

Economic Impact Report

JANUARY 2025 - DECEMBER 2025



Message from Our Leadership



We believe economic impact is more than metrics – it's about how our actions create real value for the communities we serve. This report reflects our ongoing commitment to inclusive growth. From job creation to supporting small businesses, we strive to build resilient economic ecosystems through intentional, measurable efforts.

While the data offers insight, our greatest impact is in the opportunities we help create. We're proud to contribute to a more sustainable economic future and invite you to explore this report and engage in the ongoing conversation around progress and impact.



Executive Director, Supplier Diversity

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Our Commitment To Creating Impact In Our Community

We believe that the true measure of success extends beyond financial outcomes. It includes the positive, lasting value we help create in the communities connected to our work.

Our commitment to impact is intentional. Through inclusive procurement practices, local engagement, and support for economic participation across all business sizes and backgrounds, we strive to be a responsible and responsive force for community growth.

This work is rooted in collaboration – with suppliers, partners, and local organizations – because we know that lasting impact is never achieved in isolation. By listening to community needs and aligning our strategies with shared goals, we aim to create momentum that benefits everyone involved.

As our organization evolves, so does our focus – from transactional to transformational. We remain dedicated to building shared prosperity, strengthening local ecosystems, and delivering value that reaches far beyond the boundaries of our business.

Introduction

This report presents a summary of our organization's ongoing efforts to create meaningful economic outcomes through our operations, partnerships, and policies. It reflects our belief that impact is not incidental – it is intentional, measurable, and shaped by our values.

We recognize that no single metric captures the full story. Instead, we offer a multifaceted view of our initiatives, designed to support an inclusive, resilient, and forward-looking economy.

Why It Is Important?



Investing in local economies.

We invest in local economies because we believe strong communities are the foundation of long-term, sustainable growth.



Operating with purpose.

We operate with purpose because our stakeholders expect more than business as usual – they expect leadership that drives positive change.



Expanding access and opportunity.

We expand access and opportunity because resilient economies are built when more people and businesses are empowered to participate.

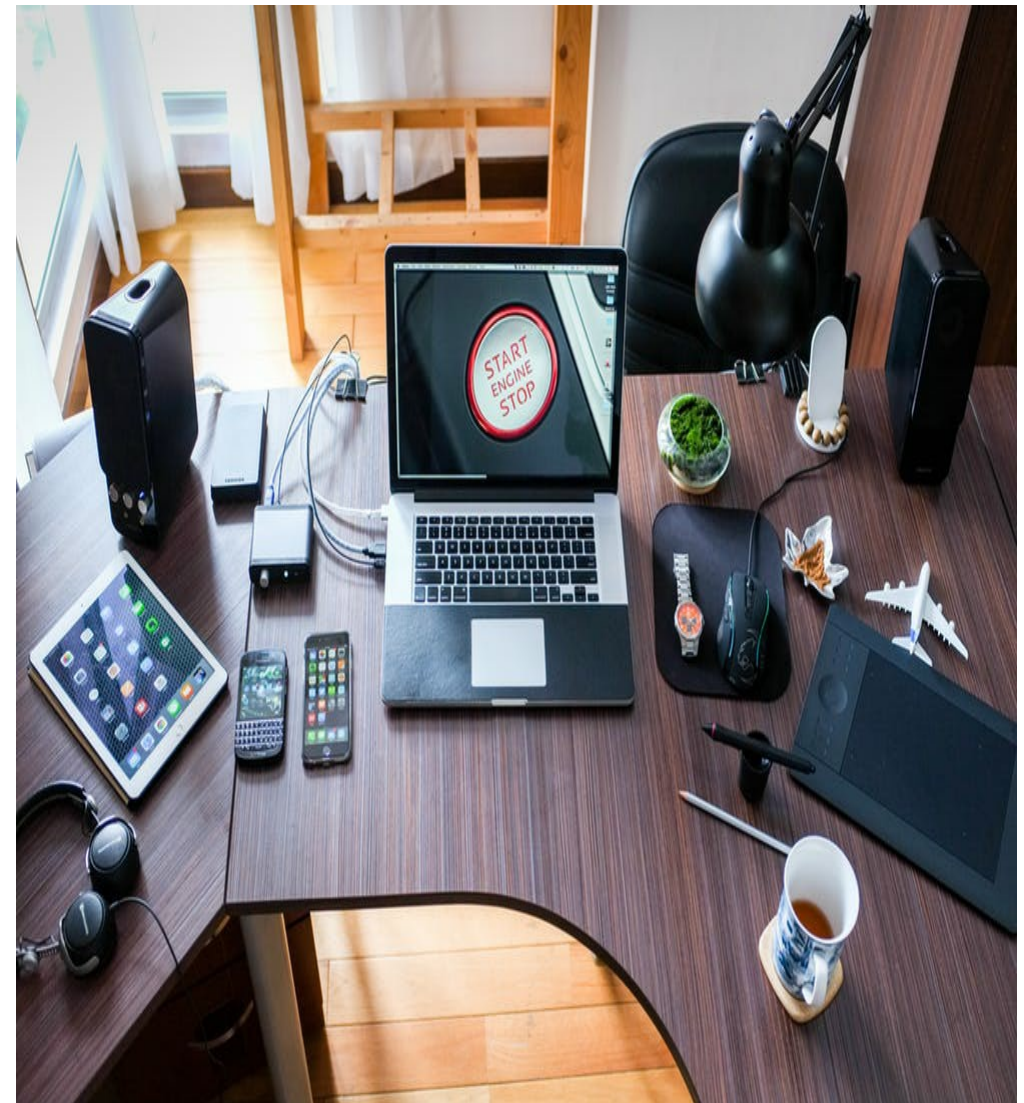


Program Accomplishments

Through a combination of strategic initiatives, stakeholder engagement, and operational enhancements, we have made measurable progress in advancing our goals. These efforts reflect our commitment to strengthening economic participation, enhancing supply chain resilience, and fostering opportunity for businesses of all sizes.

While this report highlights selected accomplishments, it also reflects a foundation of continuous improvement. Each milestone – whether in outreach, onboarding, spend diversification, or innovation – serves as a step toward deeper and more inclusive impact.

We remain focused on refining and scaling our efforts to ensure long-term value creation for all stakeholders.



How Our Supply Chain Process Serves Our Organization Impact Mission

Our supply chain is a key driver of resilience and growth. By designing procurement practices that prioritize small businesses, we strengthen both our operations and the communities we rely on.



26,968 JOBS

Total Jobs Supported

This number represents the total number of jobs supported by Highmark Health's supplier spend

\$569.7M

Tax Impact

This number represents the tax impact associated with the Highmark Health's supplier spend



\$1.64B

Total Compensation

This number represents the total amount of compensation that all direct, indirect, and induced employees are making as a results of the total jobs



\$3.19B

Total Value Added

This number represents the total net increase to the U.S. Gross Domestic Product (GDP)



\$5.62B

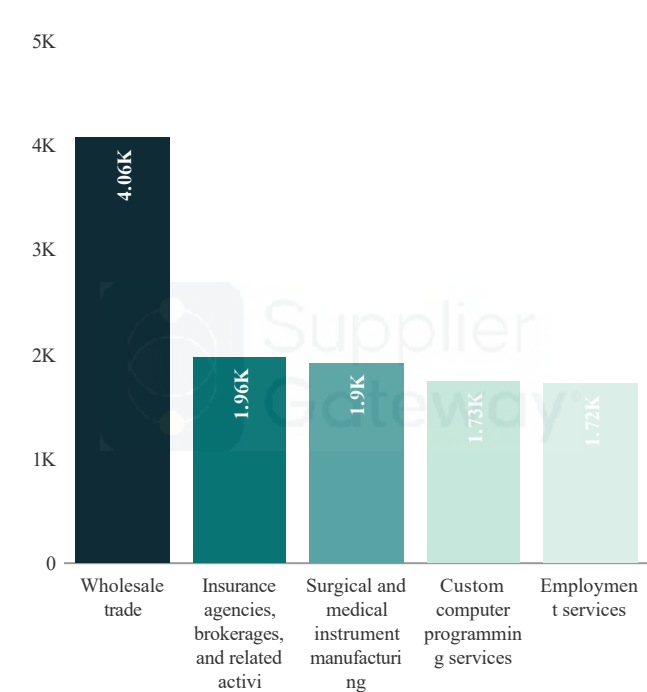
Total Output

Total Output represents the total economic activity generated through the U.S.



Small & Impact Business Spend

Top 5 Industries Supporting Jobs



Notes

Jobs are assigned to industries included in the North American Classification System (NAICS) which was developed by the federal government.

Captures impact across all states. Supplier spend is included in every category for which the supplier qualifies. Therefore, spend dollars by category will add up greater than the total spend.

\$800.7M

Spending with small and impact suppliers



12.78 %

of our sourceable spend is with diverse and small businesses



\$34.4M

Veteran Owned



\$9.9M

Service Disabled Vet



\$158M

Woman Owned



\$659.8M

Small Business



\$222.6M

Minority Owned



\$2M

LGBT+



Supported Jobs & Wages

At Small and Local Suppliers

We understand the ripple effect our business can have on local economies. From sourcing decisions to program implementation, our policies are shaped to support job creation, skill development, and community investment.

Whether directly through employment or indirectly via our supplier and partner network, our goal is to contribute to a stronger, more resilient workforce ecosystem. Every partnership we form, and every dollar we spend, carries the potential to uplift communities by enabling career pathways and sustaining livelihoods.

Looking ahead, we remain focused on driving inclusive economic participation by engaging with suppliers who reflect the diversity of the communities we serve and by creating conditions where workforce development and business growth can go hand in hand.



LGBT+

25

Jobs

\$1.5M

Compensation

Minority Owned

2,769

Jobs

\$163.8M

Compensation

Service Disabled Vet

230

Jobs

\$10.6M

Compensation



Notes

Captures impact across all states. Supplier spend is included in every category for which the supplier qualifies. Therefore, spend dollars by category will add up greater than the total spend.

Small Business

7,307

Jobs

\$453.1M

Compensation

Veteran Owned

488

Jobs

\$26.3M

Compensation

Woman Owned

2,083

Jobs

\$114.4M

Compensation

Small Business Impact

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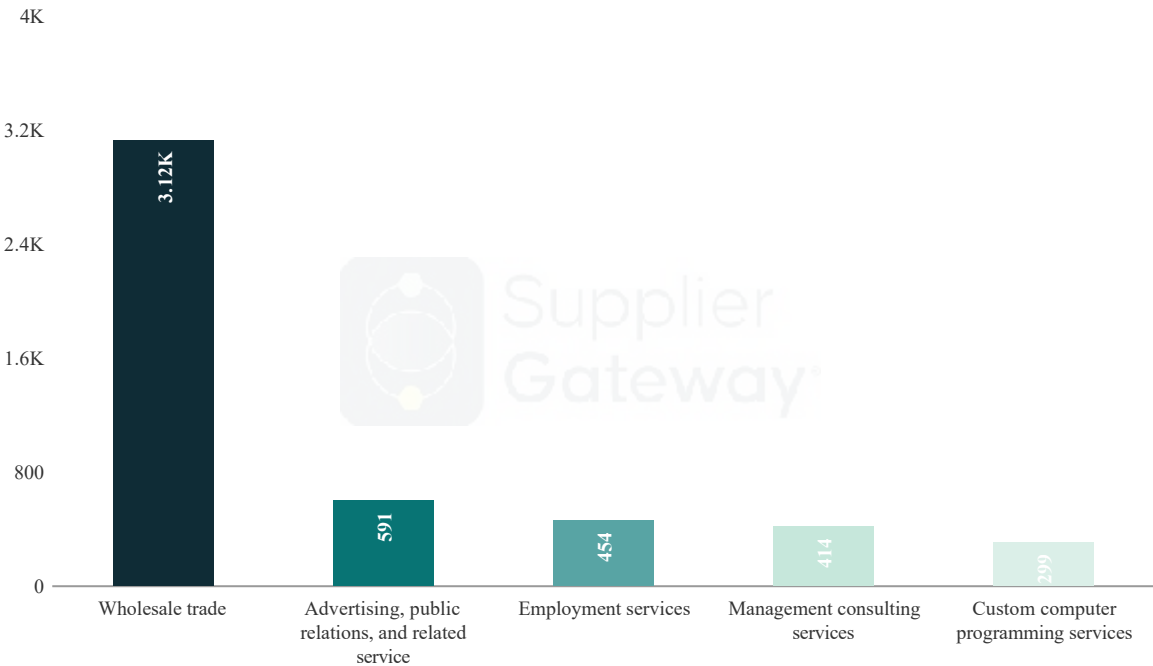
\$659.8M
Spending with small suppliers



10.53 %
of our sourceable spend is with small businesses



Top 5 Industries Supporting Jobs



Appendix - : Economic Impact Modeling



SupplierGateway calculates economic impact using the U.S. Bureau of Economic Analysis (BEA) RIMS II input–output model, a trusted national framework that shows how spending flows through the economy. In simple terms, RIMS II helps measure not only the direct effects of your purchasing, but also the indirect and induced ripple effects—how suppliers buy additional goods and services, pay employees, and generate activity in their local communities. These ripple effects are quantified using BEA-developed multipliers for each industry and region.

Using your actual spend data, SupplierGateway applies the appropriate RIMS II multipliers to estimate total economic contributions such as jobs supported, labor income generated, and overall value added. We also translate these results into estimated state and local tax impacts, reflecting how increased business activity and household spending generate revenue for local governments and communities. Even if you are not familiar with economic models, the key point is simple: our numbers come from a rigorous, government-based methodology that converts your spend into a clear picture of its broader economic and fiscal benefits.

Contact Us / Feedback

We welcome and appreciate feedback, and input from our



customers

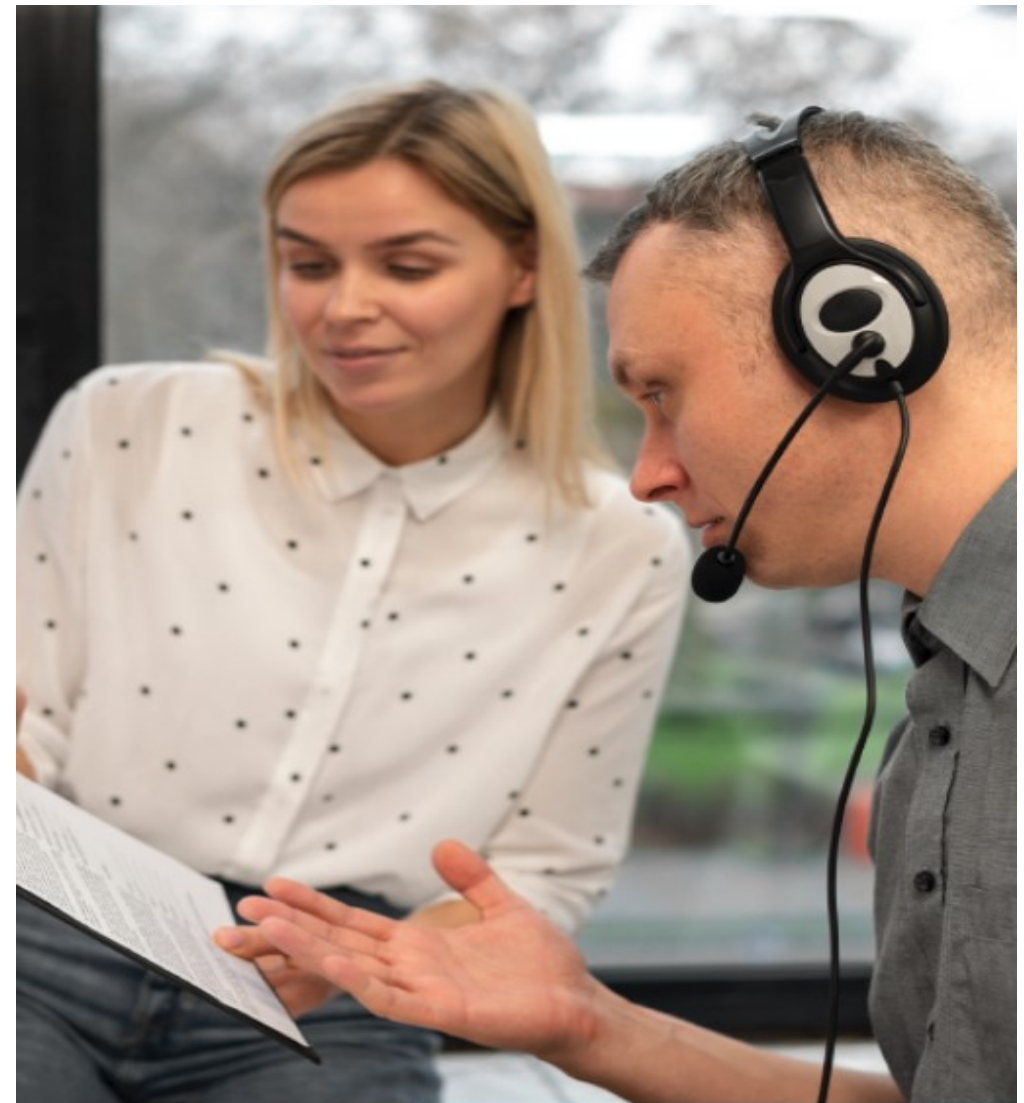


stakeholders



suppliers

If you're exploring ways to strengthen economic outcomes or deepen visibility into local impacts, we welcome the opportunity to share how this analysis is created. Scan the QR code to get in touch.





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