



Diversity, equity and inclusion

Our capacity for member and patient care is directly tied to our employees’ sense of belonging, empowerment and safety. Our DEI efforts don’t stop at programs and percentages; ultimately, we aim to transform care by creating a workplace—and world—that values individuals for who they are.

Diversity: Ensuring we reflect the communities we serve



Our Diverse Talent strategy has contributed to the diverse composition of our workforce through all levels of leadership by enacting initiatives like balanced interview panels and by partnering with HBCUs and diverse professional associations.

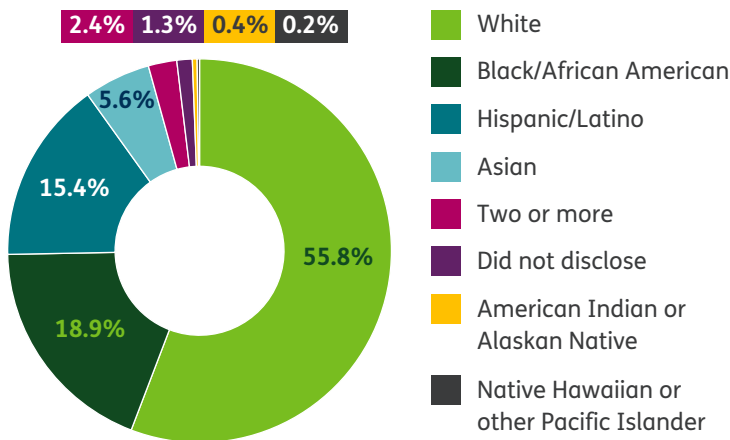


Executive diversity accountability initiatives—such as compensation being tied to diversity efforts—aim to achieve year-over-year increases in representation of women and people of color at leadership levels.



Our Supplier Diversity strategy includes initiatives—like the Mentor-Protege program—that promote the growth of minority-, women-, LGBTQ+- disability-, veteran- and disadvantaged-owned businesses, as well as HUBZone and small businesses.

Employee demographics



BIPOC comprise:

43%
of employees
27%
of management
16%
of senior leaders

Women comprise:

75%
of employees
66%
of management
43%
of senior leaders

Veteran employees

1,918

Employees with disabilities

734

LGBTQ+ employees

1,080



\$408 million
spent with diverse suppliers



8.85%
of total spend towards diverse suppliers

Inclusion: Extending belonging and empowerment

10 **Network Resource Groups (NRGs)** give employees a place to create community, drive business decisions and exchange ideas.

The **Well-Being Snapshot** checks in with employee well-being—including their sense of belonging—to give leaders insight that can drive meaningful change.



15,000 employees are involved in an NRG



30% of the workforce is in one or more NRG

“My leader really cares about my well-being.”

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

87% of employees in 2022 agreed or strongly agreed

Equity: Creating opportunities for growth

Mentorship and mobility initiatives propel career advancement at every level.

Cultural competency training for leaders and care providers empowers them to extend our culture of belonging for associates and the people we serve.

We are changing our degree requirements for some roles and instead evaluating candidates based on skill and experience. As a result of these efforts, Humana was recently recognized by the American Opportunity Index, a list of the **top 50 companies that provide workers with the most opportunities**.

7,800 employees are engaged in mentoring relationships

80% of employees believe Humana provides them with opportunity for growth and development

Recognition



Ranked 9th on DiversityInc’s 2022 list of its Top 50 Companies for Diversity, moving up from 13th in 2021



Earned a score of 100 on the Human Rights Campaign Foundation’s annual assessment of LGBTQ+ workplace equality for the ninth year



Named to Forbes’ Best Employers for Diversity list for 2022 and its **America’s Best Employers for Women list** the same year