

Humana®

# Environmental Sustainability

Humana Policy  
Statement



# Environmental Sustainability

## Humana Policy Statement

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

This policy 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. We recognize there is an undeniable link between our physical and emotional well-being and the health of the environment. To that end, we 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, patients, 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.

Our direct environmental impacts are concentrated within our internal operations, including offices, clinics, pharmacy facilities, and other 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 to proactively embrace sustainability.

Humana's day-to-day planning, coordination, and implementation of our environmental policies are managed by the Sustainability Team within People Operations, in collaboration with relevant business partners across the enterprise. Many of these efforts are undertaken via employee engagement initiatives to foster a collective sense of ownership and teamwork toward achieving our companywide goals.

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, including contract language and supplier engagement approaches designed to support the collection of sustainability information, to better understand supplier environmental performance, and facilitate collaboration on principles aligned with this policy. As a financial institution for purposes of financed emissions accounting, Humana assesses and publicly reports its Scope 3 financed emissions. Humana's investment guidelines also reflect financed emissions alignment and support SBTi-aligned climate commitments.



# Environmental Sustainability

## Humana Policy Statement

### Humana Inc. Investment Guidelines Excerpt

*Publicly traded corporate investments within the portfolio should be managed with consideration to companies that have public sustainability strategies and commitments to reduce emissions including adherence to standards established by the Science Based Targets initiative (SBTi) as demonstrated by validated Science-Based Targets (SBT). Notwithstanding the foregoing, exclusionary practices are not imposed.*

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 expectations across all of our stakeholders.

To support this commitment, we endeavor to:

- Continuously take steps to understand and engage with leadership on environmental and climate 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 internal and external stakeholders to solicit feedback and determine materiality of our efforts and opportunities for enhancement.
- Regularly report our environmental initiatives and progress to stakeholders, including our Board of Directors.
- Consider evolving science, best practices, and leadership guidance to continually assess our goals and strategies for reducing our environmental impact.
- Evaluate and pursue opportunities, where feasible, to improve the environmental performance of Humana's real estate portfolio and transportation fleet, including through energy efficiency measures, sustainable building practices, green building or energy efficiency certifications, fleet optimization, and lower-emissions vehicles or transportation solutions.
- Provide healthy workspaces, supported by sustainable building standards and practices, renovations, construction, operations, and certifications.
- Evaluate and pursue feasible renewable electricity and energy procurement strategies, which may include utility renewable energy programs, renewable energy certificates, power purchase agreements, virtual power purchase agreements, onsite renewable energy where practical, and other market-based or portfolio-level approaches.
- 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.



# Environmental Sustainability

## Humana Policy Statement

- 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.
- 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 the adoption of digital solutions, including 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.

We monitor, track, and annually report progress against our environmental goals addressing energy, emissions, and waste within the Humana Impact Report. Humana’s current environmental goals consist of science-based emissions reduction targets validated by SBTi, including targets related to Scope 1 and 2 emissions, certain Scope 3 value chain emissions, and financed emissions. Our goals, current and future, will continue to reflect a strong sustainability strategy and sustainable business practices.

We believe in reporting transparency and providing clear environmental disclosures. In addition to the Humana Impact Report, Humana’s environmental goals and progress are also communicated to third-party rating and ranking organizations, regulatory agencies, and other interested stakeholders, such as Departments of Insurance and CDP. Humana also leverages prominent disclosure frameworks, like TCFD and GRI, to standardize information.

Please reference the Humana Impact Report and related appendices for additional information about Humana’s commitment to positively impacting the health of our environment.

