

Gail Boudreaux
President and CEO
Elevance Health
220 Virginia Avenue
Indianapolis, IN 46204

Equal Employment Opportunity (EEO) Policy Statement

Dear Current and Prospective Associates:

I am pleased to reaffirm Elevance Health's commitment to equal employment opportunity, including affirmative action for individuals with disabilities and covered veterans. Grounded by our mission and values and driven by our purpose to *improve the health of humanity*, we are pursuing an equal and just society for everyone – both in the care we deliver to our members and communities and in how we build our talent and workforce. The purpose of this policy is to ensure equal opportunity considerations are an integral part of all decisions that involve our associates, from the recruitment and hiring process to their actual working experience.

At Elevance Health, associates are recruited, hired, trained and promoted without regard to age, color, disability, ethnicity, gender (including gender identity and gender expression), marital status, national origin, pregnancy, race, religion, sex, sexual orientation, veteran status, or any other characteristic protected by applicable law. All personnel actions such as compensation, promotion, demotion, benefits, transfers, staff reductions, terminations, reinstatement and rehire, company-sponsored training and mentorships, education and tuition assistance, social and recreational programs will be administered in accordance with the principles of equal opportunity. In addition, Elevance Health is committed to providing reasonable accommodations to qualified individuals with disabilities who can perform the essential functions of the job they hold or desire, with or without a reasonable accommodation.

Elevance Health will not allow any form of harassment, intimidation, threats, coercion or retaliation against individuals who make good faith reports of alleged violations of this policy or who cooperate in Elevance Health's investigation of such reports, even if the reports do not reveal any wrongdoing. In keeping with these principles, Elevance Health is committed to providing all associates with a work environment that is free from all forms of harassment based on age, color, disability, ethnicity, gender (including gender identity and gender expression), marital status, national origin, pregnancy, race, religion, sex, sexual orientation, veteran status, or any other characteristic protected by applicable law.

All associates are responsible for compliance with this policy to ensure a working environment free from discrimination and harassment. Members of management have a responsibility to prevent conduct inconsistent with this policy, to properly handle any known or reported violations, and to implement affirmative action programs within their areas of responsibility.

In compliance with federal law, Elevance Health takes affirmative action to ensure equal employment opportunity for individuals with disabilities and covered veterans. Elevance Health maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The CHRO and assigned designees have primary responsibility for coordinating and managing the success of the EEO & Affirmative Action Programs, including maintaining an audit and reporting system to determine overall compliance. The non-confidential portions of a facility's Affirmative Action Program for individuals with disabilities and covered veterans may be requested for review Monday through Friday during normal working hours (generally 8:00am-5:00pm) by contacting the EEO Program Manager.

Sincerely,

A handwritten signature in blue ink that reads "Gail K Boudreaux".