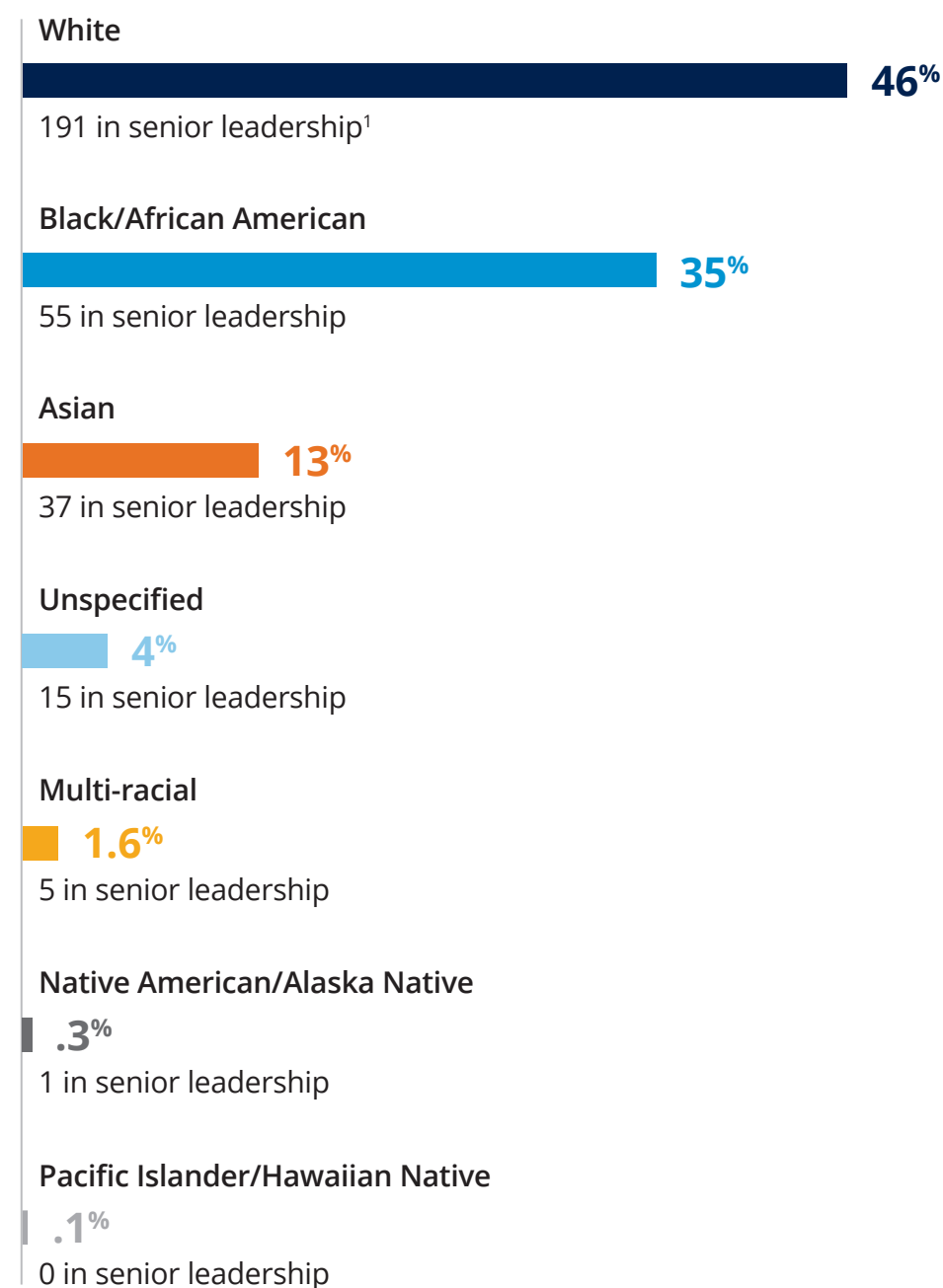


Diversity, Equity and Inclusion: 2022

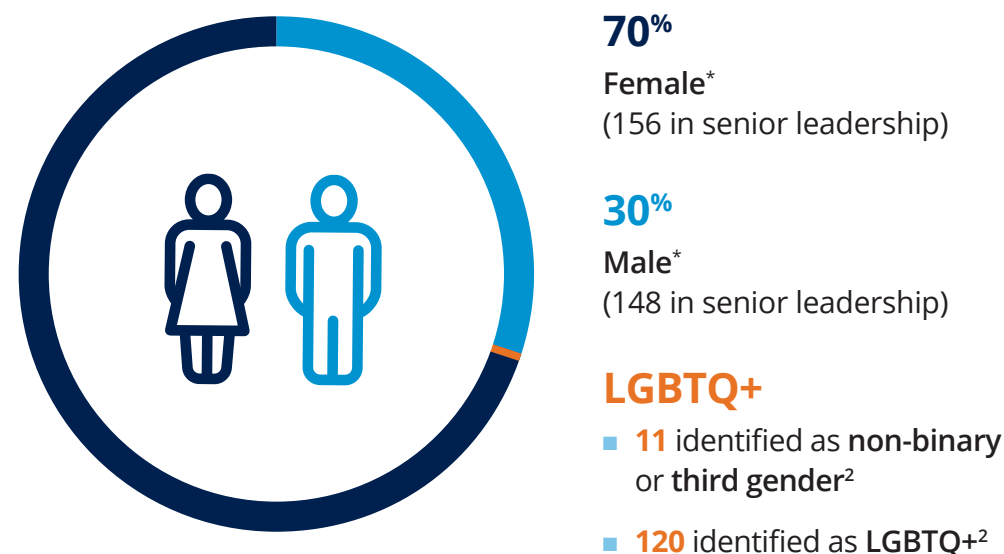
CareFirst BlueCross BlueShield (CareFirst) employees continue to seize opportunities to practice empathy, celebrate differences and act as allies to promote diversity, equity and inclusion. We'll continue to listen, learn and act to grow as individuals and as a company.

Our workforce—5,851 total employees

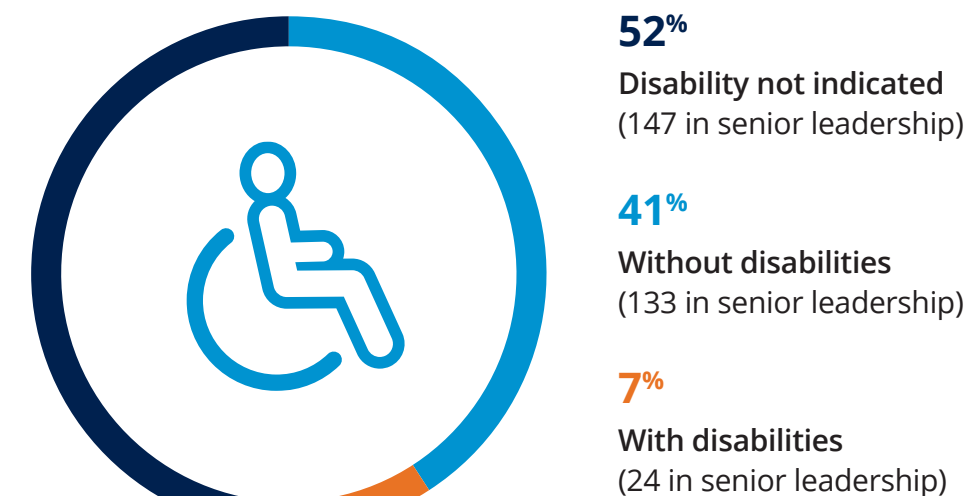
Employee race*



Employee gender identities



Employee disability status*



Employee ethnicity*

	Total count	% of total	Total in senior leadership
Hispanic/LatinX	174	3%	12
Not Hispanic/LatinX	5,677	97%	292

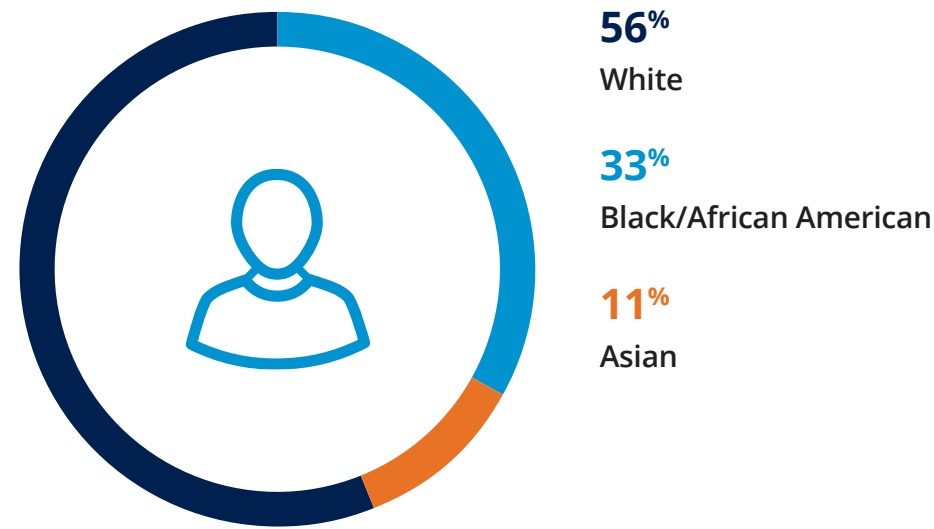
Employee Veteran status*

	Total count	% of total	Total in senior leadership
Veteran	188	3%	16
Not a veteran	3,581	61%	183
Not indicated	2,082	36%	105

* 12/31/2022 from HRIS data | ¹ Director positions or above | ² 12/31/2022 from WEA data

Executive Leadership Team (ELT)

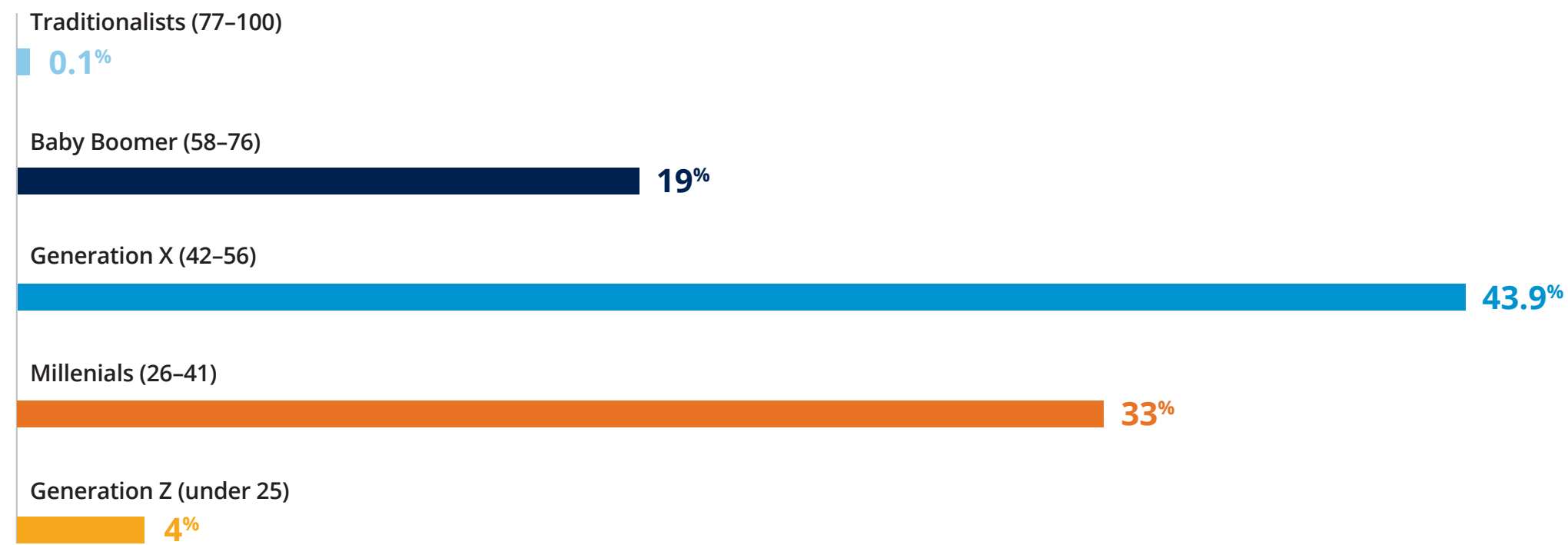
ELT race*



ELT gender*

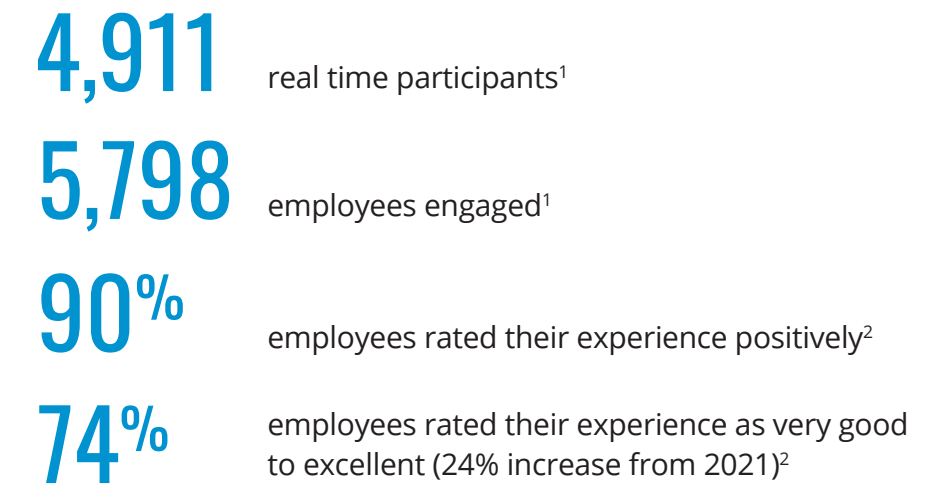


Employee generational cohorts*



Week of Equity and Action

The 2022 WEA was an opportunity for CareFirst workforce to LISTEN, LEARN and ACT. We gained tools and skills to understand each other, our members and neighbors.

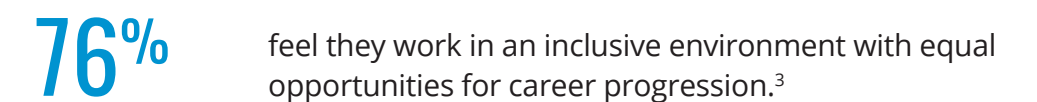


Measuring WEA impact³

	Pre-WEA	Post-WEA
Familiarity with Impact of Social Determinants of Health ³	77%	94%
Knowledge about topics related to Diversity, Equity, and Inclusion ³	61%	91%
Knowledge about CareFirst's Culture of Health ³	67%	87%

Employee voices³

Recent internal survey results show us our people feel a sense of inclusion and belonging at work. Of the total 4,252 survey respondents:



Employee Resource Groups (ERG)*

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

Over 2,400 employees participate in an ERG, representing more than 42% of our workforce.

Action on Sustainability, Climate Change and the Environment
(New in 2022)



AAPI United



Black Professionals Network



Community of Parents, Families and Caregivers



Familia



Healthy Living



Military and Veterans Resource Group (MVRG)



ProPride



Women's Impact Network



Key ■ New members in 2022 ■ Total # of active members



Source: The Food Project

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.



CareFirst has been recognized for its impact on diversity, equity and inclusion by the following organizations:

Award title	Awarding body
2023 World's Most Ethical Companies®—11 years consecutively	Ethisphere
NOVA Champion for Accountability—2023	The Community Foundation for Northern Virginia
Transportation Ambassador—2023	goDCgo
100% Corporate Equality Index score—2022	Human Rights Campaign (HRC)
Best Companies for Multicultural Women—2021	Seramount
Top 100 Companies for Working Mothers—2019	Working Mother
Top 70 Companies for Executive Women—2019	National Association of Female Executives (NAFE)

* ERG registration self-reporting 12/31/2022