ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2023

MOLINA®
HEALTHCARE

TABLE OF
CONTENTS

ABOUT MOLINA HEALTHCARE, INC.

Company profile

Molina Healthcare, Inc. (Molina) — a Fortune 500 company — provides managed health care services under the Medicaid and Medicare programs and through state insurance marketplaces. Molina served over 5 million members through its locally operated health plans as of September 30, 2023.

Mission, Vision and Values

These simple words — Mission, Vision and Values — are profoundly important because they express who Molina is 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, reliable health plan delivering government-sponsored health care.
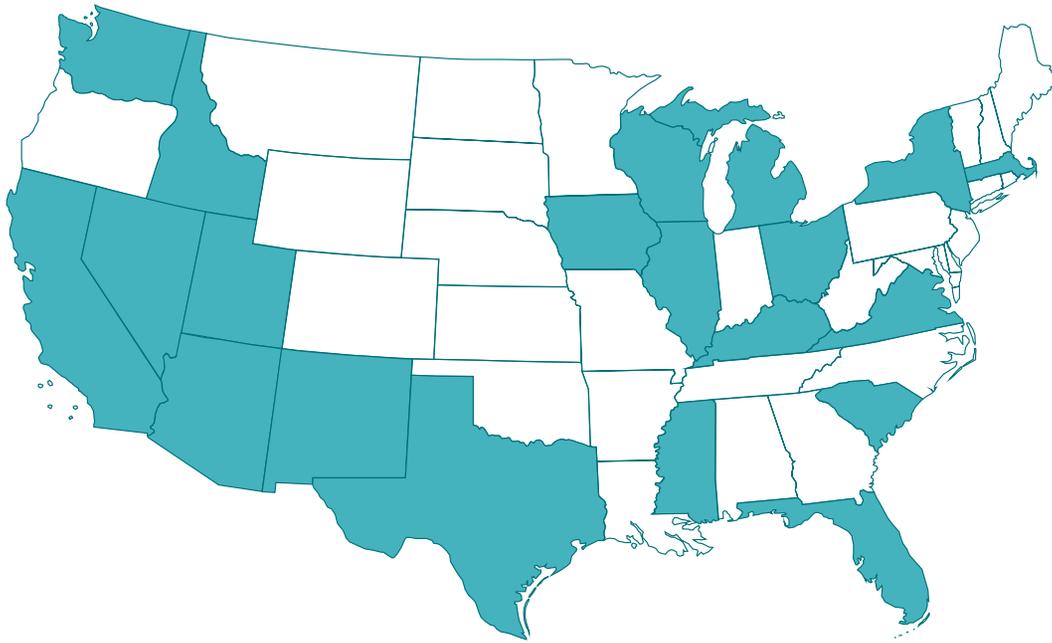
Our Values:

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

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

RESPONSIBLE BUSINESS
PRACTICES

CORPORATE
GOVERNANCE

BUSINESS
FOOTPRINT

Membership as of September 30, 2023:

5,091,399

The Molina Experience

Intellectually stimulated
The work we 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.

2023 ESG recognitions

Molina received a rating of AA on a scale of AAA-CCC in the MSCI ESG Ratings assessment.

MSCI ESG RATINGS — AA

| CCC | B | BB | BBB | A | AA | AAA |

ISS recognized Molina for being a sustainability leader in our industry by awarding Molina Prime status.

Corporate ESG Performance
RATED BY **ISS ESG▷** — Prime

Passport by Molina Healthcare was awarded *One of Kentucky's Best Places to Work*.

Molina Healthcare, Inc. was recognized as one of *America's Best-in-State Employers* by Forbes.

Molina Healthcare, Inc. was recognized as one of Time's *World's Best Companies of 2023*.

Molina Healthcare, Inc. was recognized as one of Newsweek's *Greatest Workplaces for Parents and Families 2023*.

Molina Healthcare, Inc. was rated *#1 in the Health Insurance* category on Newsweek's America's Best Customer Service list.

THE MOLINACARES ACCORD

The MolinaCares Accord is our commitment to building stronger communities... one life at a time. MolinaCares addresses social issues that afflict the delivery of health care, including:

- Racial disparities in the access to and delivery of care
- Social determinants of health
- Opioid use disorder and substance abuse
- Rural access to health care
- Health care for the elderly, infirmed and frail

And other health care issues impacted by socioeconomic disparities.

Through philanthropy, educational sessions, volunteerism and sponsorships, MolinaCares brings awareness to and support for innovative, meaningful programs and solutions that address some of the most pressing health care issues.

As part of MolinaCares, Molina previously formed and funded The Molina Healthcare Charitable Foundation – a nonprofit organization (the "Charitable Foundation") with the goal of improving the health and lives of underserved communities by identifying and supporting promising solutions to address the many social issues that affect health care access, delivery and outcomes.

Learning panels and webinars

MolinaCares hosted a series of virtual panels with our state health plans to discuss top-of-mind health priorities for our providers, communities and decision-makers. We featured social service organizations, health care leaders, legislators and other experts across different sectors of the health care industry to provide context on the current situation and share how they are tackling these issues to better care for the patients, clients and constituents they serve. This year, panel topics have ranged from addressing workforce shortages to improving care for foster kids to building behavioral health capacity and addressing the immediate and structural efforts that need to be considered.

Behavioral Health in the Aftermath of Hurricane Ian

Natural disasters like Hurricane Ian have repercussions far beyond the physical damage and destruction typically shown publicly. They can be traumatic events that research has shown correlate with emotional and mental health issues for both survivors of disasters and first responders saving individuals during the event. Mental health providers and first responders joined us for this panel to discuss the impact of Hurricane Ian on Floridians, warning signs to identify when someone may be struggling with a mental health disorder and resources available for individuals needing support.

Addressing the Nursing Care Shortage

The COVID-19 pandemic challenged the health care system, and the nursing workforce was one of many areas impacted by it. According to the Texas Workforce Commission, over 20,000 registered nursing positions remain unfilled in Texas, which is expected to increase over the next ten years. This webinar covered how Texas health officials, legislators and providers are investing in and introducing new solutions to boost interest in the nursing field and retain current nurses.

Learning panels and webinars (continued)

Addressing Health Care Workforce Shortages in Florida

Florida's health care workforce is strained as it tries to meet the demands of its growing population – especially caring for its elderly in and outside of nursing home facilities. Panelists discussed the state's health care workforce trends, current nursing shortages and needs, how providers and policymakers tackle this issue and recommendations for future activities.

Addressing Gaps in New Mexico's Behavioral Health Capacity and Substance Abuse Treatment

Behavioral health continues to be a major health priority in New Mexico, with levels of anxiety and depressive disorder above the national average. Providers across the mental health and substance use disorder care continuum discussed how they are using clinical and non-clinical solutions to bridge gaps in care to ensure greater access to services to best leverage the resources that currently exist. The state's health secretary also offered her vision for how stakeholders in all health care sectors can better collaborate to increase behavioral health capacity in the state.

The Power of Education and Employment in Improving Overall Health

Panelists from the Texas Workforce Commission and community organizations with employment services discussed the tie between gainful employment, education and health, as well as the programs they offer underserved populations, including individuals with disabilities, domestic violence survivors and families experiencing generational poverty.

Healing Lives - Tackling Michigan's Hurdles in Children's Health Care

Health and health care disparities remain a concern when it comes to maternal and infant mortality and morbidity rates in Michigan. Health equity experts, maternal and infant health leaders and the state's Medicaid director convened to discuss the social barriers, stressors, biases and other factors that contribute to the differences in outcomes and care delivery and ways these leaders are breaking down obstacles to improve health for mothers and children in Michigan.

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

RESPONSIBLE BUSINESS
PRACTICES

CORPORATE
GOVERNANCE

Partnerships and programs

In the first three years of its existence, our Charitable Foundation funded nearly 700 grants to local community organizations in 25 states that address social determinants of health, disaster relief, mental health, maternal child health and other health-related concerns afflicting our communities in need.

University of Michigan Health Equity Challenge– The Charitable Foundation launched its second Health Equity Challenge (HEC) partnership with the University of Michigan – Ann Arbor. The first HEC launched in 2021 in collaboration with the University of California-Los Angeles. Similarly, post-graduate students will partner with a local community-based organization to develop an innovative approach to addressing local health equity issues. Programs can range from improving health care delivery to enhancing the efficacy of social needs efforts that target key drivers that result in inequitable health care and outcomes.

Texas Tech Foundation– The Charitable Foundation donated to the Texas Tech Foundation to build the capacity of the Rural Telepsych for Youth (RTY) program run by Texas Tech University Health Sciences Center El Paso's Department of Psychiatry. The RTY program complements the state-funded Texas Child Health Access Through Telemedicine (TCHATT) program by providing mental health counseling services for children and adolescents in 15 western Texas rural counties who need services in addition to those provided by TCHATT. TCHATT is a behavioral health telehealth program offered to school districts to care for students.

Richmond Behavioral Health Foundation– The Women's Residential Treatment Center is one of only three residential treatment centers in Virginia with child care for mothers receiving substance use disorder services. Lack of child care can be a barrier to care for parents who are sole caretakers. MolinaCares is supporting the facility's Children's Services Center's (CSC) early intervention services, promoting sensory and active play, physical and language development, and social and emotional learning for children from birth through age 11. CSC also supports mother-child interactions to bolster the mother's capacity to bond and care for her children.

Albuquerque Healthcare for the Homeless– With support from MolinaCares, Albuquerque Healthcare for the Homeless is designing and testing a value-based payment model for wraparound services for individuals in New Mexico experiencing homelessness with chronic medical and social conditions. The model design considers industry best practices from providers and payers. The goal is to establish a sustainable approach to caring for our homeless populations that payers can use.

Southeast Michigan Perinatal Quality Improvement Coalition– Infant and maternal deaths disproportionately impact Michigan's minority communities. The primary mission of the Southeast Michigan Perinatal Improvement Coalition (SEMPQIC) is to decrease disparities in health outcomes for mothers and infants across the state through a coordinated approach towards equity based on best practices and targeting factors that reinforce disparities. The Charitable Foundation provided a grant to SEMPQIC to expand implicit bias training and resources for providers to improve patient trust, communication and overall satisfaction of care regarding pregnancy and post-labor care.
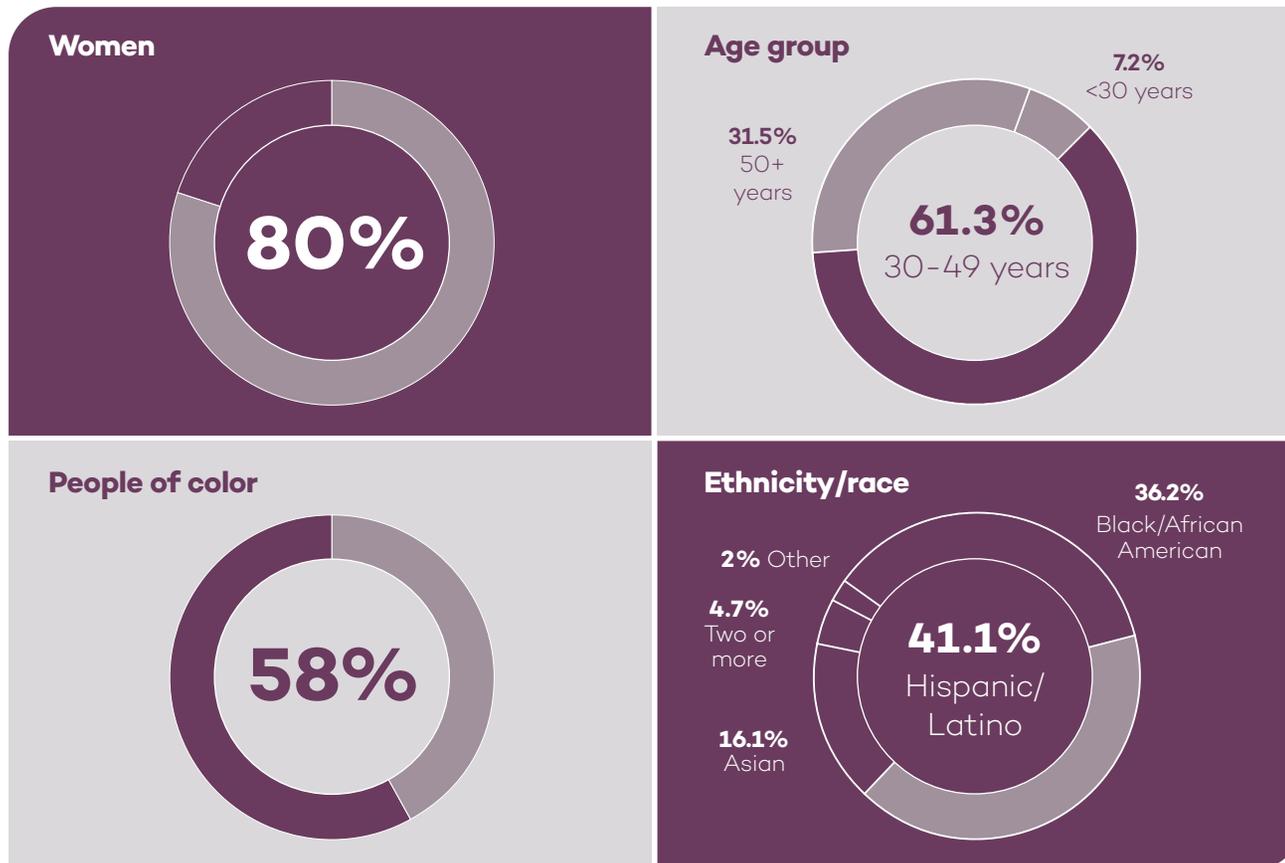
DIVERSITY, EQUITY AND INCLUSION

Molina is committed to advancing a diverse, equitable and modern workplace for all our employees. Our policies and practices respond to the needs of a 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.

Women

80%

Age group

7.2% <30 years
31.5% 50+ years
61.3% 30-49 years

People of color

58%

Ethnicity/race

36.2% Black/African American
2% Other
4.7% Two or more
41.1% Hispanic/ Latino
16.1% Asian

Total number of associates:

16,623

PROFESSIONALS
55.2% People of color
80.7% Women

FIRST/MID-LEVEL OFFICIALS AND MANAGERS
46.9% People of color
67.9% Women

EXECUTIVES/SENIOR OFFICERS AND MANAGERS
29.3% People of color
46.9% Women

BOARD OF DIRECTORS
11.1% People of color
22.2% Women

Independent contractors as of September 30, 2023: **7,281**

Source: Molina 2022 EEO-1

Employee experience survey results

Our 2023 engagement score was 79, an increase of one point from last year.

This score exceeds the U.S. engagement external benchmark by five points.

82%

Our participation rate was 82%, an increase of 1% from last year, which also surpasses participation benchmarks.

Collaboration, our enterprise commitment from the 2022 survey, increased by one point.

Purpose continues to be our highest result.

Well-being was among the top comments (1,869 mentions) and had an overall positive sentiment.

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:

- **Taking action:** I believe meaningful action will be taken as a result of this survey. *(Up two points from last year)*

- **Retention:** I rarely think about looking for a job at a different company. *(New question this year)*

- **Collaboration:** Teams at Molina collaborate effectively to get things done. *(Up one point from last year)*

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

RESPONSIBLE BUSINESS
PRACTICES

CORPORATE
GOVERNANCE

Leadership and career development

Providing opportunities for career and leadership development fosters a culture of learning and innovation. Molina invested in three career and leadership development initiatives:

- Expanded the Pathways to Success program to include Career Paths, which assists employees in identifying new internal opportunities within their job family and across the organization.

- Launched the Learning Lab – a centralized learning and training platform where employees can access personalized learning recommendations and skill-building courses that support their careers. Throughout 2023, we averaged 54 learning hours per employee.

- Launched "Leading at Molina" – a leadership development program to identify and develop the next generation of Molina leaders and give them the experience, perspective and resources they need to be successful. Fifty diverse leaders from across the enterprise were invited to participate in the inaugural program.

Employee Resource Groups

We strive to create a stimulating, fulfilling and rewarding environment where all employees' diverse backgrounds, talents and perspectives are included, valued and respected. Our ERGs are instrumental in fostering a diverse and inclusive work environment. The six ERGs allow employees to build professional skills, cultivate cross-organizational connections, engage in community service and promote cultural awareness.

This year, we launched a new ERG to support disabled individuals and more than doubled ERG membership. ERGs have increased awareness of affinity-related gaps and created solutions to make a difference in the health and lives of our employees and members.

MEMBER OUTCOMES

Reducing preterm births and NICU admissions

Earlier this year, Molina shared the results of a groundbreaking health care model that uses artificial intelligence (AI) to impact the full cycle of obstetrical care — from early pregnancy detection to post-NICU community-based care management.

The result of a partnership between Molina, Lucina Analytics and Progeny Health demonstrated a new model with results in nearly 150,000 patients over an 18-month period, including an 8% decrease in preterm births compared to national trends, an 8% reduction in NICU admissions and a 9% reduction in total days in the NICU. In addition, the model has led to a 60% decrease in racial disparities in preterm births for Black mothers.

Prenatal care visits

Molina Healthcare of Michigan has worked on the timeliness of prenatal care visits over the last two years. For the 2023 reporting year, Molina has narrowed the gap in first-trimester prenatal care visits between White and Black moms to just 2.5%.

Sickle cell anemia value-based partnership

Molina Healthcare of Virginia partnered with two large integrated health systems to develop a sickle cell anemia value-based partnership to reduce inequities and disparities in the Black/African American population. Within the first year of implementation, inpatient and mental health utilization decreased for our members, in addition to having our members follow more effective medication regimens.

NCQA Health Equity Accreditation

Molina health plans have recently transitioned to NCQA's new Health Equity Accreditation from the Multicultural Healthcare Distinction. This new accreditation further strengthens Molina's commitment to promoting cultural competency and driving health equity initiatives.

Joining our Molina California health plan, which achieved Health Equity Plus accreditation last year, 10 Molina Medicaid plans in Florida, Illinois, Michigan, New York, Ohio, South Carolina, Texas, Utah, Washington and Wisconsin have achieved Health Equity Accreditation. Ten Molina Marketplace plans in California, Florida, Michigan, New Mexico, Ohio, South Carolina, Texas, Utah, Washington and Wisconsin have also achieved this national accreditation.

Cultural competency training

It is critical that our employees receive cultural competency training to help provide services that meet the needs of our members. We continuously improve the training series offered to focus on critical concepts. This year — with input from our DEI and health equity leadership — we have expanded our training to focus on the framework and connection between health equity, cultural competency and DEI and have added a discussion about root causes related to structural and systemic racism, discrimination and bias. We also have created specific dedicated learning modules about LGBTQIA+ and cultural competency, disability awareness and accessibility, and how to implement diversity and inclusion strategies within the workplace designed for Molina's people leaders.

CLIMATE CHANGE

Task force on climate-related financial disclosures

We have included indices reporting various metrics from several ESG standards and frameworks – including the Task Force on Climate-Related Financial Disclosures (TCFD). This alignment helps ensure that our reporting aligns with global best practices for sustainability reporting.
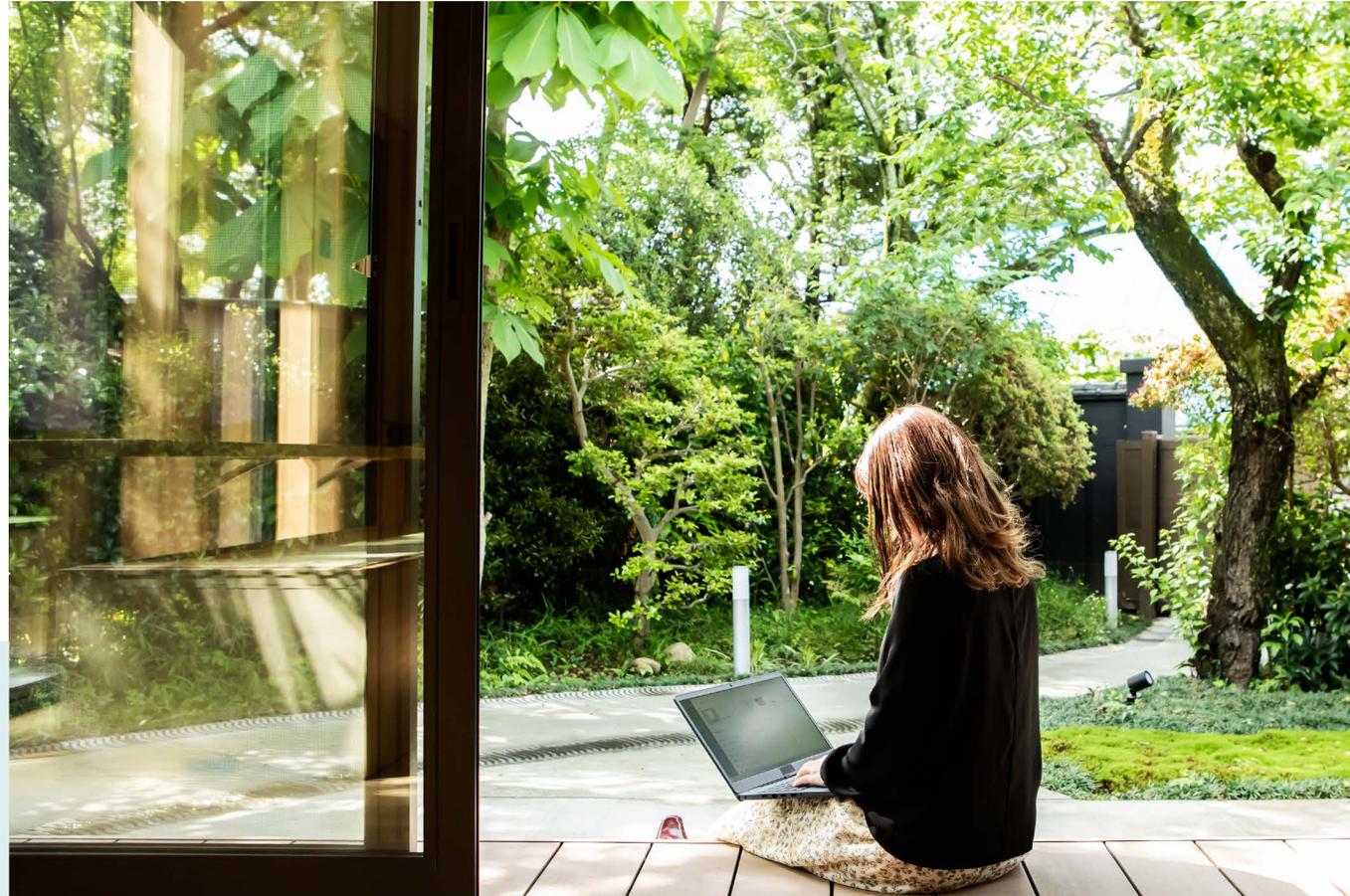
Greenhouse gas emission baseline

Scope 1 emissions: 6,828.62 MTCO2e

Scope 2 emissions: 12,389.96 MTCO2e

Remote work

Molina remains committed to a remote work model for nearly all our employees. Molina reduced its real estate footprint by more than two-thirds, and our remaining office space has been reconfigured and optimized for utilization and efficiency.

Remote work offers several environmental benefits, contributing to a more sustainable approach to work. One primary advantage is the reduction in commuting-related emissions. When employees work from home, the need for daily commutes decreases, leading to lower vehicle carbon emissions. This helps mitigate air pollution and traffic congestion, positively impacting local air quality.

Additionally, remote work often decreases energy consumption within centralized office spaces. With fewer employees in physical offices, there is a reduced demand for electricity, heating and cooling. This leads to lower overall energy consumption and a smaller carbon footprint.

Adopting virtual meetings and digital communication tools reduces the necessity for business travel. Less travel not only translates to lower fuel consumption and emissions from transportation but also reduces the environmental impact associated with accommodations, dining and other travel-related activities.

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

**RESPONSIBLE BUSINESS
PRACTICES**

CORPORATE
GOVERNANCE

RESPONSIBLE BUSINESS PRACTICES

Privacy and data security

Our 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.

- Molina has a comprehensive and robust information privacy and security program, which is governed at the board of directors level by the Audit Committee. Our chief information security officer meets with – and provides regular reports to – the audit committee on such matters.

- Molina's security and privacy policies align with regulatory and statutory requirements, including the Health Information Portability Accountability Act (HIPAA) and the Health Information Technology for Economic and Clinical Health Act (HITECH), as well as industry-accepted practices and standards, including the National Institute Standards and Technology (NIST) 800-53 cyber security standard.
  - Control procedures are assessed regularly to measure 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 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. Molina has implemented the following best practices:
  - Dedicated chief information security officer & security official who reports to the chief compliance officer and 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 conducts periodic security and privacy risk assessments and audits.

- Molina's Computer Incident Response Team (CIRT) monitors systems for any threats to Molina's 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 monthly to identify a phishing email to reinforce continued diligence. We also communicate security awareness items to our employees, including awareness of the importance of timely notification of potential privacy and security issues.

- Molina imposes contractual privacy and security obligations on its third-party service providers to ensure 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 and uses tools to conduct ongoing monitoring of vendor security and privacy performance.

Molina reports data breaches to the Office for Civil Rights (OCR), U.S. Department of Health and Human Services (HHS). Please refer to the OCR website at www.hhs.gov.

CORPORATE GOVERNANCE

The corporate governance and nominating committee of our board of directors assists the board in fulfilling its 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 2023 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.
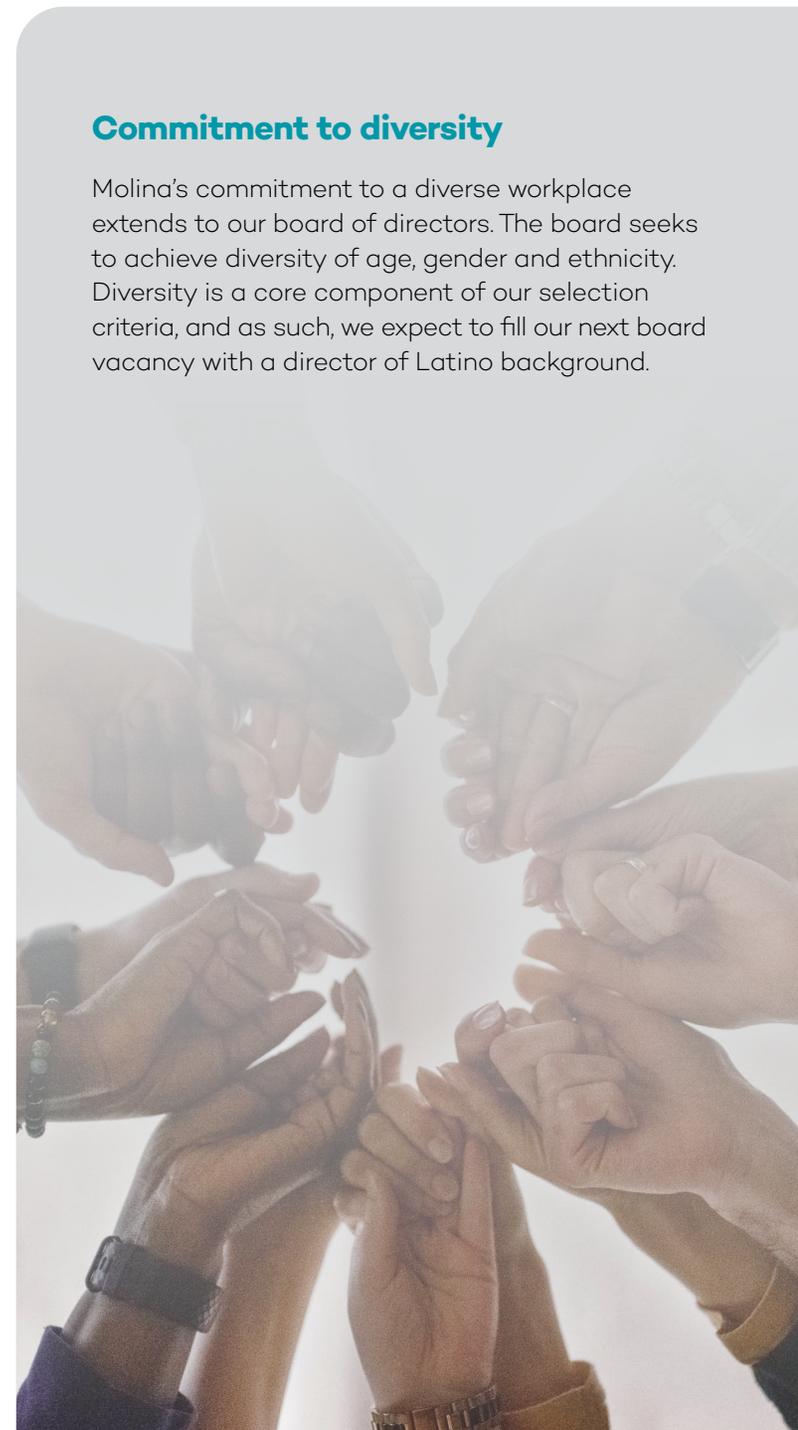
Board of directors profile

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	5	
Dale Wolf	Ind.	Chair	M	10	Compensation, Governance and Nominating, Finance
Barbara Brasier	Ind.		F	4	Audit, Compensation
Daniel Cooperman	Ind.		M	10	Compliance and Quality
Dr. Stephen Lockhart	Ind.		M	2	Compliance and Quality
Steve Orlando	Ind.		M	17	Audit, Governance and Nominating, Finance
Ronna Romney	Ind.	Vice Chair	F	24	Compensation, Governance and Nominating
Richard Schapiro	Ind.		M	7	Audit, Finance
Richard Zoretic	Ind.		M	3	Audit, Compliance and Quality

Commitment to diversity

Molina's 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.

APPENDIX

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

RESPONSIBLE BUSINESS
PRACTICES

CORPORATE
GOVERNANCE

Task Force on Climate-related Financial Disclosures (TCFD) Index - 2023

All information is as of June 2023

Recommendations	Recommended disclosures	Molina Healthcare, Inc. ("Molina" or the "Company") disclosure
Governance	Describe the Board's oversight of climate-related risks and opportunities.	Molina's Corporate Governance and Nominating Committee ("CGNC"), a committee comprised of members of Molina's Board of Directors (the "Board"), oversees Molina's climate-related risks and opportunities, including the Company's strategy, practices, policies, and management of risks related to, among other things, the Company's environmental, social and governance (ESG) matters. The CGNC makes recommendations to the Board regarding ESG matters, reviews the Company's annual ESG report, and receives ESG reports from management at least twice annually, and ad hoc ESG communications as necessary. The Company's Audit Committee maintains oversight over enterprise risks, including those related to climate change. In connection with its oversight responsibilities, the Audit Committee (i) meets with management to review and assess the Company's major financial risk exposures (including those related to climate change) and the manner in which such risks are being monitored and controlled, and (ii) if appropriate, makes recommendations to the Board regarding the same.
	Describe management's role in assessing and managing climate-related risks and opportunities.	The Company's Chief Legal Officer ("CLO"), Chief Accounting Officer ("CAO"), and Chief Executive Officer ("CEO") each have a role in assessing and managing Molina's climate-related risks and opportunities. The CLO assesses and manages climate-related risks and opportunities from a legal, compliance, and business continuity perspective. The CLO is a member of the Executive Committee and reports directly to the CEO, who is a member of the Board. The CAO assesses and manages Molina's climate-related risks and opportunities from an enterprise risk management (ERM) perspective. The CAO provides periodic updates to the Audit Committee, attends Audit Committee meetings, and reports to the Company's Chief Financial Officer. In 2021, the Company created an ESG function within the Office of the CEO, which is responsible for issuing the Company's annual ESG report.

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

RESPONSIBLE BUSINESS
PRACTICES

CORPORATE
GOVERNANCE

Recommendations	Recommended disclosures	Molina Healthcare, Inc. ("Molina" or the "Company") disclosure
Strategy	Discuss the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**Risk– physical risks** As a health care company operating in over twenty states and serving more than five million members, the communities Molina serves will continue to be directly and indirectly affected by climate-related issues. Among other risks, environmental factors, such as a major earthquake or wildfire in California, or a major hurricane affecting Florida, South Carolina or Texas, may cause widespread illness or medical conditions, or a disruption in members' services, each of which may result in increased health care costs. **Opportunity– resource efficiency** Molina's direct environmental impacts result primarily from the electricity, heating and cooling systems in its office space and the impact of workday commuting by its employees. Remote work is now an essential element of Molina's workplace modernization strategy. Molina adopted a permanent remote work model for nearly all employees. To support this new model, Molina reduced its real estate footprint by more than two thirds. Molina's remaining office space has been reconfigured and optimized for utilization and efficiency and workday commuting by Molina's employees has been almost eliminated. This significantly reduced Molina's carbon footprint.
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Our strategic planning cycle covers a three-year period, as such the Company focuses on business and strategic risks within this timeframe. The Company performs an annual risk assessment that aligns to our strategic plan with the aim of identifying top risks that could prevent the Company from achieving its strategic objectives. As of the most current risk assessment, management has not identified any material climate-related risks that would impact our ability to achieve our three-year strategic plan. The Company has not identified material risks related to our investments as we maintain a diversified portfolio to minimize risk of any type, including exposure to climate-related risks.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario.	Climate-related scenario analysis to inform Molina's business strategy has not yet been utilized. Molina's revenues are derived primarily through premiums received from providing health plan coverage to individuals through government subsidized. The premiums we receive for our three major lines of business—Medicaid, Medicare, and Marketplace—are based on rates that are developed and approved for actuarial soundness on an annual basis. Therefore, we have the ability to capture changes in medical costs that may be due to environmental factors.

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

RESPONSIBLE BUSINESS
PRACTICES

CORPORATE
GOVERNANCE

Risk management	Describe the organization's process for identifying and assessing climate-related risk	The Company's ERM function utilizes the three lines of defense model to ensure responsibility for risk management resides within business functions, operational areas, and with senior management. Molina's risk management framework is in place to identify, assess, monitor, and respond to all risks, including climate-related risks, that could negatively impact achievement of our strategic priorities, operational business objectives or our stakeholders. The Company's ERM function evaluates all risks identified via an annual risk assessment process using its risk priority ranking scales (likelihood and impact), which includes an estimate of potential financial impact. The Company's Business Continuity function maintains daily identification and oversight of any Company-level risks related to climate change that may impact Molina's members, employees, and physical assets.
	Describe the organization's process for managing climate-related risks	To manage the physical risks of climate change, Molina maintains a central threat intelligence, incident monitoring, and emergency response center consisting of trained intelligence analysts and crisis coordinators on a 24/7/365 basis. This team proactively monitors situations such as natural disasters and other climate-related emergencies that could impact Molina's assets, operations, or members. Upon notice of an impending situation, detailed intelligence reports are generated and sent to decision makers within the Company so that they may initiate a coordinated crisis or incident response. Through knowledge generated by a business impact analysis, the crisis and incident response team is able to determine which assets and work practices may be at risk and initiate action plans to help Molina prepare for or manage the incident with minimal impact to its operations and members. This coordinated response includes up to 400 individuals company-wide who are in constant communication and collaboration to maintain our continuity of care standard for members, ensure employee safety, and preserve Company property.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Molina's ERM function structure includes a three lines of defense model to delegate responsibility for critical risk management processes across the business functions and operational areas, as well as risk management, compliance, and audit teams..
Metrics and targets	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Scope 1 emissions: 6,828.62 MTCO2e Scope 2 emissions: 12,389.96 MTCO2e
	Describe the targets used by the organization to manage climate-related risk and opportunities and performance against targets.	Molina has not yet set emission reduction targets.

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

RESPONSIBLE BUSINESS
PRACTICES

CORPORATE
GOVERNANCE

Sustainability Accountability Standards Board (SASB) Standards

All data relates to the year ending December 31, 2022, unless otherwise noted.

Topic	Metric	Code	Molina disclosure
Customer privacy & technology standards	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII).	HC-MC-230a.1	Molina 2022 Environmental, Social, and Governance Report, page 18.
Customer privacy & technology standards	(1) Number of data breaches, (2) percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI), (3) number of customers affected in each category, (a) PII only and (b) PHI2	HC-MC-230a.2	U.S. Department of Health and Human Services, Office for Civil Rights
Access to coverage	Medical Loss Ratio (MLR)	HC-MC-240a.1	Consolidated MCR for the full year 2022: 88.0% 2022 Form 10-K, Financial Highlights, page 3
Access to coverage	Number of enrollees by plan type	HC-MC-000.A	Medicaid: 4,754,000 Medicare: 156,000 Marketplace: 348,000 2022 Form 10-K, Segment Membership, page 4
Plan performance	Enrollee retention rate by plan type, including: (1) HMO, (2) local PPO, (3) regional PPO, (4) PFFS, and (5) SNP	HC-MC-250a.2	Please refer to the Segment Membership table in the 2022 Form 10-K, page 4.

ABOUT
MOLINA

THE MOLINACARES
ACCORD

DIVERSITY, EQUITY
AND INCLUSION

MEMBER
OUTCOMES

CLIMATE
CHANGE

RESPONSIBLE BUSINESS
PRACTICES

CORPORATE
GOVERNANCE

Topic	Metric	Code	Molina disclosure
Improved outcomes	Total coverage for preventive health services with no cost sharing for the enrollees, total coverage for preventive health services requiring cost-sharing by the enrollee, percentage of enrollees receiving Initial Preventive Physical Examinations (IPEE) or Annual Wellness Visits (AWV)	HC-MC-260a.2	Molina covers preventive services with no cost sharing to the extent required by the Affordable Care Act and state law.
Climate change impacts on human health	Discussion of the strategy to address the effects of climate change on business operations and how specific risks presented by changes in the geographic incidence, morbidity, and mortality of illnesses and diseases are incorporated into risk models		See Task Force on Climate Related Financial Disclosures Report.
Workforce diversity and engagement	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	Voluntary turnover: 18.48%
Workforce diversity and engagement	Employee engagement as a percentage	SV-PS-330a.3	Engagement Index Score: 78 The results of the Employee Engagement Survey are published in the 2022 Environmental, Social, and Governance Report, page 10.

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