

**SUMMARY ANNUAL REPORT FOR
BAYLOR SCOTT & WHITE HEALTH AND WELFARE BENEFITS PLAN**

This is a summary of the annual report of the Baylor Scott & White Health and Welfare Benefits Plan, a health, life insurance, dental, vision, temporary disability, prepaid legal, long-term disability and death benefits plan (Employer Identification Number 46-3130985, Plan Number 508), for the plan year January 1, 2023 through December 31, 2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Baylor Scott & White Holdings has committed itself to pay certain self-funded medical and short-term disability claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with EyeMed, MetLife Legal Plans, Inc., Metropolitan Life Insurance Company, Life Insurance Company of North America, Cigna Health and Life Insurance Company and Affiliates, UNUM Life Insurance Company of America, Cigna Dental Health of California, Inc., Cigna Dental Health of Colorado, Inc., Cigna Dental Health of Florida, Inc., Cigna Dental Health of Illinois, Inc., Dental Health of Kansas, Inc., Cigna Dental Health of Kentucky, Inc., Cigna Dental Health of Missouri, Inc., Cigna Dental Health of North Carolina, Inc., Cigna Dental Health of Texas, Inc., Cigna Dental Health of Virginia, Inc. and Cigna Dental Health Plan of Arizona, Inc. to pay certain vision, legal, dental, life insurance, long-term disability, health, indemnity contract, long term care, critical illness, accidental injury, voluntary hospital care, and basic and voluntary accidental death and dismemberment claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2023 were \$68,832,835.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was -\$34,325,000 as of the end of plan year, compared to -\$24,932,000 as of the beginning of the plan year. During the plan year the plan experienced a change in its net assets of -\$9,393,000. This change includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$677,384,000 including employer contributions of \$447,293,000, employee contributions of \$227,223,000 and other income of \$2,868,000.

Plan expenses were \$686,777,000. These expenses included \$28,789,000 in administrative expenses and \$657,988,000 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- financial information and information on payments to service providers;
- assets held for investment;
- transactions in excess of 5 percent of the plan assets;
- insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Baylor Scott & White Holdings, at 301 North Washington Avenue, Dallas, TX 75246 and phone number, 972-785-5909.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan: 301 North Washington Avenue, Dallas, TX 75246, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.