



The Health Transformation Alliance Recognizes Members EY US and Foot Locker for Excellence in Employee Healthcare

EY US and Foot Locker Demonstrate Excellence and Innovation in Employee Healthcare

WESTMONT, NJ- February 7, 2024- The Health Transformation Alliance (HTA), a cooperative of leading employers united in the shared mission to improve healthcare quality and affordability for employees and their families, today announced its annual member awards for 2023.

Annually, the HTA recognizes and awards two outstanding members - - Innovator of the Year and Member of the Year - - for excellence in support, engagement, leadership, and innovation.

HTA member companies are together disrupting the healthcare status quo by making data driven decisions and mobilizing their shared interests at scale to drive transparency and transformation.

For 2023, the HTA named Ernst & Young LLP (EY US) as Member of the Year in recognition of the organization's commitment to advancing mental health care and helping to develop HTA's Advanced Primary Care solution. Foot Locker, Inc., (NYSE: FL) was named Innovator of the Year for its innovative strategies in delivering and managing pharmacy benefits.

"The past year continued to challenge U.S. employers. The job market is incredibly competitive right now. Recruiting and retaining employees remains a top priority, along with keeping healthcare costs relatively low," said Rob Andrews, CEO of the HTA. "EY US and Foot Locker stand out for their willingness to implement new and innovative solutions to improve the health of their employees and manage healthcare costs for employees and their organizations."

Member of the Year: EY US

EY US was recognized for leadership in developing, launching, and refining multiple solutions to advance the mission of transforming American healthcare including playing a key role in the development of the HTA's Advanced Primary Care solution. EY US also demonstrated a consistent commitment to the employee experience through their benefits portfolio especially as it relates to mental and behavioral health. By participating in HTA's mental and behavioral health committee EY US took steps to successfully de-stigmatize mental health and achieve industry leading employee engagement in several of the organization's programs.

"Our people are the foundation of our business, and making sure they feel supported is paramount to our success," said Sean O'Donnell, Director of Benefits at EY US. "We regularly look at our benefits, programs and resources to ensure they are meeting our people's needs, and implement emerging best practices that we learn from others or develop internally."

Innovator of the Year: Foot Locker, Inc.

Foot Locker was recognized for its innovation in developing and implementing a three-year, cutting-edge pharmacy benefit strategy to better manage drug usage and spend including:

- Changed to a waste free formulary which saved ~4% year over year, reducing plan cost for employee premiums
- Moved to a transparent PBM (Navitus) saving ~5% year over year
- Carved out medical specialty drug fulfillment and management with estimated 2023 savings ~20% on medical specialty drug spend

"The culture at Foot Locker empowers us to take action to support our team members, and that includes implementing new approaches that improve outcomes and reduce costs. Our goal is to help make great healthcare accessible and affordable to all the families on our health plan," said Rosalind Reeves, Executive Vice President and Chief Human Resources Officer at Foot Locker. "By managing our program costs, analyzing our data for waste, and working with best-in-class partners to address our biggest clinical areas, we have been successful slowing our cost increases, while continuing to provide quality healthcare coverage."

About Health Transformation Alliance

The Health Transformation Alliance (HTA) is a cooperative of 60 of America's leading employers that have come together to fix our broken healthcare system. With responsibility for more than 4 million lives in the United States and a collective annual health care spend of \$27 billion, the member companies of the HTA have combined their resources, knowledge, and experience to transform the way healthcare is delivered. To that end, the HTA has developed value-driven solutions in data and analytics, pharmacy, medical and consumer engagement specifically designed to improve patient care and economic value. For more information, visit www.htahealth.com.

Media Contact:

Keara Donnelly, Berkeley Communications

Keara.Donnelly@berkeleypr.com