

Humana®

Environmental Sustainability

Humana Policy
Statement



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This policy was developed to provide transparency to the public around Humana's actions supporting our commitment to Environmental Sustainability. This policy is reviewed and evaluated annually, and all revisions must be approved by senior management.

This document reflects Humana's efforts in support of environmental sustainability and is in alignment with our Environmental, Social and Governance (ESG) strategy to positively impact the health of each person, each community, the healthcare system, and the environment.

At Humana, we know that transforming healthcare requires transforming the way we address environmental risks to health. Our commitment to the health of our planet is stronger than ever. We recognize there is an undeniable link between our physical and emotional well-being and the health of the environment. To that end, we are continuing to invest our time and resources where it matters most—not just because it's good business practice, but because we believe in a bright future.

We also understand that health is local, so we are engaged at a state and community level to address the health-related social needs of our members and communities, especially communities that have been historically underserved. Those same communities are often disproportionately affected by climate change, as evidenced in health outcomes and disaster recovery data, so we know our focus on these areas can have a significant impact. We believe that our demonstrated commitment to environmental sustainability also positions us to offer reliable and cost-effective service to our customers.

As a services company, our direct environmental impacts are concentrated within our internal operations, comprised mostly of offices along with some higher intensity facilities. As such, our focus is on areas where we feel we can make the most improvements: energy, emissions, and waste. We augment these goals with broader efforts to conserve other resources such as water, manage our real estate footprint impact, and collaborate with our stakeholders – namely our employees – to proactively embrace sustainability.

Humana's day-to-day planning, coordination, and implementation of our environmental policies are managed by the Enterprise Associate and Business Solutions team, as it has the most exposure and influence given its management of Humana's facilities, where most of our impacts occur. These efforts are undertaken in collaboration with other departments and via employee engagement initiatives to foster a collective sense of ownership and teamwork toward achieving our companywide goals. We are also cognizant of the opportunity to collaborate with joint ventures and other partnerships in addressing environmental impacts occurring in their facilities.

Indirect environmental impacts are mostly concentrated in our supply chain. Working with our suppliers and vendors on strategic initiatives amplifies Humana's creative options. As a supplier ourselves, we understand our sustainability efforts are important to our customers, and therefore share our learnings and collaborate with our own suppliers to deepen our reach. Humana also commits to implementing sustainable procurement strategies, such as the addition of contract language to formally require sustainability information from our top tier suppliers as well as to understand supplier environmental performance and ongoing engagement with suppliers, to facilitate collaboration and implementation of principles aligned with our own Environmental Policy.



Environmental Sustainability

Humana Policy Statement

This standard is to identify opportunities within Humana’s operations to reduce our environmental impact.

Humana is committed to operating our business responsibly and understands that this will help Humana create long-term and sustainable value for our company by reducing costs, increasing revenue, reducing risks, enhancing our reputation, strengthening our communities and helping us meet the expectations of our stockholders, members, employees, communities and future generations.

To support this commitment, we endeavor to:

- Continuously take steps to understand the environmental risks and opportunities associated with our business practices.
- Undertake initiatives to promote greater environmental responsibility and evaluate opportunities to enhance our environmental management system and processes.
- Seek opportunities to support the development and dissemination of environmentally beneficial technologies, including the latest science to support global efforts to reduce climate change.
- Engage with external stakeholders to solicit feedback and determine materiality of our efforts and opportunities for enhancement.
- Regularly report to our employees, stockholders, our Board of Directors and the general public on our environmental initiatives and progress. We use evolving science, best practices, and leadership guidance to continually assess and update our goals and to reduce our environmental impact. For example, we set a science-based target validated by the Science Based Targets initiative (SBTi). We are in the process of updating the SBT to reflect our new classification as a financial institution.
- Increase the percentage of our buildings to meet green building or energy efficient certification programs. Green the transportation fleet shifting towards green practices and sustainable solutions.
- Provide healthy workspaces through sustainable building standards, renovations, construction, operations and certification whenever possible.
- Review and develop the adoption of renewable energy strategies (i.e., onsite renewable energy, power purchase agreements (PPA) and other like approaches), when and where feasible.
- Educate, promote, train and engage employees to increase their awareness of sustainability initiatives and environmental compliance at work, at home and in their communities, using a combination of employee communications, learning sessions and modules, and hands-on opportunities.
- Partner with the mergers and acquisitions team to assess the environmental sustainability “health” of potential companies.
- Educate and integrate newly acquired companies into Humana’s sustainability programs.
- Purchase and utilize Energy Star certified products when and where possible for all Humana spaces, including purchases made by our vendors, unless the purchase causes undue constraints on the budget or design.
- Partner with a third-party vendor to reuse or recycle e-waste, including end-user equipment and computer network and storage equipment, using the e-stewards standards for responsible recycling.



Environmental Sustainability

Humana Policy Statement

- Improve efforts related to recycling, reduction, and reuse (e.g., reduce purchase of office supplies and increase reuse of surplus supplies; reuse and donate surplus office furniture; reduce building portfolio to reflect how our employees work; increase paperless communications and decrease print and postage costs).
- Comply with relevant laws and regulations and implement programs and procedures to assure environmental compliance. Develop programs and procedures to reduce hazardous waste (e.g., chemical waste and pharmaceutical waste) and minimize their undesirable effects on air, water and land resources. Conduct internal and external environmental audits based on routine, required and preventative compliance and measures.

Humana tracks and publicly reports progress against our environmental goals addressing energy, emissions, and waste. Our goals, current and future, will continue to push our company and our sustainability strategy toward more robust adaptation to a cleaner, greener future. Humana transparently shares our goals and progress through external surveys and platforms such as Carbon Disclosure Project (CDP), Dow Jones Sustainability Index, and the Task Force on Climate-Related Financial Disclosures. Please reference Humana's Impact Report for additional information about Humana's commitment to positively impacting the health of our environment.

