

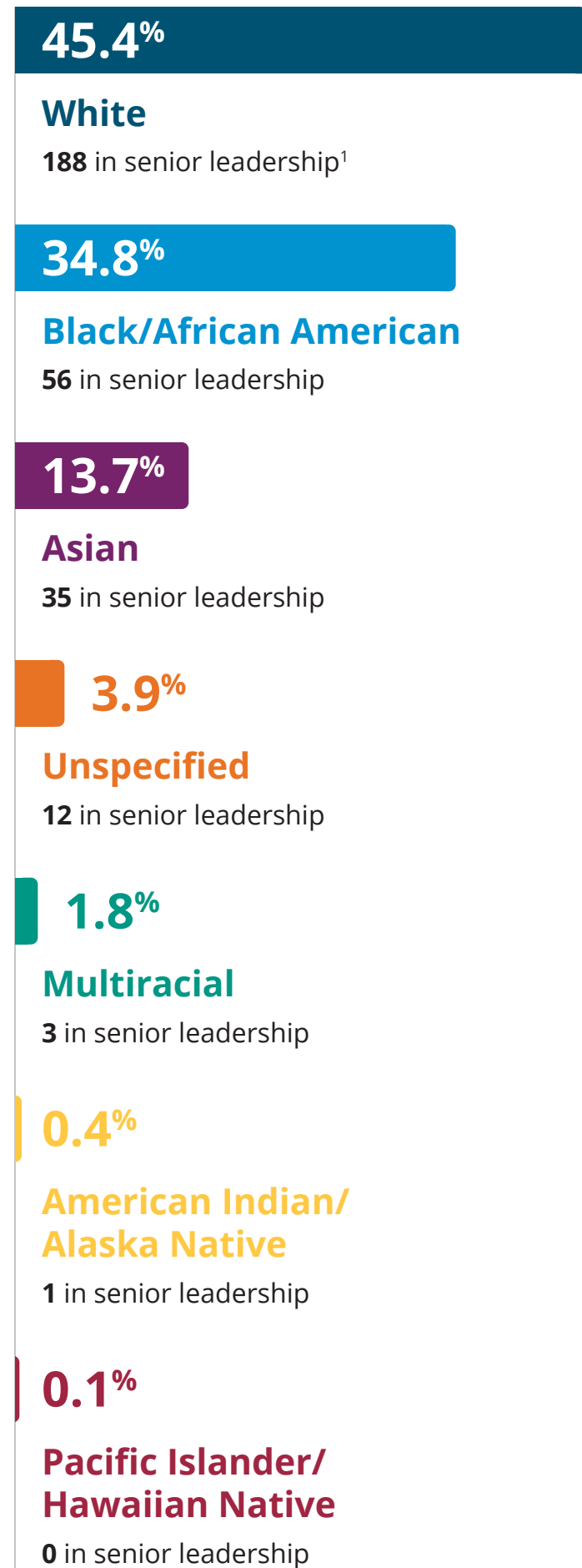
2023 DIVERSITY, EQUITY AND INCLUSION

OUR WORKFORCE
5,967 employees

CareFirst BlueCross BlueShield (CareFirst) employees continue to seize opportunities to practice empathy, celebrate differences and act as allies to promote diversity, equity and inclusion. We'll continue to listen, learn and act to grow as individuals and as a company.

With Care
CareFirst 

Employee race*



Employee gender identity



69%
Female*
147 in senior leadership

31%
Male*
148 in senior leadership

LGBTQ+

- 25 identified as non-binary and/or third gender²
- 309 identified as LGBTQ+²

Employee ethnicity*

	Percent of total employees	In senior leadership
Hispanic/LatinX	3%	13
Not Hispanic/LatinX	97%	282

Employee disability status*



50%
Not indicated
143 in senior leadership

42%
No disability
127 in senior leadership

7%
People with disabilities
25 in senior leadership

Employee Veteran status*

	Percent of total employees	In senior leadership
Veteran	3%	12
Not a Veteran	64%	184
Not indicated	32%	99

*PeopleSoft 12/31/23 | ¹Director positions or above; includes CEO and EVPs | ²WEA data 12/31/23

EXECUTIVE LEADERSHIP TEAM (ELT)*

ELT race



56%
White

33%
Black/
African American

11%
Asian

ELT gender



67%
Female

33%
Male

WEEK OF EQUITY AND ACTION²

The 2023 WEA was an opportunity for CareFirst's workforce to LISTEN, LEARN, and ACT. We gained tools and skills to better understand each other, our members and neighbors.

5,580

real-time attendees

6,140

participants engaged

89%

employees rated their experience positively

73%

employees rated their experience Very Good to Excellent

Measuring WEA impact²

	Pre-WEA	Post-WEA
Familiarity with Impact of Social Determinants of Health	97%	98%
Knowledge about topics related to Diversity, Equity, and Inclusion	92%	95%
Knowledge about CareFirst's commitment to Diversity, Equity and Inclusion	83%	91%

Employee voices³

Recent internal survey results show us our people feel a sense of inclusion and belonging at work.

Of the total 4,229 survey respondents:

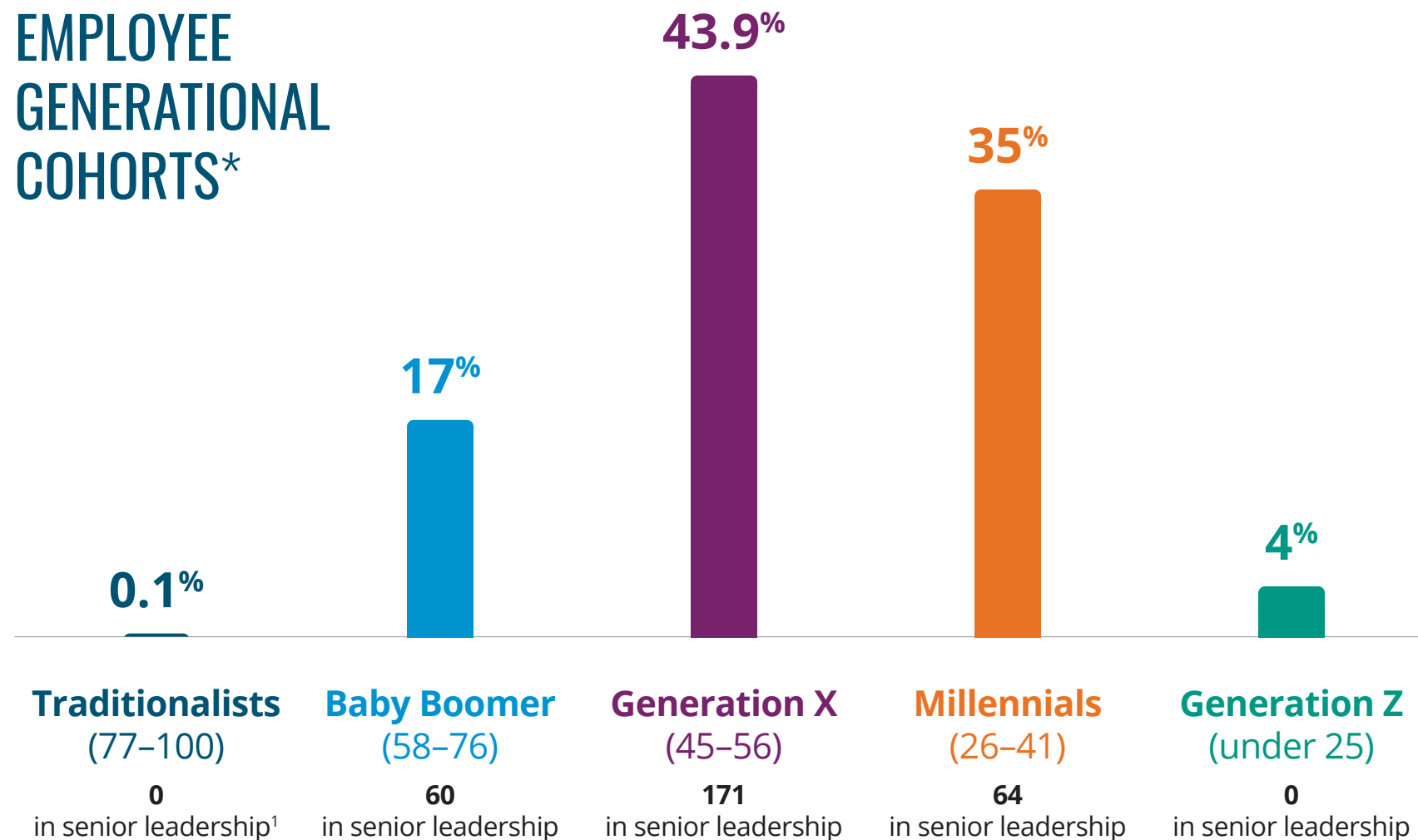
67%

believe their opinions matter

66%

believe there are equal opportunities for success

EMPLOYEE GENERATIONAL COHORTS*



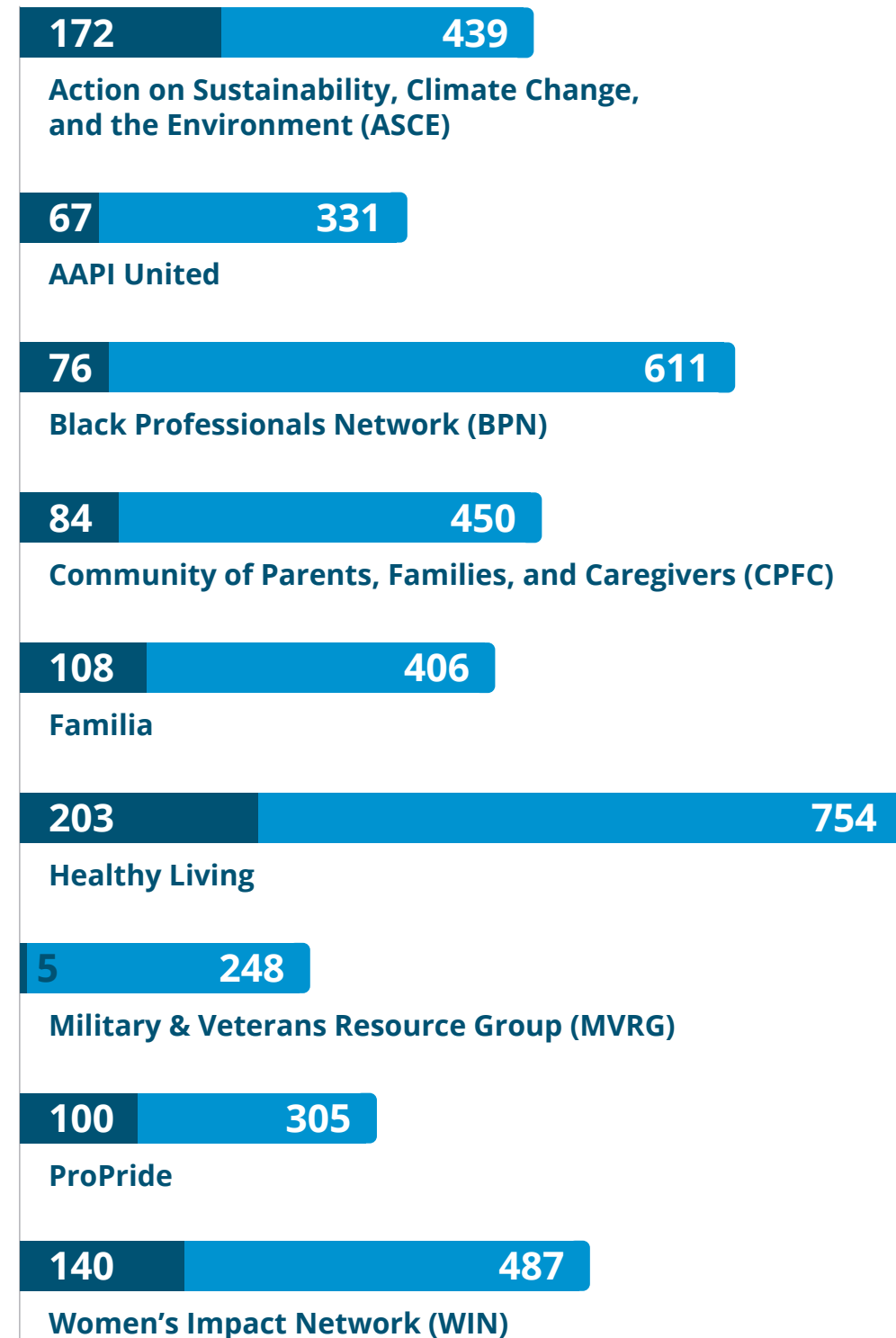
*PeopleSoft 12/31/23 | ¹Director positions or above; includes CEO and EVPs | ²Electives Platform Reporting 12/31/23 | ³Employee Engagement Survey 6/30/23—Diversity, Equity, Inclusion and Belonging (DEIB) Index

EMPLOYEE RESOURCE GROUPS (ERG)*

Our 9 ERGs create a safe space to hear and support each other and build a truly inclusive workplace.

Over 4,000 employees participate in an ERG, representing more than 67% of our workforce.

■ New members in 2023 ■ Total active members



CareFirst Awards

In 2023, CareFirst was recognized for its impact on diversity, equity and inclusion by the following organizations:

ORGANIZATION	AWARD
Ethisphere	Most Ethical Companies 11 years consecutively
The Community Foundation for Northern Virginia	NOVA Champion for Accountability
goDCgo	Transportation Ambassador
Human Rights Campaign (HRC)	100% Corporate Equality Index score
National Association of Corporate Directors (NACD)	Diversity, Equity and Inclusion Award

By prioritizing diversity, equity, inclusion and belonging in the workplace, CareFirst creates a company culture that truly reflects our community and the people we serve.

*ERG Self Reporting 12/31/2023
CST6763-1E (3/24)