

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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2022



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## A NOTE FROM THE CEO

We are pleased to present our 2022 Environmental, Social and Governance (ESG) Report, demonstrating our progress and the impact of the important work we do at Molina.

We focus our ESG programs to align with our mission and what is most important to us: improving the health and lives of our members by delivering high-quality health care. At Molina, we take our commitment to shareholders as seriously as we do our responsibility to our members, providers and state-based customers. We understand that building a sustainable enterprise through ESG initiatives is as important as delivering superior financial returns.

From data security and privacy, to health equity, to modernizing our workplace, we have made several enhancements to our ESG disclosures and initiatives.

Joe Zubretsky  
President and CEO



“

**At Molina, we take our commitment to shareholders as seriously as we do our responsibility to our members, providers and state-based customers.**

”

JOE ZUBRETSKY



# ABOUT MOLINA HEALTHCARE, INC.

## Company profile

Molina Healthcare, Inc. (Molina), a FORTUNE 500 company (currently ranked 125), provides managed health care services under the Medicaid and Medicare programs and through state insurance marketplaces. Through its locally operated health plans, Molina served approximately 5.2 million members as of September 30, 2022.



## Mission, Vision, Values

These simple words – Mission, Vision and Values – are profoundly important because they express who we are as an organization, and why we do what we do every day.



### Our Mission

We improve the health and lives of our members by delivering high-quality health care.



### Our Vision

We will distinguish ourselves as the low-cost, most effective and reliable health plan delivering government-sponsored care.

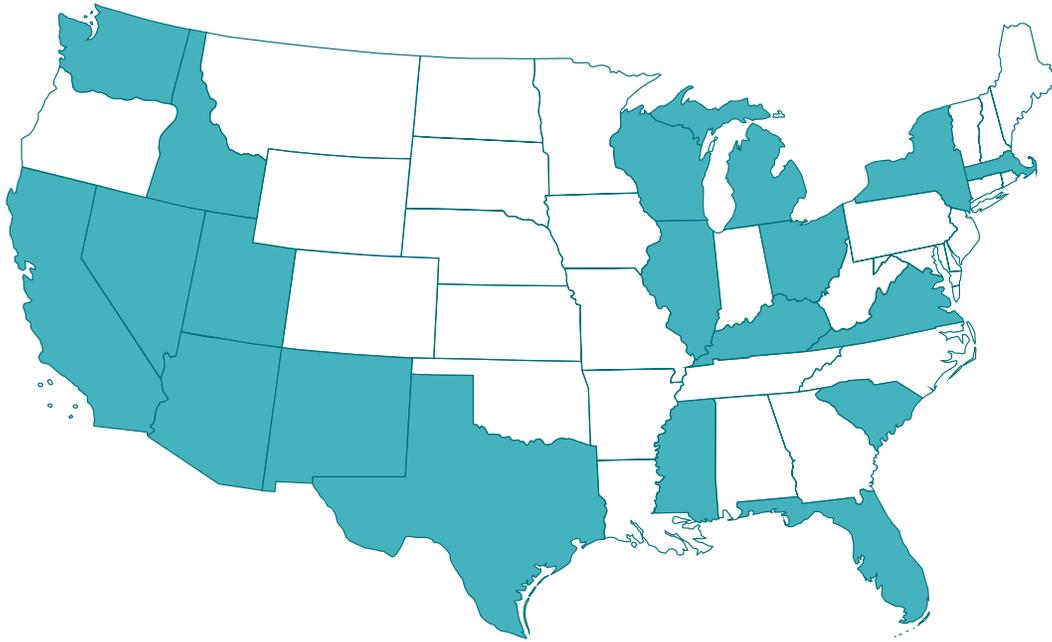


### Our Values

- Integrity always
- Absolute accountability
- Supportive teamwork
- Honest and open communication
- Member and community focus



# BUSINESS FOOTPRINT



Membership as of September 30, 2022:

# 5,175,000

## The Molina Experience



### Intellectually stimulated

The work you do every day is challenging and important. You are empowered to make a difference and supported to develop new skills and grow with Molina throughout your career.



### Emotionally fulfilled

We are an organization that makes a real difference in the lives of our members. Every day we have the opportunity – the privilege – to improve the health and lives of the people we serve.



### Financially rewarded

We care about you, your family and your future. We provide a comprehensive total rewards program not only focused on your financial well-being, but your physical, emotional and social needs as well.





# THE MOLINACARES ACCORD

The MolinaCares Accord is a commitment to building stronger communities through improving people's health and lives. We do this through philanthropic investment, educational programming and community partnerships. The MolinaCares Accord, a non-profit organization Molina formed and funded, continues its mission to improve the health and lives of underserved communities by identifying and supporting promising solutions to address the many social issues that afflict health care access, delivery and outcomes.



Building Stronger Communities...One Life at a Time

## Learning panels and webinars

MolinaCares, in collaboration with our state health plan partners, developed a series of virtual panels showcasing local health care professionals, community-based organization leaders and elected officials discussing the most important and current health care issues. From discussions about maternal health to social determinants of health (SDOH) to strategies addressing the lasting impacts of COVID-19 on vulnerable communities, we partner with experts to tackle important topics.

### ➤ How states can use American Rescue Plan funding to support home and community-based technology needs

With funds from the American Rescue Plan Act of 2021, states have an opportunity to invest in Home and Community Based Services (HCBS) to improve service delivery for complex populations. This webinar discussed how investing in technology can improve care coordination, health outcomes and bend the cost curve for Medicaid members receiving HCBS.

### ➤ How can states engage with health plan foundations to address health disparities?

States are increasingly looking to identify promising practices and innovative approaches to close the gap in health outcomes, experiences of care and to address social determinants of health to reduce health disparities among the Medicaid population. Given the important role health plans play in meeting the needs of Medicaid enrollees, this webinar focused on health plan foundations and how Medicaid agencies can partner with these foundations to implement initiatives that address health disparities.



## Learning panels and webinars (continued)

### Bringing innovative health care solutions to address population needs

The panel of experts from across California discussed how California organizations are implementing innovative programs to meet people where they are and to address needs beyond what is offered in the traditional health care setting. These efforts parallel the state's work to transform the Medi-Cal system to better address prevention and whole-person care. Panelists spoke about models to improve care in underserved communities, including people experiencing homelessness, formerly incarcerated people, members of the LGBTQIA+ community and those struggling with substance use disorder.

### Improving access to health care for rural Texans

The panel of experts from across the state engaged in a robust conversation about how Texas can increase health care access in rural communities. Even as Texas' population continues to boom post-pandemic, a measure of the state's health system performance ranked it 42nd in the nation due to lack of access and affordability. This is especially true in rural areas where staffing shortages, limited funding and a shortage of options, including specialty care, contribute to health care deserts around the state. Since 2005, 24 rural hospitals have closed in Texas — more than any other state — and patients sometimes have to drive hundreds of miles just to receive care to address specific concerns. The virtual panel discussed these challenges, as well as scalable, on-the-ground solutions to address the needs of patients around the state.

### The future of maternal and child health care in New Mexico

Supporting the health of women and children during pregnancy, childbirth and the postnatal period remains a top priority for policymakers and health care stakeholders across New Mexico. This panel discussed the current state of maternal child health in New Mexico, the impact of COVID-19 on health care services for mothers and babies, efforts to reach the uninsured and underinsured who are pregnant or recently pregnant and solutions to improve the number of healthy babies and healthy births.

### Implementing tech-enabled innovation in Medicaid managed care

This event focused on improving the well-being of Medicaid populations by bringing together state Medicaid programs, their managed care organizations and other key stakeholders to identify and implement private-sector, technology-enabled solutions.

### Adolescent behavioral health in a post-pandemic world

While the COVID-19 pandemic exacerbated behavioral health challenges for all populations, New Mexico's adolescents were hit particularly hard. At a formative time of socialization and education, youth were removed from school settings, forcing them away from their peers and school resources that often provided support for kids. As we move on from the pandemic, this group continues to struggle with lingering behavioral health issues. Additionally, we are seeing troubling rates of increased teen suicide and substance use. This panel explored how health care professionals, policymakers and other stakeholders can support New Mexico's adolescents as we emerge from the pandemic and return to a sense of normalcy.





## Partnerships and programs



**UCLA Health Equity Challenge**– MolinaCares partnered with the University of California, Los Angeles, to create and launch the Health Equity Challenge, a competition that provides UCLA graduate students the opportunity to respond to a health equity issue in California.

The winning projects focused on a de-escalation toolkit for medical providers working with patients who are experiencing a mental health crisis, and an intervention program aimed at improving the quality of maternal mental health care for mothers of color in South Los Angeles.



**Arab Community Center for Economic and Social Services (ACCESS)**– The MolinaCares Accord presented \$100,000 to the Arab Community Center for Economic and Social Services in support of a pilot program addressing SDOH for Arab Americans and community residents. The goal of the program is to improve health equity by increasing access to care.



**Transitions Clinic Network**– MolinaCares partnered with the Transitions Clinic Network (TCN) on the Reentry Health Care Hub. To support TCN's work connecting formerly incarcerated individuals to much needed primary care through their ongoing accessibility to care efforts, improved care coordination and by creating new infrastructure for referrals from the California Department of Corrections and Rehabilitation. To date, the Hub is partnering with 30 state prison facilities, and TCN has completed 4,787 referrals for people coming out of prison to support linkages to primary care.



**Houston Family Scholar House**– MolinaCares partnered with Family Scholar House, an organization that uses education and social support as tools to end cycles of poverty. Through a \$150,000 MolinaCares grant, Family Scholar House will launch pre-residential services for the Houston community, including education success coaching, health care, food assistance and childcare resources.



### TESTIMONIAL FROM A TEXAS FAMILY SCHOLAR HOUSE CLIENT:



I just want to say thank you for all you have done for me. I really appreciate what the Family Scholar Program has been doing for me from day care resources, finding a car for transportation for school and providing me resources...Family Scholar has so many resources for single parents in my situation.





# DIVERSITY, EQUITY AND INCLUSION

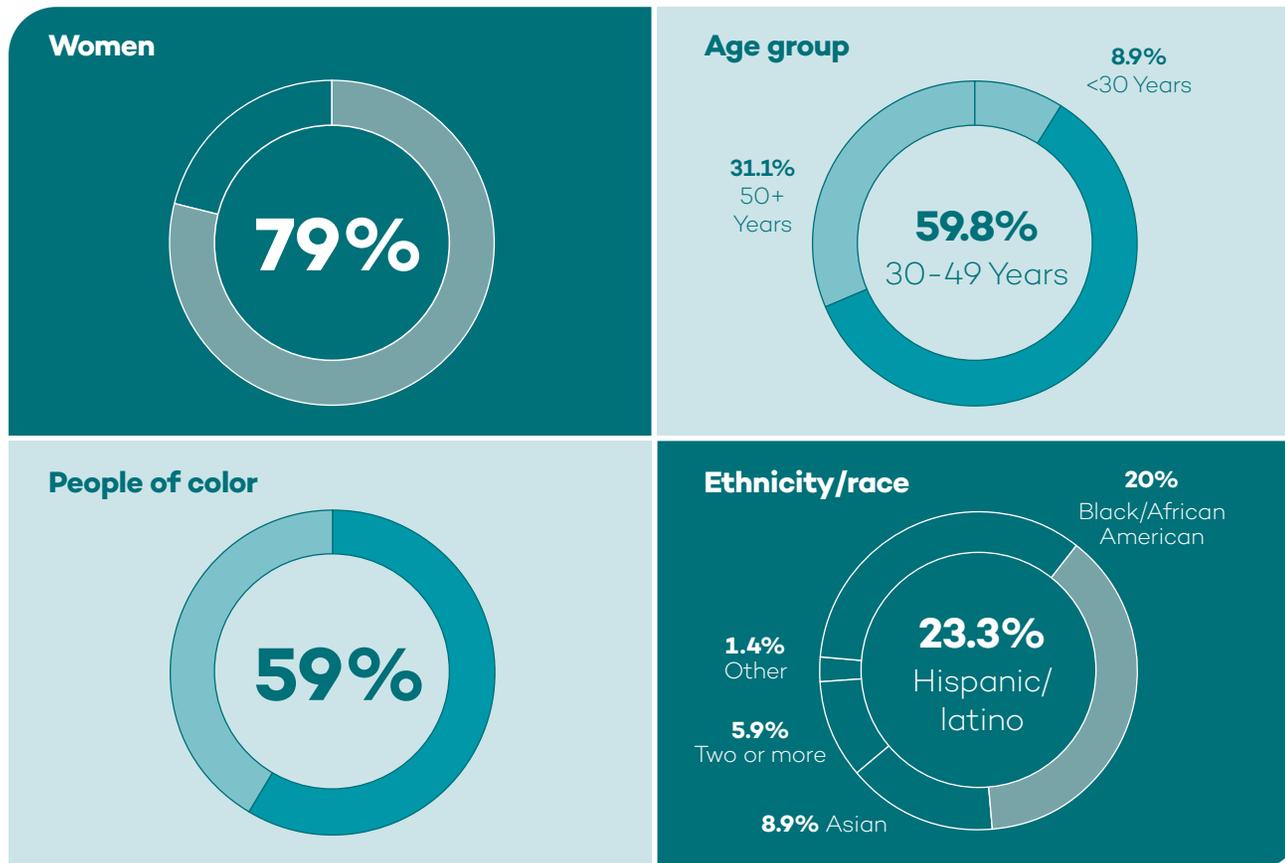
Molina is committed to advancing a diverse, equitable and modern workplace for our associates. We understand that our policies and practices must respond to the needs of an incredibly diverse workforce as to age, gender, race and ethnicity, and family situations, among others. We deliver programs focused on employee health and wellness, growth, development and the unique needs of 21st century families.

## Workforce data

Our workforce reflects the diverse membership and customers we serve. We are committed to increasing the number of women and people of color in our leadership positions.

**Total number of associates:**

# 12,525



### PROFESSIONALS

**55.2%** People of color

**80.7%** Women

### EXECUTIVES/SENIOR OFFICERS AND MANAGERS

**29.3%** People of color

**46.9%** Women

### FIRST/MID-LEVEL OFFICIALS AND MANAGERS

**46.9%** People of color

**67.9%** Women

### BOARD OF DIRECTORS

**11.1%** People of color

**22.2%** Women

Source: Molina 2021 EEO-1



## Employee Experience survey results

We are committed to being the employer of choice for the managed care industry. The results of our annual Employee Experience survey indicate we continue to make progress toward that goal.



Our 2022 engagement score was 78, an increase of three points from last year.

**This score exceeds the global engagement benchmark by six points.**

# 81%

Our participation rate was 81%, an increase of 4% from last year, which also surpasses participation benchmarks.

Change Communication, our enterprise commitment from the 2021 survey, increased by 6 points.



**Purpose continues to be our highest result.**

**Appreciation for remote work was among top comments.**



### Strengths

We took quick action to keep our associates safe, and to ease the burden during a challenging time.

- **Purpose**– The work that I do at Molina is meaningful to me.
- **Feedback**– My manager provides me with feedback that helps me improve my performance.
- **Priorities**– My manager keeps our team focused on clear priorities.

### Opportunities for improvement:

- **Change Communication**– Communications are handled well when changes are made here. *(Up six points from last year)*
- **Action taking**– I believe meaningful action will be taken as a result of this survey. *(Up three points from last year)*
- **Collaboration**– Teams at Molina collaborate effectively to get things done. *(Up three points from last year)*

Though these are opportunities for improvement, all of these areas have improved since last year's survey.



## Employee Resource Groups

We believe that every Molina employee should have a work environment that allows them to thrive and feel comfortable. Our Employee Resource Groups (ERGs) focus on providing support, enhancing career development and contributing to the improvement of diversity and inclusion in the workplace. Molina has the following ERGs:

Women's ERG

African American ERG

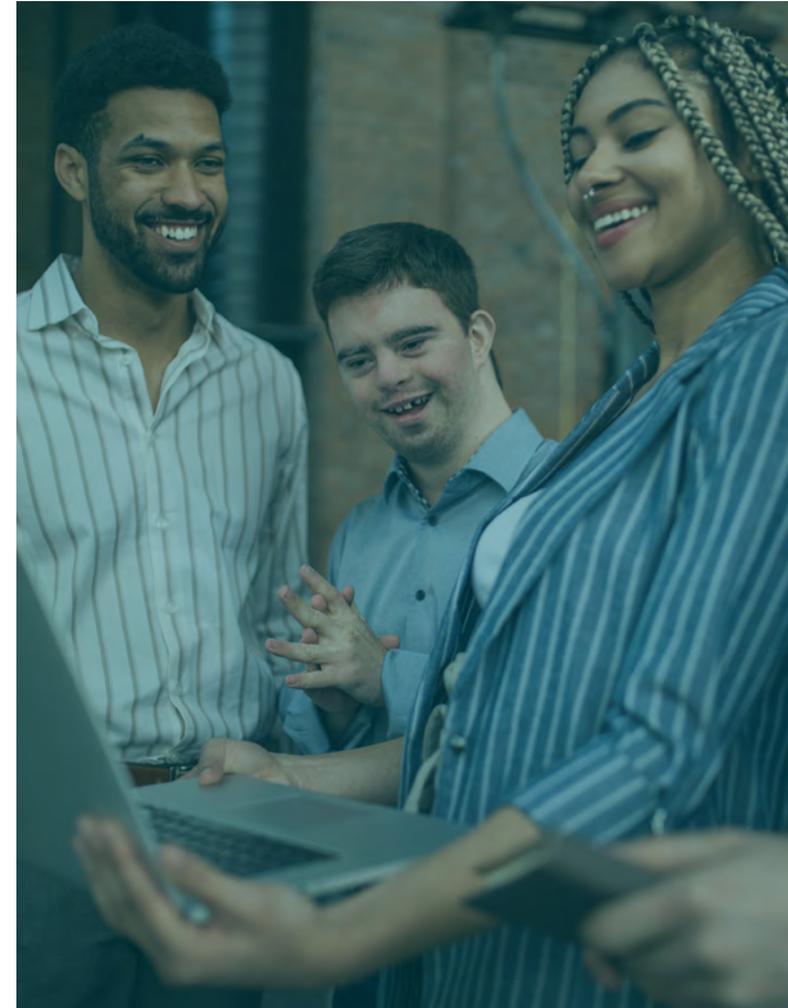
LGBTQIA+ ERG

Latinx ERG

Veteran's ERG

### ERG outcomes:

- The African American ERG published Molina's first Juneteenth awareness presentation.
- The LGBTQIA+ ERG partnered with human resources to enhance our voluntary, self-identification options. In addition to our already existing self-identification options for ethnicity, race and disability status, employees can now report on veteran status, gender identity and preferred pronouns.
- The Latinx ERG published a series of cultural awareness articles for employees.
- The Veteran's ERG is partnering with HR on attracting and retaining veteran talent.



## WORKPLACE MODERNIZATION

As part of The Molina Experience and the company's commitment to meet the needs of the 21st century family, Molina now offers six weeks of paid parental leave.

[SEE OUR TOTAL REWARDS BROCHURE HERE](#)



## SUPPLIER DIVERSITY

To better serve the communities we support, Molina strives to be an effective advocate in the promotion, support and growth of our diversity vendor programs. This year, Molina launched its Supplier Diversity program.

[SEE OUR PROGRAM HERE](#)





# IMPROVED OUTCOMES

Our ESG efforts are aligned with our mission of improving the health and lives of our members by delivering high-quality health care. We have developed targeted care management and wellness programs that address national priorities and advance health outcomes for our members. Our Social Determinants of Health Innovation Center develops programs and best practices to address health care access barriers created by social factors, with a goal of enhancing patient-centered care across the enterprise. Through The MolinaCares Accord Learning Panels, we work with all stakeholders – including community based organizations, lawmakers and clinicians – to understand emerging issues and trends, and develop programs, solutions and interventions to respond accordingly.

## My Health programs

Molina’s My Health programs provide best-in-class chronic condition and healthy lifestyle support that educate and empower members and their caregivers to effectively manage their condition(s) and improve their overall health. By identifying and engaging members early in their disease process, or as soon as members are ready to make a healthy lifestyle change, the health management team:

- Provides education that will increase knowledge of their condition
- Encourages members to learn about the importance of a healthy lifestyle
- Supports members in making positive healthy behavior changes
- Aids in the development of a self-management plan with their provider(s)
- Helps in establishing strong provider, Federally Qualified Health Center (FQHC) and medical home connections
- Fosters adherence to a prescribed treatment plan including medications

Through these activities, members experience improved quality of life and better outcomes while mitigating avoidable health care spend and burden on the health care delivery system.

Molina’s My Health programs are based on clinical practice guidelines from the MCG Chronic Care Guidelines, the Center for Disease Control (CDC) and other nationally-recognized organizations such as the American Diabetes Association (ADA), the American Heart Association (AHA/ASA) and the National Institutes of Health (NIH). The guidelines are reviewed annually and updated as necessary. These guidelines are presented to the market quality committees and Quality Management Committee for annual review and approval.

## MY HEALTH PROGRAMS

A comprehensive plan focusing on improving health outcomes

The image shows a grid of 12 health programs, each with a unique icon and text:

- Weight Management**: Icon of a scale and a person.
- Living with Diabetes**: Icon of a hand holding a glucose meter.
- Healthy Beginnings**: Icon of a person and a heart.
- Tobacco Cessation**: Icon of a cigarette with a slash through it.
- Living with Depression**: Icon of a person with a thought bubble.
- Living with High Blood Pressure**: Icon of a heart with a blood pressure cuff.
- Nutrition**: Icon of an apple.
- Living with COPD**: Icon of lungs.
- Living for Tomorrow**: Icon of a person and a clock.
- Living with SUD**: Icon of a person and a brain.
- Living with HF**: Icon of a heart with a pulse line.
- Living with CKD**: Icon of kidneys.
- Living with Cancer**: Icon of a person and a cancer ribbon.
- Living with Asthma**: Icon of a person and an inhaler.

## My Health clinical programs include:

1. A clinical owner
2. An advisory board of physicians, social workers, quality leadership, clinical IT resources and nurses that oversee development of ongoing updates
3. A description of target populations, how members will be engaged, care management models, interventions to improve HEDIS®/STAR performance, and metrics that will be monitored to evaluate success



## Emergency Department Diversion program

The Molina Emergency Department Diversion program is designed to prevent unnecessary emergency room (ER) visits. Our program is focused on connecting members to a primary care provider (PCP), to educate them on seeking the right level of care to meet their health care needs, and identifying and addressing any SDOH needs and structural or systemic barriers to care. The program is available to members across all of our lines of business.

By identifying and engaging members that are using the ER for non-emergent health care needs, our staff works to:

- Increase the knowledge of appropriate service resources based on the acuity of the need
- Identify SDOH and barriers to care, and link members to identified resources, as well as addressing provider and system- level barriers to care
- Promote the establishment of a strong foundational relationship with their PCP or other health care provider while supporting elements of their treatment plan
- Support the member in the development of a self-management plan with their provider(s)
- Promote relationships with entities that might be providing care, such as FQHCs and medical homes

We believe that through these activities, members and caregivers will experience improved quality of life and better health outcomes while reducing potentially preventable ER visits and potential admissions. Molina's Emergency Department Diversion program is based on nationally-recognized clinical practice guidelines.



One of our goals is improving quality measures and targeted member health metrics. By the end of 2023, we intend to launch a new predictive analytics tool across all of our Medicaid markets to help us identify pregnant members earlier in their pregnancy so they can receive prenatal care sooner. We believe this tool will help us identify increasing prenatal risk and will have an impact on addressing racial disparities in birth outcomes.



## Transitions of Care program

The Molina Transitions of Care (ToC) program is designed to prevent or reduce health complications and avoidable readmissions of our high-risk, chronically ill members and to improve their quality of care. The program is available to members across all of our lines of business.

Our ToC program focuses on our most vulnerable members who are transitioning from an acute inpatient physical and/or behavioral health setting, skilled nursing facility stay or a long-term acute care hospital (LTAC) setting, back into the community and are at high risk for readmission. High-risk members across all of our lines of business are identified to participate using a proprietary algorithm incorporating various data points such as admission/readmission, ER utilization, physician engagement, high-cost medications, SDOH, key chronic diagnoses and more.

## Health equity

### Health Equity Officer

#### **Dr. Sarita Massey– National Medical Director, Health Equity Officer**

Dr. Massey is responsible for embedding Molina's health equity vision and strategy into our markets and contributing to improved health equity for our members. Dr. Massey leads the Health Equity Committee at Molina, with representation from each Molina health plan, as well as functional areas such as Quality, Member Services, Customer Experience and Diversity, Equity and Inclusion (DEI).

### NCQA Health Equity Accreditation Plus

The National Committee for Quality Assurance has recognized Molina Healthcare of California as one of nine health plans in the first cohort of the Health Equity Accreditation Plus program. The new accreditation program recognizes organizations that partner with community groups, offer clinical and social resources, collect data on social determinants and are transparent about that data.



# CLIMATE CHANGE

## Environmental policy

We believe that being good stewards of the public trust also includes being good stewards of the environment. Molina is committed to complying with all applicable environmental, health, and safety laws, regulations and other requirements. Our commitment to environmentally responsible business practices and reducing our carbon footprint is part of our mission of improving the health and lives of our members, and strengthening the communities we serve.

As part of our commitment to the environment and the fight against climate change:



We will measure, report and seek to reduce our company's greenhouse gas (GHG) emissions over time.



We will reduce our GHG emissions by adopting a remote work model for nearly all employees and reducing our real estate footprint.



We will engage our suppliers in the move to more environmentally responsible practices.



We will continue to implement initiatives within our company to reduce, reuse, recycle and rethink processes in ways that decrease our overall use of natural resources.



## Remote work

Molina's direct environmental impacts are concentrated in our office space—consisting of electricity, heating and cooling. Remote work is now an essential element of Molina's Workplace Modernization strategy. We adopted a permanent remote work model for nearly all 15,000 employees. To support this new model, we're reducing our real estate footprint by more than two-thirds. Our remaining office space will be reconfigured and optimized for utilization and efficiency. This will significantly reduce our carbon footprint.

Our permanent remote work model is good for the environment in other ways, too. Without an office to travel to, thousands of Molina employees across the country are no longer commuting to work every day. We have fully embraced collaborative technology that allows colleagues to feel like they are in the same room, cutting down on business travel, further reducing our carbon footprint.



## Greenhouse gas emission baseline

Molina is using calendar year 2021 beginning January 1st, 2021 through December 31st, 2021 as the baseline year for scope 1 and scope 2 GHG emissions for inventory purposes.

### EMISSIONS SOURCES

Molina identified the following GHG emissions sources in the organizational boundary:

- Direct and indirect GHG emissions from Offices (scope 1 and scope 2)
- Direct GHG emissions from fuel combustion in mobile operations (scope 1)

Direct GHG emissions sources (scope 1) and main use



- Natural gas used for heating and boilers
- Diesel used for mobile vehicles
- Gasoline used for mobile vehicles
- Refrigerants used for cooling, AC and HVAC systems

Indirect GHG emissions sources (scope 2) and main use



- Electricity used for lighting, heating, cooling
- Green power used for electricity including power purchase agreements (PPAs), which are long-term contracts under which a business agrees to purchase electricity directly from a renewable energy generator.

*Scope 1 emissions: 7,418.49 MTCO<sub>2</sub>e | Scope 2 emissions: 12,645.07 MTCO<sub>2</sub>e*

While we believe that climate change impacts everyone, often, its results disproportionately affect vulnerable populations. We're evaluating the impact of climate change on our business.



# RESPONSIBLE BUSINESS PRACTICES

## Enhanced Code of Business Conduct and Ethics

Molina conducts its business with an unwavering commitment to compliant and ethical conduct. Our Code of Business Conduct and Ethics (“the Code”) provides a detailed roadmap to that commitment. Molina made several substantive additions to the Code this year, including content regarding:

- Applying the Code and Supplier Code of Conduct to subcontractors
- DEI
- Conflicts of interest
- Anti-kickback and marketing practices
- Human rights
- Remote work
- Record and information management

[CODE OF BUSINESS CONDUCT AND ETHICS](#)



## Supplier Code of Conduct

We hold our suppliers to the same high standards. We also expect our suppliers to have appropriate ESG policies and practices in place to operationalize their ESG aims. Our Supplier Code of Conduct outlines those policies. We encourage our suppliers to adhere to these outlines when providing services or products to our organization.

[SUPPLIER CODE OF CONDUCT](#)



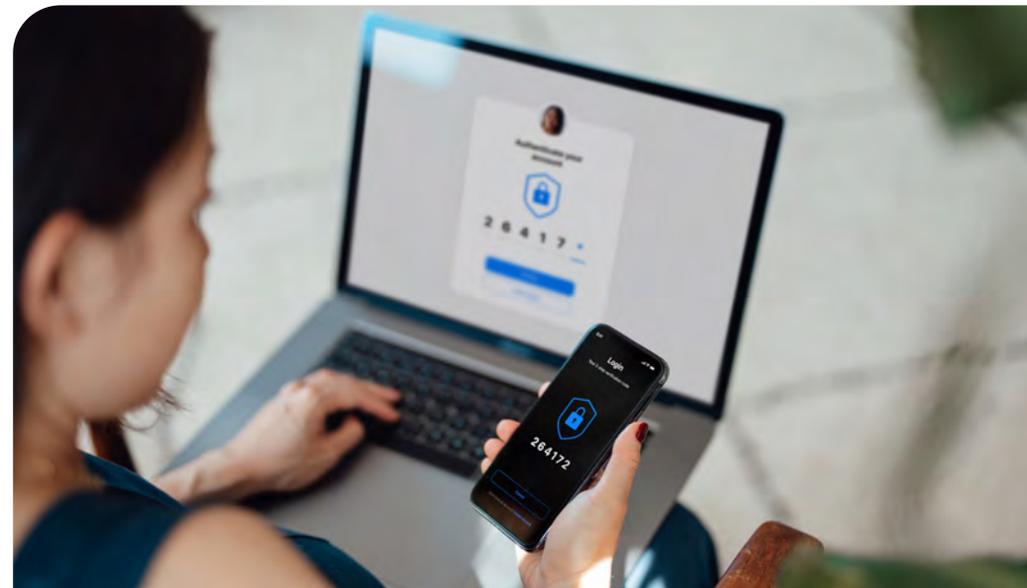


## Privacy and data security

Molina's business is based on the trust of our members, states and industry health partners. They trust us to handle their most sensitive and private information in a secure and professional manner. We are committed to satisfying state and federal laws protecting the privacy, security, and confidentiality of our members' information, and to continuously enhancing and strengthening our technology and security protocols.

- We have robust information privacy and security programs. Our security and privacy policies align with best practice industry and regulatory frameworks, such as the Health Information Portability Accountability Act (HIPAA) and the National Institute Standards and Technology (NIST) 800-53 cyber security standard. Control procedures are assessed regularly to confirm their effectiveness. Molina is subject to annual Service Organization Controls (SOC) II Type 2 testing covering the performance of safeguards deployed to protect our systems and members' personal and protected health information.
- Molina limits the collection, use and disclosure of the personal information that we receive about our members to the minimum necessary information required to administer our members' health care benefits.
- Molina is conscious of the potential damage to the health industry associated with cyberattacks and we take our role seriously. We have implemented the following best practices:
  - Dedicated Chief Information Security Officer & Security Official who reports to the Chief Compliance Officer and to the Board of Directors
  - Dedicated Corporate Privacy Official who reports to the Chief Compliance Officer
  - Modernized IT systems such as Microsoft Azure Cloud
  - Safeguards such as multi-factor authentication and encryption of sensitive data
  - Secure backups and recovery practices
  - Patching of systems on a timely basis
  - Lateral movement controls such as network segmentation

- Molina's Computer Incident Response Team (CIRT) monitors systems for any threats to our information systems and addresses security-related issues. An incident response plan is maintained and regularly tested through tabletop exercises with executive management and various departments participating to simulate their response to a cybersecurity incident.
- Business continuity and recovery plans are developed for all core business processes, including disaster recovery plans for associated systems of record. These plans are tested on an annual basis.
- Employees and contractors are trained on privacy and security when onboarded and annually. Given the risks associated with email phishing attacks, employees are tested each month to identify a fake phishing email to reinforce continued diligence.
- Molina imposes contractual privacy and security obligations on its third-party service providers to ensure that they have implemented effective controls and complied with applicable privacy and security laws. Molina conducts regular risk assessments and audits of their security and privacy programs as well as using tools to conduct ongoing monitoring of vendor security and privacy performance.





## Human rights

Molina is committed to conducting business in a manner that respects the human rights of all people. Our commitment to human rights is guided by federal, state, and local laws governing human rights, the United Nations Universal Declaration of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work.

### DEI

Molina is committed to cultivating a workforce that represents diversity of thought and experience— one that is equitable and fosters inclusive behaviors. Our commitment to diversity includes, but is not limited to, its practices and policies, recruitment and selection, compensation and benefits, professional development and training, promotions, transfers and other employment decisions. Molina strives to embed these values of DEI into our culture and overall work environment.



### Freedom of association



We respect our employees’ right to join, not join or form a labor union without fear of reprisal, intimidation or harassment. We are aligned with the International Labor Organization (ILO) and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention.

### Forced labor and human trafficking

We prohibit the use of all forms of forced labor and any form of human trafficking. We support, follow and abide by labor laws and regulations, including those that address child labor, forced labor, and human trafficking.



With respect to child labor, Molina follows the ILO labor standards outlined in Convention Nos. 138 and 182.

### Workplace health and safety

Molina maintains a comprehensive health and safety program that governs all aspects of our business. We continually focus on the health and safety of our employees and their physical workplace conditions and provide a robust safety training program. With our employees’ health and safety in mind, we continue to have most employees work from home and limit the occupancy to only essential workers. More information can be found in our Occupational Health and Safety Policy.



### Wages and benefits



We compensate employees competitively, relative to the industry and local labor markets and in accordance with all applicable wage, work hours, overtime and benefit laws.



## Political contributions

Molina's participation in the political process is guided by our mission, vision and values. Elected officials make decisions every day that impact our members, employees and our company. As federal and state elected officials remain focused on improving access to quality health care on behalf of the communities they represent, we believe it's our responsibility to work with these government leaders in an ethical and transparent manner.

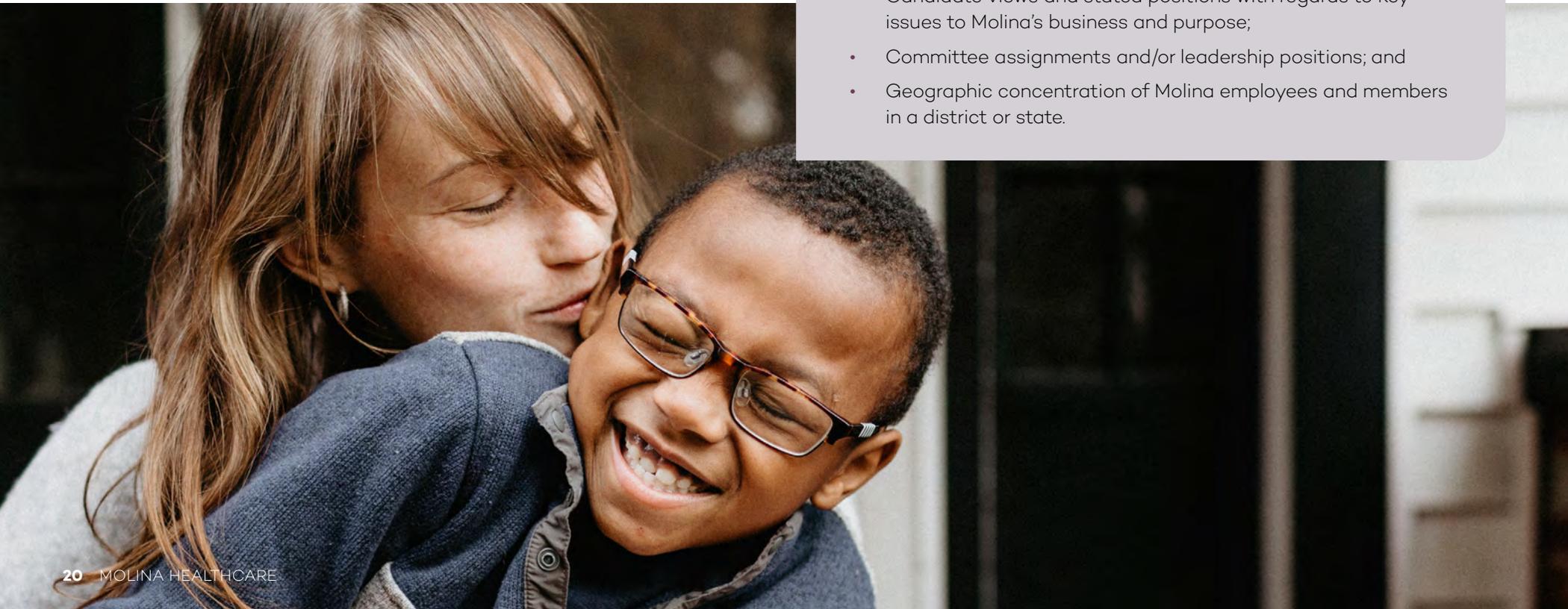
All Molina political contributions are made in accordance with internal governance procedures, which includes oversight of decisions at the executive level. Political contributions made through the Molina Healthcare, Inc. Political Action Committee (Molina Employee PAC) are reviewed and approved by the Molina Employee PAC Steering Committee, comprised of Molina senior leaders, in compliance with Molina Employee PAC policies and procedures.

Molina's lobbying activities and engagement in the political process are overseen by the Senior Vice President of Policy and Government Affairs who reports directly to the Chief Legal Officer, and reviews our political engagement with Molina's executive leadership, including the Chief Executive Officer, on a regular basis. Additionally, all government affairs activities are reported regularly to the Molina Board of Directors.

Molina discloses contributions made and received in reports filed with the Federal Election Commission and the various state campaign finance offices as required by law.

Molina makes contributions on a non-partisan basis, and certain criteria are considered in making Molina Employee PAC and corporate political contributions, including the following:

- Candidate views and stated positions with regards to key issues to Molina's business and purpose;
- Committee assignments and/or leadership positions; and
- Geographic concentration of Molina employees and members in a district or state.





# CORPORATE GOVERNANCE

The Corporate Governance and Nominating Committee of the board has oversight responsibilities with regard to environmental, health and safety, corporate social responsibility, corporate governance, sustainability and other public policy matters relevant to the Company.

As part of the discretionary portion of the 2022 annual cash bonus based on the executives' individual performance, the compensation committee included a goal tied to the Company's achievement of various ESG initiatives.

## Board of directors profile

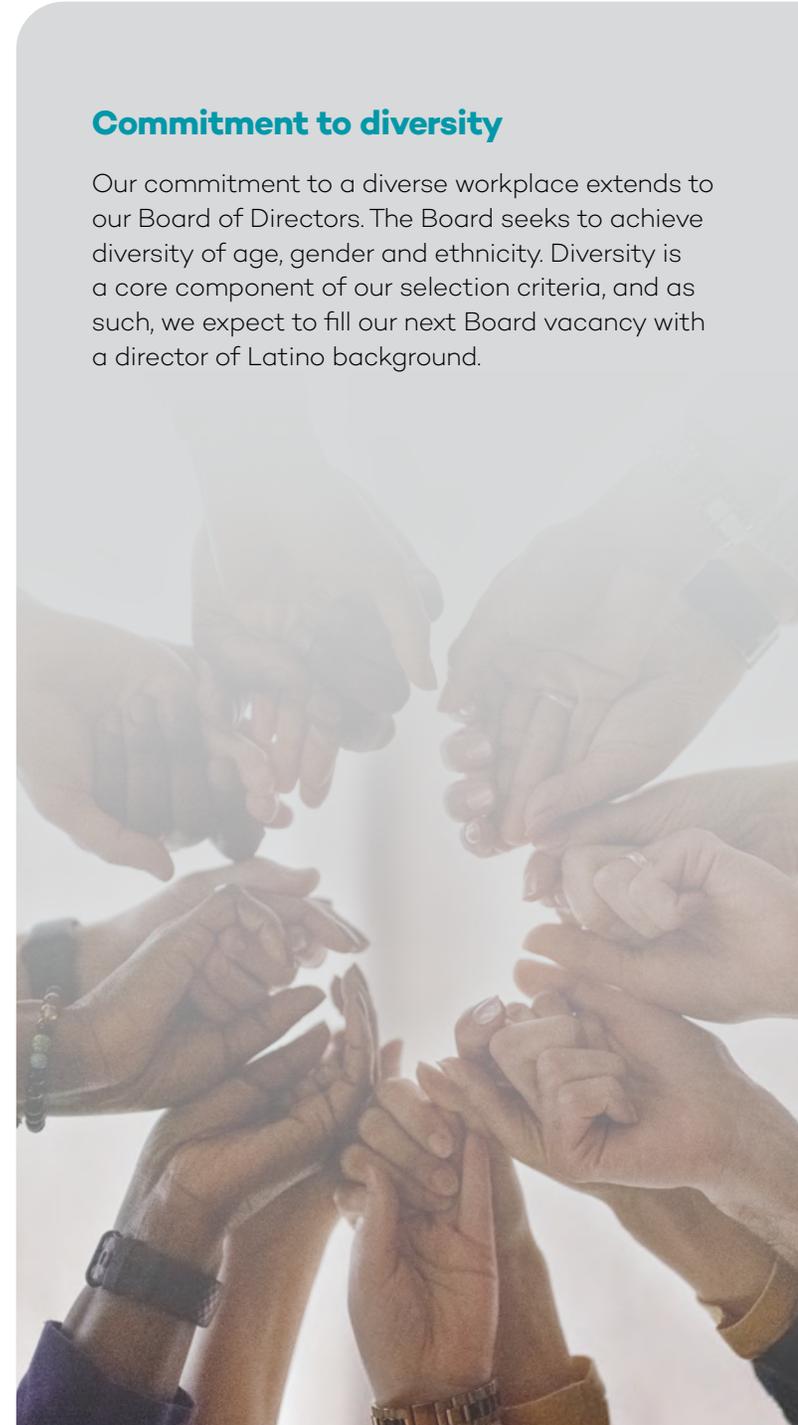
The Board recently adopted new guidelines related to board composition:

- 12-year term limits for new directors
- Board declassification
- Age limits for new directors

Name	Independence	Leadership	Gender	Tenure	Committee
Joe Zubretsky	Exec.	CEO	M	4	
Dale Wolf	Ind.	Chair	M	9	Compensation, Governance and Nominating, Finance
Barbara Brasier	Ind.		F	3	Audit, Compensation
Daniel Cooperman	Ind.		M	9	Compliance and Quality
Dr. Stephen Lockhart	Ind.		M	1	Compliance and Quality
Steve Orlando	Ind.		M	16	Audit, Governance and Nominating, Finance
Ronna Romney	Ind.	Vice Chair	F	23	Compensation, Governance and Nominating
Richard Schapiro	Ind.		M	6	Audit, Finance
Richard Zoretic	Ind.		M	2	Audit, Compliance and Quality

## Commitment to diversity

Our commitment to a diverse workplace extends to our Board of Directors. The Board seeks to achieve diversity of age, gender and ethnicity. Diversity is a core component of our selection criteria, and as such, we expect to fill our next Board vacancy with a director of Latino background.





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[MolinaHealthcare.com](http://MolinaHealthcare.com)

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