Other Pacific Islander <sup>1</sup> (not Hispanic or Latino)	1%
American Indian/Alaskan Native <sup>1</sup> (not Hispanic or Latino)	0%
Two or more Races	2%
Unspecified	2%

<sup>1</sup>Black/African American, Hispanic/Latino, Asian, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or more Races are reporting categories introduced in 2020. "Diverse" was discontinued as a category in 2020 and is disclosed under other categories.

# Human capital and diversity data

## Hire data

New hires/rehires who identify as military, military spouses or veterans in 2021

Military status	2021
Military experience	1.2%
Protected veteran	0.98%

## Workforce (or incumbency) data

Total workforce who identify as military, military spouses or veterans in 2021

Military status	2021
Military experience	2.09%
Protected veteran	1.03%
Military spouse	1.59%

 **CVS**Health.<sup>®</sup>  
Healthier happens together<sup>™</sup>

The background of the image is a vibrant, abstract pattern of overlapping geometric shapes, primarily chevrons and rounded rectangles, in a variety of colors including purple, blue, green, red, orange, and yellow. The logo is centered in the middle of the image.