

ISO 14064-3 GHG Emissions Verification

Limited Assurance Statement

Schneider Electric (“Schneider”) has been contracted by Humana Inc. (“Humana”) for independent third-party verification of Scope 1, Scope 2, and Scope 3 Greenhouse Gas (GHG) emissions verification for their North American operation’s fiscal year 2022 GHG emissions inventory to a limited assurance level. The verification was performed in accordance with the *ISO 14064-3: Greenhouse Gases – Specification with Guidance for Validation and Verification of Greenhouse Gas Assertions (2006)* standard. The Humana GHG Inventory was prepared using, and verified against, the *WRI/WBCSD Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised 2013)*, including the *GHG Protocol Scope 2 Guidance (2015)* amendment.

Responsibilities

Humana has sole responsibility for its GHG Inventory. The preparation of the GHG Inventory, as well as its contents, is the responsibility of Humana. Humana is also responsible for defining, adapting, and maintaining the management and internal control systems from which the information is obtained.

Schneider Electric is responsible to issue an independent report based on the procedures used during our review. While Humana has also contracted with Schneider Electric to support the preparation of their GHG Inventory, those involved in the verification work are part of different operational teams with different management oversight. All verification work and all related communication has been performed with transparency so that Humana can trust in the independence of the verification.

Scope of Verification

The organizational boundary was established following the operational control approach. The scope of this engagement covered GHG Emissions sources for all of Humana’s operations, which are all located within North America. The verification included verification of Scope 1, Scope 2, and Scope 3 data along with water consumption, as follows:

- **Scope 1:** Natural Gas, Diesel, Propane, #2 Fuel Oil, Aviation Gasoline, Gasoline (Petrol) Mobile, Diesel, Ethanol blends, Refrigerants, and onsite Renewable power.
- **Scope 2:** Purchased electricity
- **Scope 3:** Purchased goods & services, Capital Goods, Fuel & energy related activities, Upstream Transportation, Waste, Business Travel, Employee commuting, Employee telecommuting, Upstream leased assets, Investments, downstream leased assets, and Business travel.
- **Water Consumption**

Level of Assurance

Schneider’s verification of Humana’s CY2022 was constructed to provide a limited level of assurance with a 5% materiality level.

Objectives

The objectives of this limited assurance verification exercise were:

- Determine if there is any evidence that GHG Emissions, as declared, were not accurate, complete, consistent, transparent, and free of material error or omission
- Review of the methodology for collecting data and preparing Humana's CY2022 GHG Inventory as stated within the Inventory Management Plan

GHG Verification Methodology:

- Interviews with relevant personnel at Humana and/or consultants assisting with preparation of the CY2022 GHG Inventory
- Review of documentary evidence produced by Humana
- Review of Humana's data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions
- Strategic audit of sites contributing significantly to consumption and/or emissions and random sampling of remaining operations data and calculation used to determine GHG emissions.

Recommendations to consider

While the recommendations below might allow for a more accurate GHG Inventory, none of them are material in nature for FY2022.

- Identify sites participating in the deregulated electric power market within the United States and utilize either the applicable eGrid factor or the electric power supplier emission factor rather than the distribution utility emission factor.
- Utility parent company emission factors were utilized in some situations, usually where utility entity level data was not available, even when a parent company may own utilities in different states and different geographic regions of the United States. (ex. PPL Utilities owns utilities in PA and in KY). If across different eGrid regions, and no specific renewable purchases have been voluntarily made, it would be more accurate to utilize the standard eGrid region instead of the utility parent company emission factor.
- Update Scope 3 recycling emissions using Base Carbonev.19.
- Provide documentation within Humana's emission factor library for manually entered values.
- Initial verification review indicated potential quality issues with water irrigation consumption data collection. Corrective actions were taken during the verification time period, it is recommended that Humana implement tighter consumption variance review to ensure that irrigation volumes are captured.
- For natural gas and electric power, Human's IMP gap fill/estimation logic was not followed; primarily taking the average value from the prior 3 months instead of the stated 2 months. Potential impact was minimal when compared to the method used. Gap fill/estimation logic should be followed consistently or updated to align with actual processes.
- Waste data does not receive gap fill/estimation logic per the IMP potentially understating emissions associated with Waste. Impact of this exclusion was immaterial. However, it is recommended that gap fill/estimation logic be established and used.
- The lowest level of source data for Waste data was not available for verification. Strongly recommend that this data is made available to compare with the summary data provided and data imported into emissions database

Emissions Data Verified:

• Emissions

Source	Market-based Emissions (mtons CO2e)	Location-based Emissions (mtons CO2e)	2021 Emissions	% YoY
Aviation Gasoline	2,879	2,879	2,486	15.82%
Diesel - Mobile	782	782	4	21635.00%
Diesel - Stationary	89	89	228	-61.14%
Ethanol Blend (E10)	0	0	43	-99.64%
HFC - 404A	-	-	66	-100.00%
HFC - 134A	8	8	1	586.87%
HFC-410A	76	76	693	-89.04%
HFC-407C	86	86	103	-16.48%
Natural Gas	29,191	29,191	16,606	75.79%
Renewable Power - Onsite - Owned	-	-	-	
Gasoline (Petrol) - Mobile	681	681	9,251	-92.63%
Fleet - Gasoline Passenger Car (distance)	13,653	13,653	-	0.00%
Electric Power	75,266	70,404	73,677	2.16%
Total	122,713	117,851	103,158	18.96%

Scope	Market-based Emissions (mtons CO2e)	Location-based Emissions (mtons CO2e)	2021 Emissions	% YoY
Scope 1 Total	47,447	47,447	29,481	60.94%
Scope 2 Total	75,266	70,404	73,677	2.16%
Total	122,713	117,851	103,158	18.96%

FY22 Scope 3 Emissions by Category

Source	mtons CO2e
C1 - Purchased Goods & Services	2,774,260
C2 - Capital Goods	350,273
C3 - Fuel & Energy-Related Activities	12,713
C4 - Upstream transport	121,528
C5 - Waste generated in operations	45,858
C6 - Business travel	15,323
C7 - Employee commuting	36,602
C7 - Employee Teleworking	69,835
C8 - Upstream leased assets	7,317
C13 - Downstream leased assets	181
C15 - Investments	3,392
Total	3,437,282

- **Water Consumption**

Humana Water Usage Pivot			
Sum of Total			
Year	Services	Usage UOM	Total
2022	Waste Water	gallons	68,163,135
	Water	gallons	187,839,397
	Water - Irrigation	gallons	11,425,400
2022 Total			267,427,932

Conclusion and Verification Opinion

Schneider conducted verification activities in alignment with ISO 14064-3:2006(E) specifications.

Based on Schneider's verification activities and after voluntary corrective actions, Schneider has found no reason to believe that material errors, omissions, or misstatements exist in Humana's CY2022 GHG Inventory. Schneider also found that Humana's GHG accounting and calculation methodologies, processes, and systems for this inventory conform to WRI/WBCSD GHG Protocol.

Raymond Stuart, Lead Verifier
Sr. Project Manager, Solutions Consulting

July 18, 2023

Nenad Obradovic, Peer Reviewer
Sustainability Consultant

July 18, 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Humana Inc. is committed to helping our millions of medical and specialty customers achieve their best health. Our successful history in care delivery and health plan administration is helping us create a new kind of integrated care with the power to improve health and well-being and lower costs. Our efforts are leading to a better quality of life for people with Medicare, Medicaid, families, individuals, military service personnel, and communities at large.

To accomplish this, we support health care professionals as they work to deliver the right care in the right place for their patients, our customers. Our range of clinical capabilities, resources and tools, such as in-home care, behavioral health, pharmacy services, data analytics and wellness solutions, combine to produce a more navigable and effective health care experience.

Environmental sustainability is critical to fulfilling our mission of helping people with their health and well-being. The better we protect the health of our environments, including our operations, supply chain, and communities around us, the better we can positively support people on their health journeys.

There is an undeniable link between our physical and emotional well-being and the health of the environment. We focus on health equity as we feel it is an area in which Humana can make meaningful change for society. We've made great strides through our social determinants of health work, the hiring of a Chief Health Equity Officer, investments in The Humana Foundation, partnerships with OneTen, the University of Houston and the University of Louisville and others. We engage partners to identify social determinants of health driven by environmental factors that impact the health of the population. We partner with AIR Louisville using technology, data analytics, and community collaboration to understand the environmental triggers of asthma to help our city leaders make smarter decisions about air quality.

Other areas in which we invest include energy efficiency, portfolio optimization and supporting access to resources and investments in green initiatives and spaces, which can address health-related social needs.

- Humana Inc. has local and national charitable sponsorships and partnerships that extend Humana's impact in addressing health-related social needs and gaps in care. In 2022, Humana Healthy Horizons® and Boys & Girls Clubs of America (BGCA) partnered to launch community gardens at 10 BGCA clubs across select Humana Bold Goal markets. The partnership activated a comprehensive children's wellness program, Healthy Habits, at all 4,900+ BGCA clubs across the US. The purpose of this partnership is to address food insecurity, activate health and wellness programs, and promote equity and inclusiveness that empowers all youth to reach their full potential.
- The Humana Foundation is committed to Connected Healthy Lives, which aims to expand healthy choices for communities and create more equitable health outcomes by working to eliminate the social and structural barriers to health. The Humana Foundation collaborates with community ecosystems to advance nutritional literacy and food security to ensure consistent and reliable access to healthy food - from awareness initiatives for seniors to community food systems and food mapping pilot programs. The Humana Foundation also launched the Health Equity Innovation Fund in October 2022, which provides seed funding for organizations working to eliminate barriers in health and health care and allows for strategic investments in equity projects across geographies to support organizations doing great work for society that aligns with Humana's mission.

Within the past year, CDP reclassified Humana as a financial institution for CDP's activity sector due to our Insurance Services segment business. While we do not consider our business model to be aligned with the financial institution sector, this reclassification has nonetheless prompted our response to the full financial sector questionnaire. It is important to understand that underwriting activities within our Insurance Services segment are limited given certain group health plans are not subject to underwriting and underwriting techniques are not employed in connection with our individual Medicare, military services, or Medicaid products because government regulations require us to accept all eligible applicants regardless of their health or medical history. Therefore, even though our insurance activities may have prompted the reclassification, our management of financial assets is more relevant to our disclosure below. Please also note that Humana's investment portfolio is managed by a third-party asset manager, with such investments applied consistently with investment objectives and policies established by Humana's Investment Committee.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1 2022

End date

December 31 2022

Indicate if you are providing emissions data for past reporting years

No

Select the number of past reporting years you will be providing Scope 1 emissions data for

<Not Applicable>

Select the number of past reporting years you will be providing Scope 2 emissions data for

<Not Applicable>

Select the number of past reporting years you will be providing Scope 3 emissions data for

<Not Applicable>

C0.3

(C0.3) Select the countries/areas in which you operate.

- Dominican Republic
- Puerto Rico
- United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

- USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

- Operational control

C-FS0.7

(C-FS0.7) Which activities does your organization undertake, and which industry sectors does your organization lend to, invest in, and/or insure?

	Does your organization undertake this activity?	Insurance types underwritten	Industry sectors your organization lends to, invests in, and/or insures
Banking (Bank)	No	<Not Applicable>	<Not Applicable>
Investing (Asset manager)	No	<Not Applicable>	<Not Applicable>
Investing (Asset owner)	Yes	<Not Applicable>	Exposed to all broad market sectors
Insurance underwriting (Insurance company)	Yes	Life and/or Health	<Not Applicable>

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	HUM

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

- Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	<p>i. Climate change responsibilities: The Nominating, Governance & Sustainability Committee has responsibility for Board-level oversight of the Company's ESG strategy, practices, and reporting. The Nominating, Governance & Sustainability Committee receives formal ESG reports from management at least twice annually regarding the Company's ESG initiatives, metrics and progress on established goals, as well as ad hoc ESG communications as necessary. In addition, we have an internal ESG Steering Committee, overseen by our Chief Administrative Officer and Chief Legal Officer, to guide the integration of our ESG efforts with our long-term business strategy. This ESG governance structure complements the long-standing responsibility of our Board and each of our Board committees in overseeing various aspects of the Company's ESG-related risks and practices.</p> <p>ii. Example of climate-related decision: Management discussed with the Nominating, Governance & Sustainability Committee of the Board a proposal to create a science-based target aligned with criteria established by the Science Based Targets initiative (SBTi). The committee ultimately agreed with management's recommendation, and a science-based target was submitted to SBTi for validation in December 2022.</p>

C1.1b

(C1.1b) Provide further details on the board’s oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Overseeing major capital expenditures Overseeing and guiding employee incentives Reviewing and guiding strategy	Climate-related risks and opportunities to our own operations	Humana’s internal ESG Steering Committee, overseen by our Chief Administrative Officer and Chief Legal Officer, guide the integration of our ESG efforts with our long-term business strategy. This ESG governance structure complements the long-standing responsibility of our Board and each of our Board committees in overseeing various aspects of the Company’s ESG-related risks and practices. We’ve established five key metrics categories (the “Categories”) of our ESG program that align to our strategic business goals, supporting our commitments to sustainable business and improving health outcomes. The five categories are ‘Access to healthcare,’ ‘Data privacy and protection,’ ‘Environmental impact,’ ‘Product quality and safety,’ and ‘Talent and diversity’. As part of the Environmental impact category, the ESG Steering Committee is responsible for reviewing Humana’s decarbonization strategy, including energy efficiency projects and related equipment, employee incentives, which help to drive action and ownership aligned with our overall ESG strategy, and finally setting strategic direction within the organization.
Scheduled – some meetings	Overseeing the setting of corporate targets Monitoring progress towards corporate targets	The impact of our own operations on the climate	The Nominating, Governance & Sustainability Committee annually reviews the Company’s environmental impact report prior to publication of results. The Nominating, Governance & Sustainability Committee annually reviews management’s proposed goals and targets for the reporting year and may receive ad hoc updates from management as needed.
Scheduled – some meetings	Reviewing and guiding the risk management process	Climate-related risks and opportunities to our own operations	<p>The most significant factors that make an investment in Humana speculative or risky are set forth under the caption “Risk Factors” in the Company’s Annual Report on Form 10-K and may be further updated as appropriate throughout the year in the Company’s Quarterly Reports on Form 10-Q and other filings with the Securities and Exchange Commission. Changes to Humana’s Risk Factors are led by the Company’s Law Department in consultation with the Enterprise Risk Management team and appropriate subject matter experts. The Risk Factors and any changes thereto are reviewed by the full Board of Directors annually in connection with the Company’s Annual Report on Form 10-K, and on an ongoing basis in connection with review of the Company’s Quarterly Reports of Form 10-Q, in each case to ensure appropriate Board oversight. The Enterprise Risk Management team establishes and manages the enterprise risk framework whereby the risk register is utilized to document identified risks, and proactively monitor, measure and mitigate risks, including any climate-related issues. Humana evaluates risks including, but not limited to, general business risks, pricing risks, actuarial risks, operational risks, strategic risks, regulatory risks, talent and labor risks, distribution and supply chain risks, credit risks, and financial market risks; climate change factors are integrated into this list depending on relevancy and impact, such as the potential impacts of extreme weather events, natural disasters, epidemics and pandemics (and the potential for these events to occur more frequently or with more intense effects as a result of the impacts of global climate change), or environmental regulations.</p> <p>These risk factors are described in the section entitled “Item 1A. Risk Factors” in our Annual Report on Form 10-K for period ended December 31, 2022, in which “the impact of global climate change” is expressly noted.</p> <p>The Board of Directors was apprised of management’s plan to pursue the setting and creation of a more robust next generation goal that will align with criteria established by the Science Based Targets initiative (SBTi) to address climate change. We understand that a path forward to net zero emissions is important to our collective future and we’re analyzing tactics, appropriate to our business, that allow us to contribute to net zero goals. We publicly informed of our proposed science-based target, which includes Scope 1, 2, and 3, within Humana’s Impact Report for yearend 2022 (available on Humana.com) and expect to publicly announce our validated SBTi aligned environmental goal in 2023.</p>

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1 Yes	The Nominating, Governance & Sustainability Committee (“Committee”) regularly assesses the skills and experiences necessary to ensure that the Board has appropriate skill composition to oversee the Company’s long-term business strategy, operations, and risks. The Committee recognizes that our Board should represent a diverse group of individuals who bring a range of experience, skills and other attributes to their individual role on the Board and to the Board as a collective group. In assessing a director nominee, the Committee considers the appropriate balance of experience, skills and other qualifications required for service on our Board, including (i) core attributes that are expected of our directors, and (ii) specific skills, experience or qualifications most closely aligned to our strategic priorities that should be represented collectively on our Board. A list of certain core director attributes, substantive areas of expertise, and a newly introduced director skills matrix that includes “Sustainability/ESG” can be found on page 4 of the Company’s 2023 proxy statement. Humana’s current board composition reflects collective skills and experience that support a knowledge of risk assessment, legal/compliance, C-suite/executive leadership, financial oversight, public policy and global experience, for which environmental and climate-related issues are inseparable due to climate’s transversal nature and impact on our business.	<Not Applicable>	<Not Applicable>

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.**Position or committee**

Chief Risks Officer (CRO)

Climate-related responsibilities of this position

Managing climate-related risks and opportunities

Coverage of responsibilities

Risks and opportunities related to our own operations

Reporting line

Other, please specify (General Counsel – CLO reporting line)

Frequency of reporting to the board on climate-related issues via this reporting line

More frequently than quarterly

Please explain

i. Description of responsibilities: The CRO is the Chair of the Enterprise Risk Management Committee (ERMC). The CRO leads the second line of defense risk management function, including Enterprise Compliance and the Enterprise Crisis Management and Business Resiliency teams. The CRO oversees the ERM framework on behalf of the Board of Directors, ensuring the framework is appropriately implemented across the three lines of defense functions. The framework considers assessment and monitoring of environmental risks that may be related to climate-related issues.

ii. Rationale: Given that risks are evaluated at various operational levels includes pricing, operational, strategic, regulatory, and financial markets risks, the CRO encounters climate-related issues such as extreme weather events and environmental regulations that may contribute to those risks in the scope of the office's regular responsibilities. Humana therefore considers the CRO to inherently have the highest level of management for climate-related issues. The CRO applies the framework to risks identified by Humana's first line of defense, consisting of business areas and operational teams across Humana, and are responsible for identifying, assessing, mitigating, monitoring, and managing risk within those respective areas. Humana therefore considers the CCO and CRO to share in the highest level of management for climate-related issues.

Position or committee

Other C-Suite Officer, please specify (Chief Compliance Officer)

Climate-related responsibilities of this position

Managing climate-related risks and opportunities

Coverage of responsibilities

Risks and opportunities related to our own operations

Reporting line

Other, please specify (General Counsel – CLO reporting line)

Frequency of reporting to the board on climate-related issues via this reporting line

More frequently than quarterly

Please explain

i. Description of responsibilities: In conjunction with the chairman of the board, CEO, and the board of directors, the Chief Compliance Officer (CCO) also provides overall leadership and governance for the corporate compliance plan. Regulatory Compliance, led by the CCO, is included within the second line of defense. The CCO is the chair of the Corporate Compliance Committee (CCC) and, among other things, has responsibility for the Company's Corporate Compliance Plan and reporting on the state of compliance matters, including any such matters that are climate-related, to the Audit Committee. The CCO reports directly to the CLO. The CLO is a member of Humana's Executive Management Team and reports directly to the CEO/President, who is also a member of the Board of Directors. The CCO also has responsibility for providing periodic updates to the Audit Committee of the Board of Directors.

ii. Rationale: Further, as compliance issues may exist at similar operational levels, the CCO also encounters climate-related issues such as climate-related regulations that may have compliance considerations. Humana therefore considers the CCO and CRO to share in the highest level of management for climate-related issues.

Position or committee

Other C-Suite Officer, please specify (Chief Administrative Officer)

Climate-related responsibilities of this position

Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Providing climate-related employee incentives

Coverage of responsibilities

<Not Applicable>

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

As important matters arise

Please explain

i. Description of responsibilities: The CAO reports directly to the CEO/President, who is also a member of the Board of Directors and provides regular reports to the Board of Directors on Humana's management progress and performance. The Chief Administrative Officer has oversight for Humana's Enterprise Associate and Business Solutions team, and is responsible for day-to-day planning, coordination and implementation of Humana's operational environmental policies, including those around energy management and climate-change mitigation/adaptation. The Enterprise Associate and Business Solutions team also leads initiatives toward achieving environmental targets in addition to tracking/reporting progress and assessing feasibility toward setting new targets. Humana's day-to-day environmental and sustainability objectives are managed by our Environmental Sustainability Practice Leader. This position is appointed by the Head of Enterprise Associate and Business Solutions, who has direct responsibility for functions that directly address Humana's enterprise energy consumption and carbon emissions inventory, specifically, facilities and real estate management, and aviation operations.

ii. Rationale: The CAO is assigned primary responsibility for Humana's environmental-sustainability efforts due to the role's position within the organizational structure, having oversight of Humana's Enterprise Associate and Business Solutions team. The Enterprise Associate and Business Solutions team has the most exposure and influence over Humana's environmental efforts given its management of Humana's facilities, where most of our impacts occur.

Position or committee

General Counsel

Climate-related responsibilities of this position

Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets

Coverage of responsibilities

<Not Applicable>

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

More frequently than quarterly

Please explain

The General Counsel, also known as the Chief Legal Officer (CLO) is a member of Humana’s Executive Management Team and reports directly to the CEO/President, who is also a member of the Board of Directors. The CLO is a member of the Enterprise Risk Management Committee (ERMC) and attendee of the Audit Committee of the Board of Directors. The CLO heads up the second line of defense risk management function, including Enterprise Compliance and the Enterprise Crisis Management and Business Resiliency teams. The CLO oversees the ERM framework on behalf of the Board of Directors, ensuring the framework is appropriately implemented across the three lines of defense functions. The framework considers assessment and monitoring of environmental risks that may be related to climate-related issues.

ii. Rationale: Given that risks are evaluated at various operational levels includes pricing, operational, strategic, regulatory, and financial markets risks, the CLO encounters climate-related issues such as extreme weather events and environmental regulations that may contribute to those risks in the scope of the office’s regular responsibilities. Humana therefore considers the CLO to inherently have the highest level of management for climate-related issues. The CLO applies the framework to risks identified by Humana’s first line of defense, consisting of business areas and operational teams across Humana, and are responsible for identifying, assessing, mitigating, monitoring, and managing risk within those respective areas.

Position or committee

Other, please specify (ESG Steering Committee)

Climate-related responsibilities of this position

Integrating climate-related issues into the strategy
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets

Coverage of responsibilities

<Not Applicable>

Reporting line

Other, please specify (CAO and CLO reporting line)

Frequency of reporting to the board on climate-related issues via this reporting line

As important matters arise

Please explain

i. Description of responsibilities: The Executive Management Team established an ESG Steering Committee, overseen by our CAO and CLO, to guide the integration of our ESG efforts with our long-term business strategy. The ESG Steering Committee is comprised of senior leaders representing each of the Company’s business lines and key enterprise-level ESG components.

ii. Rationale: This ESG governance structure complements the long-standing responsibility of our Board and each of our Board committees in overseeing various aspects of the Company’s ESG-related risks and practices, as is illustrated on page 25 of the Company’s 2023 proxy statement.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Other C-Suite Officer

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Reduction in absolute emissions

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

Incentive compensation is available to eligible employees participating in the company's Associate Incentive Plan (AIP). As a part of AIP, for employees, who have annual goals related to emissions reductions or other related ESG performance goals, this would be considered as a part of their individual multiplier opportunity coupled with the overall plan that is based, in part, on annual financial results including cost savings and cost avoidance that result from efforts to manage energy consumption and emissions that ultimately impact the company's financial results.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The performance indicator is in line with our proposed near-term science-based target, which will form a part of our future climate transition plan.

Entitled to incentive

Environment/Sustainability manager

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Reduction in absolute emissions

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

Humana's team of environmental-sustainability managers, which includes individuals within Humana's Enterprise Associate and Business Solutions team, have key performance indicators relative to their execution on sustainability program initiatives including progress toward Humana's greenhouse gas emissions and energy reduction goals.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The performance indicator is in line with our proposed near-term science-based target, which will form a part of our future climate transition plan.

Entitled to incentive

All employees

Type of incentive

Non-monetary reward

Incentive(s)

Public recognition

Performance indicator(s)

Other (please specify) (Increased employee awareness and engagement on climate-related issues)

Incentive plan(s) this incentive is linked to

This position does not have an incentive plan

Further details of incentive(s)

Humana takes pride in engaging all employees (excluding those employees associated with the CenterWell Home Health acquisition, who will be integrated into Humana systems in 2023) in sustainability, and actively works to incentivize employees who choose to learn about and contribute to environmental-sustainability efforts. There are opportunities for employees to receive recognition for their voluntary contributions. Recognition may include paid time off to volunteer (VTO); being featured in internal articles and publications; receiving a monetary special thanks and recognition (STAR) award for their efforts; and participating in various onsite environmental efforts. In addition, employees can earn rewards for completing certain activities through our internal Working on Well-being (WOW) rewards program, which includes opportunities to engage in sustainability actions. In 2022, over 20,100 employees took volunteer time for a total of 255,184 hours via the Humana Together volunteer network. This is an increase of over 17% in volunteer hours.

We are developing best-in-class experiences by making volunteering easy and enriching for employees. Humana provides employees with guidance, ideas and resources around ways to volunteer and perform acts of kindness, whether virtually or in-person, individually or alongside teammates and friends.

We continue improving our volunteer hour tracking systems, add sustainability to existing events, and support opportunities that positively impact the environment and other social determinants of health, with a focus on health equity.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The performance indicator is in line to educate and improve awareness and engagement across the business to encourage behavioural change in alignment with our proposed near-term science-based target, which will form a part of our future climate transition plan.

C-FS1.4

(C-FS1.4) Does your organization offer its employees an employment-based retirement scheme that incorporates ESG criteria, including climate change?

	Employment-based retirement scheme that incorporates ESG criteria, including climate change	Describe how funds within the retirement scheme are selected and how your organization ensures that ESG criteria are incorporated	Provide reasons for not incorporating ESG criteria into your organization's employment-based retirement scheme and your plans for the future
Row 1	Yes, as an investment option	Humana does not currently offer ESG funds in the line-up, but we do offer self-directed brokerage where the participant has access to invest in ESG funds. Within the self-directed brokerage window, there are both passively and actively managed funds. Self-directed brokerage gives employees access to mutual funds beyond what's available in the fund line-up within the plan. With self-directed brokerage employees have access to over 7,000 different mutual funds. Humana does not select funds in the self-directed brokerage window, however we apply restrictions, such as Humana stock and Humana bonds, along with tax-exempt mutual funds, and publicly traded limited partnerships. Currently, Humana does not leverage a specific set of ESG criteria to select the funds within the retirement scheme.	<Not Applicable>

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	3	
Medium-term	3	5	
Long-term	5	10	

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

i. Definition: When identifying or assessing climate-related risks, substantive impact is often dependent on the business area affected. Crisis management processes use a 3-tier structure to evaluate thresholds (of criticality). The thresholds utilize specific criteria based on the risk's impact to members, reputation, employees, compliance, facilities, financials, and technology to differentiate between levels of criticality, ranging from an Incident, Significant Event and Crisis Event. The CLO will inform the Board once a Significant Event and/or Crisis Event is declared. An incident is considered a day-to-day occurrence, while a significant event is defined as a non-enterprise, regional event impacting access to care, employees or facilities, while a crisis event is considered a corporate level event impacting brand, members and/or employees.

Humana's materiality assessments also inform the definition of substantive strategic impact to our business. Core issues that achieve the highest ranking against indicators evaluating environmental and social impacts as well as civil society & NGO priorities pose the most shareholder, customer, and internal employee concern, and are therefore considered to be substantive in nature. In 2022, we completed a third-party facilitated ESG Material Topic assessment, for which the last materiality assessment was conducted in 2018 and each year between we revisited the results of that assessment with an internal, cross-functional team. The assessment helped us identify and prioritize the issues that matter most to our business and stakeholders, the results of which are published in our 2022 Impact Report. We understand that our employees and members and the community at large consider many topics important. We invest our resources where it makes sense for our business to do so to yield the greatest impacts.

ii. Quantifiable indicator: The quantifiable indicators used to define substantive financial impact are based on the severity to which our financials, employees, customers, technology, reputation, and ability to meet compliance standards are impacted. We utilize a substantive financial impact indicator \$100 million of P&L impact to identify "Crisis" level events, which pose the most risk.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term

Medium-term

Long-term

Description of process

Humana's Enterprise Risk Management (ERM) governance 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. Humana's first line of defense consists of business areas and operational teams across the Company, and is responsible for identifying, assessing, mitigating, monitoring, and managing risk and opportunities within their respective areas. The process for managing risks versus opportunities is similar in that the same business owners evaluate potential impacts to their specific areas within Humana, whether it be reducing impacts of physical risks, such as extreme weather-related events (Business Continuity team) or addressing transition risks, such as capitalizing on energy rebates for efficiency projects (Enterprise Associate and Business Solutions team). Subsequently, the risk owners that support identification and assessment of both risks and opportunities are inherently responsible for managing them as well and are empowered to pursue strategic solutions toward mitigating/capitalizing by making budget requests and elevating decisions to higher-level management as appropriate.

With regard to physical risks, Enterprise Crisis Management and Business Continuity teams as well as Humana's Safety and Security group, which oversees the Environmental Health and Safety group, continuously evaluate the potential impact of acute physical risks, such as extreme weather events. The Safety & Security Fusion Center provides 24x7 event monitoring to provide a safe and secure workplace for our employees. The Safety & Security Fusion Center also partners and shares real-time information with the Enterprise Critical Incident Response Team, Human Resources, Enterprise Associate and Business Solutions, Information Technology, Corporate Communications and other business services to ensure information is available to respond to emergency events across the enterprise. Humana's tools including Everbridge's Visual Command Center provide access to real-time weather data to track potential events and is critical to our preparations in advance of hurricane season. Humana received a Gold 'Best in Resilience' Certification from Everbridge. This certification evaluated our emergency response and crisis management capabilities and made suggestions as to how we can receive 'diamond' status in the future. Since the evaluation, we have made improvements to better reach folks in times of emergency, to include additional points of contact in our emergency notification system. Our teams coordinate on identifying and assessing the risk to specific facilities, network dependencies, and our customers/employees. As risk owners, these teams also manage for the risk by developing emergency plans, training employees for quick response, strengthening our technologies, and reporting to higher-level management as appropriate. Should an event become "significant" where specific financial thresholds are met and/or access to care and critical operations are compromised, these teams also inform the Board of Directors with periodic updates through the duration and develop executive summaries with lessons learned, action items, and opportunities to mitigate. These teams continue managing for these types of events in a continuous feedback loop by training employees, developing programs such as our emergency response notification system and employee outreach tools, and undertaking collaborative business impact analyses to plan for future events with business leaders within Humana. Such processes were utilized in several recent instances of an extreme weather event, including significant flooding that resulted from a storm system that passed through eastern Kentucky and southwestern Virginia on July 27, 2022. The flooding resulted in home loss and multiple high-water rescues in 15 counties in eastern Kentucky and Virginia collectively. A total of 20 associates were identified as being within impacted areas of the flooding—The Fusion Center conducted outreach to these individuals through the Humana Notification System and they were confirmed safe then provided resources such as HR's information, the Employee Assistance Program, and Helping Hands applications. Additionally, with Humana's large Medicare presence in the area, the KY Medicare team conducted emergency response procedures and coordinated member outreach with the Enterprise Operations Enablement team.

Humana's Enterprise Associate and Business Solutions team has responsibility for assessing risk and opportunities related to transition risks that may impact how we operate our facilities. Once the team has flagged an issue and assessed its severity level based on the impact to members, reputation, employees, compliance, facilities, finances or technology, then they would escalate the issue accordingly. The risk owner would then assess the options to mitigate, transfer, accept or control the identified climate-related risks and to capitalize on opportunities. In concert with Humana's sustainability leaders, a team of Humana individuals – alongside facility management vendors and consultancy partners – work to collectively identify and implement strategies to ensure compliance with regulation. As appropriate, the team will report to upper-level management on necessary improvements, particularly those requiring capital, as well as progress toward compliance.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & Inclusion	Please explain
Current regulation	Relevant, always included	Current regulatory risks are consistently evaluated and may be informed by climate-related issues. For example, Humana is subject to various federal, state, and local laws and regulations relating to the protection of human health and the environment. If an environmental regulatory agency finds any of our facilities to be in violation of environmental laws, penalties and fines may be imposed for each day of violation and the affected facility could be forced to cease operations. Our Enterprise Associate and Business Solutions team is an example of one risk owner that would consider these regulatory risks as they affect the team's daily operations and strategy for managing facilities.
Emerging regulation	Relevant, always included	Emerging regulatory risks are consistently evaluated and may be informed by climate-related issues. Humana is subject to various federal, state, and local laws and regulations relating to the protection of human health and the environment. Subsequently, Humana routinely reviews and monitors regulatory activity for emerging developments in law, including those that are climate-related, in order to assess potential impacts to its business and/or reporting practices. For example, as a public, large accelerated filer within the U.S. Security Exchange Commission (SEC), Humana is currently monitoring the SEC's proposed rules to enhance and standardize climate-related disclosures for investors released on March 21, 2022. If an environmental regulatory agency finds any of our facilities to be in violation of environmental laws, penalties and fines may be imposed for each day of violation and the affected facility could be forced to cease operations. Our Enterprise Associate and Business Solutions team is an example of one risk owner that would consider these regulatory risks as they affect the team's daily operations and strategy for managing facilities.
Technology	Relevant, always included	For Humana, our ability to respond to several risks is informed by our technological abilities. For example, as our Business Continuity, Enterprise Resilience and Environment, Health and Safety teams develop plans to mitigate the impacts of extreme weather events, they must consider the technological resilience as well to ensure our employees can reliably access the necessary data to take care of our customers. This includes duplication of technologies to minimize downtime. For example, the IT department quickly ensured platforms were able to support ~95% of our employees to be able to work from home in response to the COVID-19 pandemic, for which we are now better prepared to work remotely as needed to avoid any service disruptions, including those that are climate-related. Additionally, the Technology Committee of Humana's Board of Directors works in conjunction with the Audit Committee, to receive, review and provide feedback on Humana's ongoing assessment and plan to address IT risks including cyber security, business continuity and disaster recovery risks.
Legal	Relevant, always included	Possible exposure to climate-related litigation is consistently evaluated by Humana. Humana is subject to various federal, state, and local laws and regulations relating to the protection of human health and the environment. Subsequently, Humana routinely reviews and monitors for possible activity for emerging developments in law, including those that are climate-related, in order to assess potential impacts to its business and/or reporting practices. For example, as a public, large-accelerated filer with the SEC, Humana is currently monitoring the SEC's proposed rules to enhance and standardize climate-related disclosures for investors published on March 21, 2022. If an environmental regulatory agency finds any of our facilities to be in violation of environmental laws, penalties and fines may be imposed for each day of violation and the affected facility could be forced to cease operations. Our Chief Legal Officer is an example of one risk owner that would consider these legal risks as they affect the team's daily operations and strategy for managing facilities.
Market	Relevant, always included	As our climates shift and our customers' needs shift in response, we are taking proactive measures to ensure their care is not interrupted. Humana has support resources on Humana.com to help members proactively prepare for natural disasters, including hurricanes, tornadoes, flooding, winter weather, wildfires, extreme heat, and earthquakes. The site also shares emergency alerts and relevant information to support members when disasters strike. A recent example of Humana's market response to disaster occurred in summer 2022 when historic and widespread flooding occurred in Eastern Kentucky and neighboring states, leaving hundreds of people displaced, thousands without power, and a death toll of at least 30 people in Kentucky. Humana quickly took steps to assist its members in declared disaster areas. These actions included: <ul style="list-style-type: none"> * Waiving all requirements for primary care physician (PCP) referrals and prior authorizations for members * Providing members with the same cost sharing they would receive from an in-network facility even if receiving care outside the network * For members with a pharmacy benefit, suspending restrictions on refills to allow for travel difficulties and evacuations Additionally, The Humana Foundation donated a total of \$500,000 towards relief and recovery efforts to three organizations: Kentucky Governor Andy Beshear's Team Eastern Kentucky Relief Fund, the Foundation for Appalachian Kentucky Crisis Aid, and to the Center for Disaster Philanthropy as part of the Foundation's commitment to reinforcing communities facing crisis and its dedication to disaster philanthropy.
Reputation	Relevant, always included	For Humana, the importance of responding to several risks is informed by potential reputational impacts. Of primary concern for Humana is to ensure the well-being of our employees and customers. For example, business areas such as Business Continuity and Enterprise Resilience must manage for crises, with a particular emphasis on IT to ensure customers' information is protected. Humana has an employee and customer response tool to enable fast and proactive communications when dealing with crisis situations, such as making sure customers can get prescriptions ahead of time and employees can access supplies in the event of a hurricane disrupting operations. For Humana, our ability to swiftly respond to other risks enhances our reputation by demonstrating our commitment to well-being and enhancing customer and employee loyalty.
Acute physical	Relevant, always included	Operational risks are consistently evaluated and may be informed by climate-related issues. The Fusion Center developed a comprehensive risk assessment based on a facility's physical location. The assessment influences site selection as well as physical security technology that is implemented at Humana Facilities. For the assessment, there are four risk domains, backed by independent sources of truth, to contribute to an overall Fusion Center Risk Score. To contribute to the overall score, the Fusion Center uses the FEMA Risk Rating, also known as the National Risk Index for Natural Hazards, which uses data about expected annual losses from natural hazards, social vulnerability and community resilience. The Risk Index leverages available source data for the most common 18 natural hazard and community risk factors to develop a baseline risk measurement for each United States county and Census tract. Simply put, this variable determines the likelihood of natural disasters at Humana facilities and contributes to the overall risk score assigned to a facility. For example, Humana has business offices, data centers, clinics and other facilities that are located in areas prone to tornadoes, straight-line wind events, and hurricanes, for which such events can cause disruption. Our Florida (Tampa, Jacksonville, and Miami), Puerto Rico, and Texas operations are located in areas that experience severe storms more frequently. Humana has partnered with larger teams to distribute pallets of water and MREs across existing hubs in hurricane zones. We are maintaining the hurricane hardening adaptation measures established in 2021. During 2022, we continued to increase our stock of available generators at Humana clinics. Our Business Continuity team is an example of one risk owner that would consider these acute physical risks as they affect the team's daily operations and strategy to mitigate and manage extreme weather events.
Chronic physical	Relevant, always included	Operational risks are consistently evaluated and may be informed by climate-related issues. The Fusion Center developed a comprehensive risk assessment based on a facility's physical location. The assessment influences site selection as well as physical security technology that is implemented at Humana Facilities. For the assessment, there are four risk domains, backed by independent sources of truth, to contribute to an overall Fusion Center Risk Score. To contribute to the overall score, the Fusion Center uses the FEMA Risk Rating, also known as the National Risk Index for Natural Hazards, which uses data about expected annual losses from natural hazards, social vulnerability and community resilience. The Risk Index leverages available source data for the most common 18 natural hazard and community risk factors to develop a baseline risk measurement for each United States county and Census tract. Simply put, this variable determines the likelihood of natural disasters at Humana facilities and contributes to the overall risk score assigned to a facility. For example, our assessment includes Humana's facilities that are located in areas eastward of the traditional tornado alley, namely Alabama and Mississippi, in which Humana has experienced an uptick in storms attributed to changing wind patterns are affecting our members and associates. Our Enterprise Associate and Business Solutions team considers chronic physical risks when pursuing energy and emissions reduction projects/targets.

C-FS2.2b

(C-FS2.2b) Do you assess your portfolio's exposure to climate-related risks and opportunities?

	We assess the portfolio's exposure	Explain why your portfolio's exposure is not assessed and your plans to address this in the future
Banking (Bank)	<Not Applicable>	<Not Applicable>
Investing (Asset manager)	<Not Applicable>	<Not Applicable>
Investing (Asset owner)	No, and we do not plan to in the next two years	The Investment Committee of the Board of Directors of Humana Inc. (the "Investment Committee") reviews and approves investment policy guidelines for Humana Inc. and its subsidiary companies under the Investment Portfolio Guidelines, including certain designated exceptions (the "Guidelines"). The investment objective under the Guidelines is to maximize risk-adjusted income with consideration towards total return through a broad-based allocation strategy that takes into account market-based risk and, complies with applicable state insurance requirements (including requirements relating to credit ratings and level of exposure to any specific issuer). While climate risk is not a direct investment principle under the Guidelines, the Company takes a holistic view of risks in its investment portfolio as a whole, and in considering individual investment opportunities, and climate factors that could impact a prospective investment may be considered during normal due diligence efforts and further considered during continued monitoring of an investment's performance. Humana has plans to assess its portfolio's financed emissions and pending the results may further consider assessing climate-related risks but would likely take longer than 2 years.
Insurance underwriting (Insurance company)	No, and we do not plan to in the next two years	Per Humana's 10-K, pg. 15, since 2014, the Patient Protection and Affordability Care Act and The Health Care and Education Reconciliation Act of 2010, which we collectively refer to as the Health Care Reform Law, requires certain group health plans to guarantee issuance and renew coverage without pre-existing conditions. Exclusions or health-status rating adjustments. Accordingly, certain group health plans are not subject to underwriting. Further, underwriting techniques are not employed in connection with our individual Medicare, military services, or Medicaid products because government regulations require us to accept all eligible applicants regardless of their health or medical history. Moreover, while climate change can have direct and indirect impacts on the human health and health conditions, it's not generally clear to enable the correlation between medical conditions and acute or chronic physical climate changes or the transition to a lower-carbon economy. Therefore, Humana has not and does not intend to assess the exposure of our health insurance portfolio to climate-related risks in the near term.

C-FS2.2d

(C-FS2.2d) Does your organization consider climate-related information about your clients/investees as part of your due diligence and/or risk assessment process?

	We consider climate-related information	Explain why you do not consider climate-related information and your plans to address this in the future
Banking (Bank)	<Not Applicable>	<Not Applicable>
Investing (Asset manager)	<Not Applicable>	<Not Applicable>
Investing (Asset owner)	No, and we do not plan to in the next two years	The Investment Committee of the Board of Directors of Humana Inc. (the "Investment Committee") reviews and approves investment policy guidelines for Humana Inc. and its subsidiary companies under the Investment Portfolio Guidelines, including certain designated exceptions (the "Guidelines"). The investment objective under the Guidelines is to maximize risk-adjusted income with consideration towards total return through a broad-based allocation strategy that takes into account market-based risk and, complies with applicable state insurance requirements (including requirements relating to credit ratings and level of exposure to any specific issuer). While climate risk is not a direct investment principle under the Guidelines, the Company takes a holistic view of risks in its investment portfolio as a whole, and in considering individual investment opportunities, and climate factors that could impact a prospective investment may be considered during normal due diligence efforts and further considered during continued monitoring of an investment's performance. Humana has plans to assess its portfolio's financed emissions, which may include collecting emissions information in the future. Pending the results, Humana may further consider using climate-related information such as this as part of our due diligence and/or risk assessment processes, however it would likely take longer than 2 years.
Insurance underwriting (Insurance company)	<Not Applicable>	<Not Applicable>

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Acute physical	Cyclone, hurricane, typhoon
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Primary potential financial impact

Increased indirect (operating) costs

Climate risk type mapped to traditional financial services industry risk classification

Operational risk

Company-specific description

Hurricanes, floods, tornados, ice storms, and wildfires are significant weather events most likely to impact Humana employees, facilities, suppliers, and our customers. These events can disrupt our business offices, data centers, and medical centers or other facilities. In particular, our Florida, Puerto Rico, and Texas operations are located in areas that often experience severe storms.

Extreme weather events impact vulnerable populations, often leading to fatalities. Humana's premium pricing is sensitive to several factors that may be impacted by climate change, including severe weather (e.g., hurricanes) or public health epidemics.

Time horizon

Short-term

Likelihood

Likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

240000

Potential financial impact figure – maximum (currency)

4600000

Explanation of financial impact figure

Significant weather events could disrupt regular operations and limit accessibility for our employees and customers. Since our data centers have disaster recovery methods in place to manage for risks unrelated to climate change, the estimated financial implications of this service disruption are low. Hurricane Maria's direct financial impacts to Humana's operations of ~\$4.6 million is a higher end benchmark, including expenses from assisting employees with supplies, chartering airplanes, performing site surveys, security, IT and other third-party services, fuel use, etc. 2022 storm activity, such as Hurricane Ian required monitoring of 191 sites and assessing for damages for which only 6 incurred damages and 1 was destroyed. Texas Winter Storm impacts caused several facilities to experience power and/or network outages. Generally, other storms are less costly, for which ~\$240,000 is provided as the lower end benchmark.

Cost of response to risk

Description of response and explanation of cost calculation

Humana's business continuity program minimizes potential business interruption due to significant weather events. For instance, our data centers maintain separate power inputs from different grids, access to a robust generator system, support disaster recovery of technical systems, are built on land largely insusceptible to flooding and with exterior walls, designed to withstand tornado-level winds. In cases of reduced accessibility, we have established alternate locations for medical centers located in hurricane-prone locations, like Florida and enable our staff to work remotely. We use a dedicated tool to track events, manage our communications, and document lessons learned from events. Senior level management make recommendations to adjust services and cost structures to reduce impacts from climate-related customer claims and health trends. Humana has made efforts to increase the financial risk retained in order to mitigate the impact of commercial insurance premiums.

As a case study, in September of 2022, the Fusion Center identified a storm system that was projected to make landfall in southwest Florida, areas that are highly populated with Humana associates as well as facilities. In preparation for this storm, Humana Safety and Security activated its regional Florida go-team, bringing business leaders and shared series together to ensure associates and facilities were prepared for the storm. The Fusion Center identified ~9,500 associates and 191 facilities in the projected path of Hurricane Ian. Following the storm, Humana Safety and Security, in partnership with HR, conducted outreach to the impacted associates in Florida, Georgia, Virginia, and South Carolina. Six facilities were damaged due to the storm surge, high winds, and flooding. One site was destroyed. On September 29, 2022, due to Hurricane Ian impacting business continuity and access to care, Humana's response was escalated to a Significant Event and the enterprise crisis response team was activated.

Our data center specifications, Business Continuity Program, work at home program, and evaluation of services are routine operations for Humana. There is \$0 additional cost to manage significant weather events via these methods.

Comment

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Other parts of the value chain

Opportunity type

Resilience

Primary climate-related opportunity driver

Participation in renewable energy programs and adoption of energy-efficiency measures

Primary potential financial impact

Other, please specify (Reduced indirect (operating) costs)

Company-specific description

Humana strives to engage vendors that can support our progress toward achieving sustainability goals while saving on operational costs. For example, our current facilities management vendor has specific sustainability requirements, such as attainment of a 3.2% decrease in greenhouse gas emissions in 2022 per agreed upon baseline emissions and an overall waste diversion of 67.5% based on mutually agreed upon baseline for 2022, formalized in our contract for services. This was an important consideration when selecting the vendor.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

320200

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The combined financial impact of many of our sustainable purchasing programs is not quantified financially. As an example, however, through engagement with a third-party vendor, Humana was able to renegotiate electricity supply contracts at facilities located in deregulated energy markets saving an estimated \$219,000 in utility costs through this initiative. In 2022, at the West Chester, OH Pharmacy Distribution Center, Humana was able to divert over 1,100 tons of recyclable material from landfills, receive over \$100,000 in rebates from the installation of three balers, and partner with a vendor, who ultimately recycled these materials. Lastly through the energy efficiency projects implemented, we incurred savings of ~\$1,200. In total, we've reduced operating costs by approximately \$320,000 through the aforementioned measures.

Cost to realize opportunity

0

Strategy to realize opportunity and explanation of cost calculation

Identifying appropriate vendors has contributed to utilizing rebates for energy projects, increasing our recycling efforts, and is a focus of our procurement program whereby suppliers must share progress regarding sustainable products during regular business reviews, influencing our procurement decisions and translating to Humana employees having the option of choosing sustainable options when making purchases. Humana selected a new facilities management vendor in late 2018, and is still being used today, for which their leadership in facilitating energy efficient solutions and track toward sustainability initiatives was an important evaluation criterion. In collaboration with our facilities management vendor during 2022, at the West Chester, OH Pharmacy Distribution Center, Humana was able to divert over 1,100 tons of recyclable material from landfills and receive over \$100,000 in rebates from the installation of three balers, and partnering with a vendor who ultimately recycled these materials.

Cost to realize opportunity: As Humana's procurement team undertakes sustainable purchasing as part of their routine operations, there is zero (\$0) additional cost of management to pursue these opportunities.

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization’s strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

Publicly available climate transition plan

<Not Applicable>

Mechanism by which feedback is collected from shareholders on your climate transition plan

<Not Applicable>

Description of feedback mechanism

<Not Applicable>

Frequency of feedback collection

<Not Applicable>

Attach any relevant documents which detail your climate transition plan (optional)

<Not Applicable>

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

We understand that a low-carbon transition plan and path forward to net zero emissions is important to our collective future and we’re analyzing tactics, appropriate to our business, that allow us to contribute to net zero goals, including establishing a more robust next generation goal that will align with the Science Based Targets initiative (SBTi) to address climate change.

Explain why climate-related risks and opportunities have not influenced your strategy

<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, but we anticipate using qualitative and/or quantitative analysis in the next two years	Important but not an immediate priority	Climate-related scenario analysis to inform Humana’s business strategy has not yet been utilized. We support the TCFD recommendations and map our ESG disclosures to the TCFD framework. As part of this effort, we anticipate conducting a more thorough and intentional effort to identify and prioritize climate-related risks and opportunities across our portfolio as well as leveraging qualitative and quantitative transition and physical climate scenarios to consider how different possible climate futures and embedded assumptions may impact our long-term business strategy.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	<p>i. Description & time horizon: As a health care company, the communities Humana serves may be directly and indirectly affected by climate-related issues. Natural disasters and crisis events can take a serious toll on health and well-being as people cope with the stress of rebuilding lives and communities. Our employees, customers and communities have dealt with wildfires, ice storms, floods, hurricanes, a global health pandemic and building closures. During each event, Humana offered early prescription refills, suspended prior authorization requirements, and provided community-wide access to a crisis intervention hotline and counselling services. Some of our employees received assistance from Humana's Helping Hands program, which provides financial support to qualified employees who face unexpected hardship from a tragic, isolated event. As our climate shifts and our customers' needs shift in response, we are taking proactive measures to ensure their care is not interrupted. The time horizon of this influence is in the short-term.</p> <p>ii. Most substantial strategic decisions to date: Our customers' have a growing need to have reliable access to early prescription refills prior to the more frequent and intense weather and precipitation events affecting our coastal service areas such as Florida, Puerto Rico, and Texas. Therefore, the Pharmacy Distribution team is establishing regional distribution hubs to ensure Humana's distribution points are in closer proximity to customers where prescriptions need to be filled, particularly in the context of extreme weather events. Moreover, we have taken steps to engage the respective state governments, to request emergency approval for filling prescriptions in advance of extreme weather events.</p>
Supply chain and/or value chain	Yes	<p>i. Description & time horizon: Climate-related risks and opportunities have influenced our value chain, with regard to identifying and engaging vendors, who can support our progress toward achieving sustainability goals and reducing costs. We recognize that our procurement practices have upstream and downstream impacts on GHG emissions, embodied carbon, energy consumption, air and water pollution, and waste generation. During supplier business reviews, we expect suppliers to share their use of sustainable products, influence our procurement decisions and translate to Humana employees the option of choosing sustainable alternatives when making purchases. The time horizon of this influence is in the short-term.</p> <p>ii. Most substantial strategic decisions to date: Humana developed a sustainability supplier scorecard and selected a facilities management vendor, who supports our progress toward achieving environmental goals. We initiate the Sustainability Scorecard requests via email to key suppliers multiple times per year to collect self-reported information on their environmental impact reduction efforts in the context of our relationship. Metrics we collect include whether they have environmental policies, management systems, supplier sustainability policies, green building certifications, etc. Humana invited 290 suppliers to participate in the survey in 2022. 65 of our suppliers responded for a rate of 22%, representing ~\$1.1 billion in 2022 spend or ~18%. As we improve our engagement, the team that connects with the suppliers has grown due to continuous outreach needs through various avenues such as 1:1 vendor management, matchmakers, RFP outreach. This initiative helped us understand the environmental impact of our vendor relationships and set the stage for more robust data collection; certain of our findings are published in Humana's Impact Report. To facilitate progress on these targets, we engaged our facilities management vendor with formalized expectations of their collaborative requirements to ensure attainment of our new targets. These expectations were included in the RFP when soliciting bids to elevate our sustainability progress; responding vendors then provided their expertise and recommendations to help us achieve our sustainability targets, which informed our final decision-making.</p>
Investment in R&D	No	As Humana mainly offers health insurance and an integrated care delivery model, we consider development of these products and services to require general operating costs and do not report any investment toward developing our products in the 10-K as R&D.
Operations	Yes	<p>i. Description & time horizon: Physical climate-related risks and opportunities as described in 2.3a/2.4a have influenced our operations strategy, particularly with regard to implementing projects that support our progress toward achieving sustainability goals while saving on operational costs. Our Enterprise Associate and Business Solutions team works closely with vendors to identify projects, submit budget requests, and oversee progress toward our goals in the course of maintaining our facilities. The time horizon of this influence is in the short-term for annual efficiency measures, however, also affect our capital investments in the longer-term.</p> <p>ii. Most substantial strategic decisions to date: Humana's most substantial business decisions include setting emissions reduction and waste diversion targets in 2018 when our previous goal expired and is now working to create a more robust next generation goal that will align with the Science Based Targets initiative (SBTi) to address climate change. We publicly informed of our proposed science-based target, which includes Scope 1, 2 and 3, within Humana's Impact Report for yearend 2022 (available on Humana.com) and expect to publicly announce our validated SBTi aligned environmental goal in late 2023. To facilitate progress on these targets, we established formalized expectations of collaborative requirements to ensure attainment of our new targets with our facilities management vendor. These expectations were included in the RFP when soliciting bids in an effort to elevate our sustainability progress; responding vendors then provided their expertise and recommendations to help us achieve our sustainability targets, which informed our final decision-making. In addition, we continued our pursuit of renewable energy procurement to support an eventual science-based emissions reduction target. Humana has worked to understand the implications of a science-based target to our business by cultivating both internal and external relationships, setting the stage for robust future planning. Finally, we are continually pursuing space optimization at our facilities that are a strong contributor to our ability to reduce emissions.</p>

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Indirect costs Capital expenditures Capital allocation Access to capital Assets Liabilities	<p>Description: Humana's financial planning has been affected by climate-related risks and opportunities across many financial elements. The Enterprise Associate and Business Solutions team is working to drive operational efficiency across our portfolio at our offices, data centers and clinical locations through capital improvement projects. In doing so, we are reducing operational expenses and improving overall profitability. This is often accomplished through advocating and seeking access to capital through our annual budget, for which expenditures are allocated to raise funds for new, more efficient equipment, or repairs to existing infrastructure and equipment. As we consider impacts of emerging regulations and investing in more efficient technology, there is a possibility for assets to become stranded, including less efficient fleet vehicles or equipment.</p> <p>i. Case study: The Sustainability team, comprised of staff within the Enterprise Associate and Business Solutions department and facilities management vendor, work collaboratively to plan for the financial requirements to achieve Humana's environmental sustainability goals. We set challenging environmental targets and we continue to push for energy projects where the return on investment makes sense. Sustainability champions meet every 6 weeks to collaborate opportunities and fill a pipeline of energy project ideas, which are reviewed during the annual budgeting process. Our annual budgeting process for both operating costs and capital allocation/expenditures is evaluated in the context of how they fit into our internal goals for annual reductions as well as our pursuit of EnergySTAR certifications at the sites we own or lease and are single tenants, Fitwell and TRUE Zero Waste Certifications. The teams work together to identify, plan, and prioritize projects that will make the most impact, as well as determine the potential cost. This information is also shared with our CSR team. The operating costs and capital allocation requests are then submitted each year for approval. The Sustainability team is working to expand our forecasting timeframes by collaborating with the infrastructure (comprised of staff within Enterprise Associate and Business Solutions and facilities management vendor) and project management teams to align the review with multi-year budget efforts with FM teams. As a result of this work and allocated capital, as of 2022, 25 of Humana's sites have been EnergySTAR Building or Tenant Space certified. Additionally, the West Chester, Ohio Pharmacy Distribution site was targeted in 2020 to pursue our subset goal of zero waste certification and received TRUE certification in January 2023 after submitting for review in 2022.</p> <p>ii. Time horizon: The time horizon of the influence on operating cost and capital allocation planning for energy projects is in the short-term.</p>

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, and we do not plan to in the next two years	<Not Applicable>

C-FS3.6

(C-FS3.6) Does the policy framework for your portfolio activities include climate-related requirements for clients/investees, and/or exclusion policies?

	Policy framework for portfolio activities that include climate-related requirements for clients/investees, and/or exclusion policies	Explain why the policy framework for your portfolio activities do not include climate-related requirements for clients/investees, and/or exclusion policies
Row 1	No, and we do not plan to include climate-related requirements and/or exclusion policies in our policy framework in the next two years	The Investment Committee of the Board of Directors of Humana Inc. (the "Investment Committee") reviews and approves investment policy guidelines for Humana Inc. and its subsidiary companies under the Investment Portfolio Guidelines, including certain designated exceptions (the "Guidelines"). The investment objective under the Guidelines is to maximize risk-adjusted income with consideration towards total return through a broad-based allocation strategy that takes into account market-based risk and, complies with applicable state insurance requirements (including requirements relating to credit ratings and level of exposure to any specific issuer). While climate risk is not a direct investment principle under the Guidelines, the Company takes a holistic view of risks in its investment portfolio as a whole, and in considering individual investment opportunities, and climate factors that could impact a prospective investment may be considered during normal due diligence efforts and further considered during continued monitoring of an investment's performance. As such, currently Humana does not otherwise include a designation for climate-related requirements or exclusion policies and does not plan to in the near term.

C-FS3.6c

(C-FS3.6c) Why does the policy framework for your portfolio activities not include climate-related requirements for clients/investees, and/or exclusion policies?

The Investment Committee of the Board of Directors of Humana Inc. (the "Investment Committee") reviews and approves investment policy guidelines for Humana Inc. and its subsidiary companies under the Investment Portfolio Guidelines, including certain designated exceptions (the "Guidelines"). The investment objective under the Guidelines is to maximize risk-adjusted income with consideration towards total return through a broad-based allocation strategy that takes into account market-based risk and, complies with applicable state insurance requirements (including requirements relating to credit ratings and level of exposure to any specific issuer). While climate risk is not a direct investment principle under the Guidelines, the Company takes a holistic view of risks in its investment portfolio as a whole, and in considering individual investment opportunities, and climate factors that could impact a prospective investment may be considered during normal due diligence efforts and further considered during continued monitoring of an investment's performance. As such, currently Humana does not otherwise include a designation for climate-related requirements or exclusion policies and does not plan to in the near term.

C-FS3.7

(C-FS3.7) Does your organization include climate-related requirements in your selection process and engagement with external asset managers?

	Climate-related requirements included in selection process and engagement with external asset managers	Primary reason for not including climate-related requirements in selection process and engagement with external asset managers	Explain why climate-related requirements are not included in selection process and engagement with external asset managers and your plans for the future
Row 1	No, and we do not plan to include climate-related requirements in the next two years	No instruction from management	We have selected an asset manager who prioritizes ESG and climate-related requirements as part of their business model, however at this time we have not included any climate-related requirements in the selection process and current engagement with our external asset manager and do not intend to in the near term. We may further evaluate alignment with our selection process upon conducting a more in-depth analysis of our financed emissions such that our policies and strategy align with prospectively identified relevant climate-related risks.

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number
Abs 1

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2022

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

36524.99

Base year Scope 2 emissions covered by target (metric tons CO2e)

75811.61

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year total Scope 3 emissions covered by target (metric tons CO2e)

<Not Applicable>

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

112336.6

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

<Not Applicable>

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

<Not Applicable>

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2032

Targeted reduction from base year (%)

54.5

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

51113.153

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

47447

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

75266

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

122713

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

-16.9484086709459

Target status in reporting year

New

Please explain target coverage and identify any exclusions

This target is company-wide and covers 100% of Humana's Scope 1 + 2 emissions.

Plan for achieving target, and progress made to the end of the reporting year

Humana will follow a two-pronged approach to meet its Scope 1 & 2 target:

-Reduce energy use by implementing energy efficiency measures

-Switch to renewable energy by purchasing RECs, on-site renewables, and power purchase agreements.

The progress curve is likely to be variable over time.

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

Target reference number

Abs 2

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

Well-below 2°C aligned

Year target was set

2022

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

Category 1: Purchased goods and services

Category 2: Capital goods

Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

Category 4: Upstream transportation and distribution

Category 5: Waste generated in operations

Category 6: Business travel

Category 7: Employee commuting

Category 8: Upstream leased assets

Category 13: Downstream leased assets

Base year

2021

Base year Scope 1 emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 2 emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

1157335.06

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

372693.21

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

9889.42

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

99234.74

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

47558.2

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

7680.73

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

117334.7

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

5880.47

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

2422.1

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

<Not Applicable>

Base year total Scope 3 emissions covered by target (metric tons CO2e)

1820028.63

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1820028.63

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

<Not Applicable>

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

<Not Applicable>

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

100

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

100

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

<Not Applicable>

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2032

Targeted reduction from base year (%)

30

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

1274020.041

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

2774260

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

350273

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)
12713

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
121528

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)
45858

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)
15323

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)
36602

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)
7317

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)
181

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)
3364055

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)
3364055

Does this target cover any land-related emissions?
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]
-282.784264040213

Target status in reporting year
New

Please explain target coverage and identify any exclusions
This target is company-wide and covers 100% of Humana's Scope 3 emissions.

Plan for achieving target, and progress made to the end of the reporting year
Humana will engage with its purchased goods & services and transportation vendors to reduce their emissions and empower them to set science aligned targets. The progress curve is likely to be variable over time.

List the emissions reduction initiatives which contributed most to achieving this target
<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?
Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2018

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Waste management	Other, please specify (Diversion rate (expressed as %))
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Target denominator (intensity targets only)

<Not Applicable>

Base year

2017

Figure or percentage in base year

40

Target year

2022

Figure or percentage in target year

60

Figure or percentage in reporting year

64

% of target achieved relative to base year [auto-calculated]

120

Target status in reporting year

Achieved

Is this target part of an emissions target?

No

Is this target part of an overarching initiative?

No, it's not part of an overarching initiative

Please explain target coverage and identify any exclusions

In 2018, Humana set a third-generation bridge goal to achieve a 60 percent diversion rate of waste to landfill by the end of 2022, via reduction and recycling efforts at our portfolio sites where Humana and our vendors manage waste and recycling services. By the end of 2022, we achieved a 64% reduction, surpassing our goal.

Plan for achieving target, and progress made to the end of the reporting year

<Not Applicable>

List the actions which contributed most to achieving this target

Humana continues to evaluate waste diversion opportunities by focusing on improvement areas within our footprint. We have had success and are seeking continuous improvement of our standard office waste diversion and expansion of compost and materials collection. We also maintain a specific focus on our distribution centers whereby we seek to increase our baling of plastics and cardboard, which improves our ability to recycle the materials. We are also exploring opportunities for reduction of clinical waste. As our portfolio covers multiple facility types with fairly different waste compositions, we are also seeking a vendor that can manage all of our waste streams, track the respective metrics and bring recommendations on how to implement new waste diversion efforts.

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	0
To be implemented*	0	0
Implementation commenced*	0	0
Implemented*	2	1046.6
Not to be implemented	0	0

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Energy efficiency in buildings	Heating, Ventilation and Air Conditioning (HVAC)
--------------------------------	--

Estimated annual CO2e savings (metric tonnes CO2e)

1045

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

210000

Investment required (unit currency – as specified in C0.4)

1688225

Payback period

4-10 years

Estimated lifetime of the initiative

16-20 years

Comment

Initiative category & Initiative type

Energy efficiency in buildings	Lighting
--------------------------------	----------

Estimated annual CO2e savings (metric tonnes CO2e)

1.56

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

1194

Investment required (unit currency – as specified in C0.4)

8751

Payback period

4-10 years

Estimated lifetime of the initiative

11-15 years

Comment

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Dedicated budget for energy efficiency	Humana has a dedicated budget for energy efficiency/energy conservation initiatives. This budget can be used for review, evaluation, implementation, and verification of greenhouse gas emissions reduction activities. The primary focus is on energy efficiency activities. Going forward, achievement of Humana's energy and GHG goals continues to be a significant motivator for financial investment in varied projects.
Employee engagement	Humana actively works to engage and empower all employees to address energy efficiency, emissions reductions, and improve the organization's environmental footprint. Humana's Environmental Sustainability Practice Lead and Enterprise Associate and Business Solutions team partner with other subject matter experts internally and externally to educate, engage and train employees to participate in environmentally and socially responsible activities at work and at home. Our environmental goals - addressing our material impacts including emissions (and therefore energy) and waste - are a primary driver for prioritizing these efforts. Several internal communication tools, including social media, shared site, and newsletters, are used to build awareness among our employees around sustainability and opportunities to engage. For example, employees have a matching gift benefit in Humana Together that is often expanded or increased during certain disasters for certain organizations doing work to offer relief and employees can earn rewards for completing certain activities through our internal Working on Well-being (WOW) rewards program, which includes opportunities to engage in sustainability actions. The Humana Foundation matched employee charitable giving donations to 4,414 unique organizations, totalling almost \$2.2million. From parking benefits to alternative transportation options to waste diversion, we continue to explore new ways we can reduce the commute burden on our employees and the planet as well as engage employees in beneficial environmental activities in a way that makes sense for our business.

(C-FS4.5) Do any of your existing products and services enable clients to mitigate and/or adapt to the effects of climate change?

No

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

- Yes, an acquisition
- Yes, a divestment

Name of organization(s) acquired, divested from, or merged with

CenterWell Home Health (formerly Kindred at Home)

Details of structural change(s), including completion dates

Humana completed the acquisition of Kindred at Home (KAH) on August 17, 2021. KAH's home health operations were integrated into Humana's Home Solutions business and adopted Humana's new payer-agnostic healthcare services brand – CenterWell Home Health in 2022. While the entity was integrated in 2022, Humana also completed a divestiture of a majority interest in Kindred at Home Hospice and Personal Care Divisions as of August 11, 2022. Humana will continue to support the long-term success of these operations through our minority ownership and ongoing strategic partnership, which is accounted for in Humana's scope 3 category 15 but excluded from the operational control boundary.

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in boundary	In addition to the acquisition of CenterWell Home Health into Humana's Scope 1 & 2 operational boundary, Humana also acquired a percent stake in Kindred Hospice in 2022 which was incorporated into the Scope 3 Investments category.

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	Yes	Scope 1 Scope 2, location-based Scope 2, market-based	<p>"Humana Inc.'s base year and subsequent year inventories will be adjusted for mergers, acquisitions and divestitures according to guidance as set forth in the WRI/WBCSD Greenhouse Gas Protocol. Humana Inc.'s base year inventory and subsequent years' emissions reports will be updated when a significant cumulative change in Humana Inc.'s base year emissions is triggered. The following conditions will require such an adjustment if a significant change is identified:</p> <ul style="list-style-type: none"> • A structural change of Humana Inc.'s organizational boundaries (i.e., merger, acquisition, or divestiture); • A change in calculation methodologies or emission factors; • Additional or new data or methodology are available on source emissions that was not previously available; • Outsourcing (i.e., production of goods that is moved outside of Humana Inc.'s defined reporting boundaries) or insourcing (i.e., opposite of "outsourcing") where the modified case includes emissions that were not previously accounted for within the inventory in Scopes 1, 2, or 3; or • A significant error or a number of cumulative errors in Humana Inc.'s inventory are discovered. <p>Significant is defined as a cumulative change (+/-) of five percent (5%) or larger in Humana Inc.'s total base year emissions (both Scope 1 and Scope 2) on a CO₂e basis.</p> <p>In the instance where Humana Inc. has acquired or merged with a company and base year data for the new company is not available after best efforts to collect such data, an alternative simplified method may be used to update the base year data using available data. Note that if this is to occur, associated procedures, calculation methodologies, and supporting data should be documented in this plan.</p> <p>If absolutely no data for the new company is available and it is impossible to estimate the impact on Humana Inc.'s cumulative base year emissions, a corresponding base year inventory will be established for the current reporting year (which will include the new acquisition / merger) and such modifications to the reporting program should be documented in this plan."</p>	Yes

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

36525

Comment

Scope 2 (location-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

76450

Comment

Scope 2 (market-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

75812

Comment

Scope 3 category 1: Purchased goods and services

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

1157335

Comment

Scope 3 category 2: Capital goods

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

372693

Comment

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

9889

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

99235

Comment

Scope 3 category 5: Waste generated in operations

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

47558

Comment

Scope 3 category 6: Business travel

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

7681

Comment

Scope 3 category 7: Employee commuting

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

117335

Comment

Scope 3 category 8: Upstream leased assets

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

5880

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 10: Processing of sold products

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 11: Use of sold products

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 12: End of life treatment of sold products

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

0

Comment

Scope 3 category 13: Downstream leased assets

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

2422

Comment

Scope 3 category 14: Franchises

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

0

Comment

Scope 3: Other (upstream)

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

0

Comment

Scope 3: Other (downstream)

Base year start

January 1 2021

Base year end

December 31 2021

Base year emissions (metric tons CO2e)

0

Comment

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

47447

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

70404

Scope 2, market-based (if applicable)

75266

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

2774260

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Transactional-level data is received from Humana Inc.'s vendors and inputted into a spend-based modelling platform to determine emissions based on the amount spent on a service/product. Spend data were classified into spend categories and then matched to emission factors (tCO2e/ million USD) leveraging the CEDA data set.

Capital goods

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

350273

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Transactional-level data is received from Humana Inc.'s capital expenses and inputted into a spend-based modelling platform to determine emissions based on the amount spent on a service/product. Spend data were classified into spend categories and then matched to emission factors (tCO2e/ million USD) leveraging the CEDA data set.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

12713

Emissions calculation methodology

Fuel-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Primary electricity and fuel activity data from Humana facilities were multiplied by well-to-tank (WTT) factors for fuels used in vehicles and stationary combustion, as well as in the generation of power by utilities, from which Humana procures electricity. Grid electricity consumption was also multiplied by factors representing transmission and distribution (T&D) losses. T&D and WTT emissions were added to determine final emissions.

Upstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

121528

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Transactional-level data is received from Humana Inc.'s upstream transportation activities and inputted into a spend-based modelling platform to determine emissions based on the amount spent on a service/product. Spend data were classified into spend categories and then matched to emission factors (tCO2e/ million USD) leveraging the CEDA data set.

Waste generated in operations

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

45858

Emissions calculation methodology

Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Emissions associated with waste were calculated based on processing & transportation of waste generated in operations, using methodologies and emission factors from the EPA's Waste Reduction Model (WARM) and Base Carbone. This model bases its emissions calculations on a life-cycle analysis, including emissions from the long-term decomposition of waste in a landfill and upstream sources/sinks.

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

15323

Emissions calculation methodology

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Business travel activity data was multiplied by EPA-reported factors, reflecting emissions per mile travelled for air, rail, and vehicle travel associated with Humana' business operations.

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

36602

Emissions calculation methodology

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Anonymized HR data, including work and home zip codes of employees understood to be commuting to work every day was collected. A geocoding tool was leveraged to calculate the distance of the daily trip. Mileage that was either 0 or greater than 150 was excluded and those trips were replaced with the average trip mileage. It was assumed that each employee commuted 2 trips, 5 days per week over 48 weeks.

Upstream leased assets

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

7317

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Primary site-level electricity and natural gas activity data from Humana leased facilities that are subleased to and operated by alliance partner sites, conducting clinical operations, were multiplied by the market-based emission factors.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

As Humana sells services, it does not sell or distribute any products or goods that require transportation downstream from Humana's operations. Therefore, all transportation related emissions are included in C4- Upstream transportation & distribution.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Humana sells services, it does not sell any products that require further processing.

Use of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Humana sells services, it does not sell any products or web-based platform services; therefore, the use of products emissions category is not applicable to Humana's operations.

End of life treatment of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Humana sells services, it does not sell any products that would be applicable for the end-of-life emissions category.

Downstream leased assets

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

181

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

Please explain

Primary site-level electricity and natural gas activity data from facilities that Humana owns and leases out were multiplied by the market-based emission factors.

Franchises

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Humana does not have any franchised locations.

Other (upstream)

Evaluation status

Not evaluated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Other (downstream)

Evaluation status

Not evaluated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

0.000001321

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

122713

Metric denominator

unit total revenue

Metric denominator: Unit total

9287000000

Scope 2 figure used

Market-based

% change from previous year

6.4

Direction of change

Decreased

Reason(s) for change

Change in revenue

Please explain

Last year's (2021) Scope 1 and Scope 2 (market-based) emissions totalled 103,157 mtCO2e. Therefore $103,157 / \$83,064,000,000 = 0.0000012$. This year's (2022) Scope 1 and Scope 2 (market-based) emissions totalled 122,713 mtCO2e. Therefore, $122,713 / \$92,870,000,000 = 0.0000013$. While Humana's market-based emissions saw a slight increase from 2021 to 2022, revenue also saw a ~12% increase, which led to a 6.4% decrease in the emissions intensity metric from 2021 to 2022.

C7. Emissions breakdowns

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

No

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	0	No change	0	Humana did not purchase any Renewable Energy in 2022, and the volume of onsite RE energy produced remained the same as 2021.
Other emissions reduction activities	1047	Decreased	1	Gross Scope 1+2 emissions decreased by 1,047 mtons CO2e due to energy efficiency activities undertaken such as HVAC and lighting upgrades. The Emissions Value (percentage) was calculated by Change in Emissions (1,047)/ 2021 Scope1+2 total emissions (103,157) * 100 = 1% (i.e. a 1% decrease in emissions from 2021-2022).
Divestment	0	No change	0	There were no divestments in 2022
Acquisitions	40264	Increased	39	Gross Scope 1+2 emissions increased by 40,264 mtons CO2e due to Humana's acquisition of CenterWell Home Health division. The Emissions Value (percentage) was calculated by Change in Emissions (40,264)/ 2021 Scope1+2 total emissions (103,157) * 100 = 39% (i.e., a 39% increase in emissions from 2021-2022).
Mergers	0	No change	0	There were no mergers in 2022
Change in output	0	No change	0	There was no change in output
Change in methodology	0	No change	0	There were no changes in methodology
Change in boundary	0	No change	0	There were no changes in boundary outside of the acquisition already calculated
Change in physical operating conditions	1816	Decreased	2	Gross Scope 1+2 emissions decreased by 1,816 mtons CO2e due to the termination of 150 leased sites between the 2021-2022 reporting years. The Emissions Value (percentage) was calculated by Change in Emissions (1,816)/ 2021 Scope1+2 total emissions (103,157) * 100 = 2% (i.e., a 2% decrease in emissions from 2021-2022).
Unidentified	17845	Decreased	17	Gross Scope 1+2 emissions decreased by 17,845 mtons CO2e due to unidentified activities during the reporting year. The Emissions Value (percentage) was calculated by Change in Emissions (17,845)/ 2021 Scope1+2 total emissions (103,157) * 100 = 17% (i.e., a 17% decrease in emissions from 2021-2022).
Other	0	No change	0	No other changes

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	179509	179509
Consumption of purchased or acquired electricity	<Not Applicable>	0	179926	179926
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	10.21	<Not Applicable>	10.21
Total energy consumption	<Not Applicable>	10.21	359434.37	359444.58

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area

United States of America

Consumption of purchased electricity (MWh)

177980.92

Consumption of self-generated electricity (MWh)

10.21

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

177991.13

Country/area

Puerto Rico

Consumption of purchased electricity (MWh)

1944.75

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1944.75

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

Description

Waste

Metric value

0.64

Metric numerator

Metric tons of diverted waste

Metric denominator (intensity metric only)

Metric tons of waste landfilled

% change from previous year

1

Direction of change

Decreased

Please explain

The amount of waste diverted to recycling from Humana facilities amounted to 64% of all waste.

Description

Other, please specify (Water Usage)

Metric value

267427932

Metric numerator

Gallons

Metric denominator (intensity metric only)

% change from previous year

0

Direction of change

No change

Please explain

In 2022, Humana verified total water consumption company-wide. This is the first year these metrics underwent third party audit.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Humana Verification Letter_FY2022_signed_07262023.pdf

Page/ section reference

Page 3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Humana Verification Letter_FY2022_signed_07262023.pdf

Page/ section reference

Page 3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Humana Verification Letter_FY2022_signed_07262023.pdf

Page/ section reference

Page 3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

- Scope 3: Purchased goods and services
- Scope 3: Capital goods
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- Scope 3: Upstream transportation and distribution
- Scope 3: Waste generated in operations
- Scope 3: Business travel
- Scope 3: Employee commuting
- Scope 3: Investments
- Scope 3: Downstream leased assets

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Humana Verification Letter_FY2022_signed_07262023.pdf

Page/section reference

Page 3

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

Yes

C10.2a

(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?

Disclosure module verification relates to	Data verified	Verification standard	Please explain
C9. Additional metrics	Other, please specify (Water Consumption)	ISO 14064-3	We are reporting our verified water metrics in C9. Verification is completed on an annual basis and covers 100% of operations company-wide. Humana Verification Letter_FY2022_signed_07262023.pdf
C8. Energy	Energy consumption	ISO14064-3	Humana has chosen to verify energy consumption as an input into the emissions calculations and our target setting work to ensure completeness and accuracy over our disclosures, and comfort regarding the basis for strategic decision-making. The verified data ties to the total energy consumption disclosed in C8.2a. This verification is completed annually and covers our entire operational boundary, for which we've sought to cover our energy consumption organization wide.
C9. Additional metrics	Waste data	ISO14064-3	Humana has chosen to verify waste data as an input into the emissions calculations and our diversion target to ensure completeness and accuracy over our disclosures, and comfort regarding the basis for strategic decision-making. The verified data ties to the total waste generated in operations, supporting the diversion calculations disclosed in C9.1. This verification is completed annually and covers our entire operational boundary, for which we've sought to cover our energy consumption organization wide, though waste data collection is not possible yet at all locations and covers all sites for which data is available.

C11. Carbon pricing

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect other climate related information at least annually from suppliers

% of suppliers by number

22

% total procurement spend (direct and indirect)

18

% of supplier-related Scope 3 emissions as reported in C6.5

Rationale for the coverage of your engagement

Humana engages its suppliers to collect climate information through our Sustainability Scorecard in order to help set the stage for strategic integration in our sourcing strategy going forward. We are encouraging sustainability, engagement, and follow-up in the Mentor Protégé Program on a bi-monthly basis, including sharing best practices that positively impact climate change. Tier II outreach has increased with the engagement of our suppliers by reporting their sustainability efforts.

Impact of engagement, including measures of success

Humana considers strong engagement by suppliers receiving our Supplier Self-Assessment Sustainability Scorecard as a measure of success. Our goal or threshold of success is to engage suppliers that represent over 25% of spend or more.

Our sixth release of the Supplier Self-Assessment Sustainability Scorecard allowed us to collect metrics such as whether our suppliers have environmental policies, management systems, supplier sustainability policies, hold green building certifications, among others. Humana invited 290 suppliers to participate in the survey in 2022. 65 of our suppliers responded for a rate of 22%. Those 65 suppliers made up approximately \$1.1 Billion in 2022 spend, which represented about 18% of our total spend in 2022. The Scorecard requests are distributed via email and responses are collected through self-reporting of the suppliers. In efforts of improving our engagement, the entire team works collectively to connect with the suppliers has increased due to continuous outreach through various avenues such as 1.1 vendor management, matchmakers, RFP outreach. Via the Scorecard, we collect information from key suppliers regarding their efforts to reduce the environmental impacts associated with their vendor engagement with Humana. This initiative helped us understand the environmental impact of our vendor relationships and set the stage for more robust data collection; findings are reported in our CSR report updates, internal scorecard, and to Humana leadership. We aim to expand this initiative in the future by engaging suppliers that represent the greatest impact. As our supply chain program evolves, implementation of the supplier scorecard process will be evaluated on its ability to support our efforts in meeting CDP expectations, assist with sourcing decisions, mitigate risk, and be used as a tracking tool for business reviews. We have strengthened our approach by initiating information requests for larger suppliers during the contract renewal or new vendor engagement process; this underscores our intention to maintain this practice for these suppliers on an annual basis.

Comment

% of supplier and % of spend are estimates, as numerators include suppliers that do not have spend associated with them.

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

Humana sees our value chain as an extension of our business. We proactively work to connect our suppliers and employees to identify opportunities to collaborate and improve our environmental sustainability. Our employees are therefore considered to be a vital partner in our value chain.

Humana has worked toward making overall employee engagement efforts more robust with the goal of embedding sustainability throughout our company. Our environmental goals - addressing our material impacts including emissions (and therefore energy) and waste – are a primary driver for prioritizing these efforts. Several internal communication tools, including social media, shared site, and newsletters, are used to build awareness among our employees around sustainability and opportunities to engage. For example, employees have a matching gift benefit in Humana Together that is often expanded or increased during certain disasters for certain organizations doing work to offer relief and employees can earn rewards for completing certain activities through our internal Working on Well-being (WOW) rewards program, which includes opportunities to engage in sustainability actions. The Humana Foundation matched employee charitable giving donations to 4,414 unique organizations, totalling almost \$2.2million. From parking benefits to alternative transportation options to waste diversion, we continue to explore new ways we can reduce the commute burden on our employees and the planet as well as engage employees in beneficial environmental activities in a way that makes sense for our business.

The Humana Foundation also creates an opportunity for engagement. We partner with organizations and send disaster relief funding to address the impacts of extreme weather-related events or other situations. The Humana Foundation also supported communities impacted by natural disaster in 2022, donating over \$1.5 million – including for Eastern Kentucky flooding and Hurricane Ian – with a focus on short-term response needs and long-term infrastructure needs like recovery grants. The Humana Foundation also donated \$500,000 to relief and recovery efforts in Eastern Kentucky, Tennessee, Virginia, and West Virginia after August 2022 floods. Additionally, employees are empowered to encourage the organizations they support (in Louisville, KY, Texas, Florida, and Louisiana) to apply for funding from The Humana Foundation's Connected Healthy Lives program, which expands healthy choices for communities and creates more equitable health outcomes by working to eliminate the social and structural barriers to health. Employees also support community-based organizations, many of which have a focus on the natural environment, through volunteer efforts.

In 2022, over 20,100 employees took volunteer time for a total of 255, 184 hours via the Humana Together volunteer network. This is an increase of over 17% in volunteer hours.

C-FS12.2

(C-FS12.2) Does your organization exercise voting rights as a shareholder on climate-related issues?

	Exercise voting rights as a shareholder on climate-related issues	Primary reason for not exercising voting rights as a shareholder on climate-related issues	Explain why you do not exercise voting rights on climate-related issues
Row 1	No, and we do not plan to in the next two years	Other, please specify (Humana owns an insignificant amount of common stock or equity investments and therefore does not have the opportunity to exercise voting rights as a shareholder)	Per Humana's 2022 10-K, Humana reduced their common stock from \$475M in 2021 to \$7M in 2022. The \$7M fair value of the investment represents 0.05% of the fair value of their total investment securities in 2022. As such, this is an insignificant amount for which Humana does not have the material opportunity to exercise voting rights as a shareholder.

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, we fund organizations or individuals whose activities could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

No, but we plan to have one in the next two years

Attach commitment or position statement(s)

<Not Applicable>

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan

The company's Corporate Affairs department leads all government relations and related policy initiatives. Internal key stakeholders and/or subject matter experts are identified to provide guidance on any such matters related to trade associations or policymakers in order to ensure the alignment of the activities with Humana's overall climate strategy. These include but are not limited to participation in conferences, speaking engagements, surveys, and the release of communications relating to environmental concerns.

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

C12.3c

(C12.3c) Provide details of the funding you provided to other organizations or individuals in the reporting year whose activities could influence policy, law, or regulation that may impact the climate.

Type of organization or individual

Other, please specify (Multi-stakeholder public collaborative)

State the organization or individual to which you provided funding

The Health Equity Innovation Hub

Funding figure your organization provided to this organization or individual in the reporting year (currency as selected in C0.4)

15000000

Describe the aim of this funding and how it could influence policy, law or regulation that may impact the climate

In February 2022, Humana Inc., The Humana Foundation and the University of Louisville announced an integrated, multi-disciplinary cooperative agreement and financial investment in the university's Health Equity Innovation Hub to advance health equity and improve health outcomes for marginalized populations in Louisville and communities around the world. The Hub is funded by a potential total investment of \$25 million, including \$10 million from UofL, \$1.5 million from Humana and up to \$13.5 million from The Humana Foundation. Humana donated a 130,000 square foot furnished and office-equipped building, valued at ~\$9 million, to the University to house the Hub.

The Hub focuses on groundbreaking research, talent development, entrepreneurship and innovation, with a deliberate focus on health equity, social determinants of health and digital health and analytics. This includes dedicated outcomes-based research on population and social health issues to derive a wide range of insights on how to mitigate health inequities and the adverse impacts of health-related social needs. The Hub also supports diverse creators, innovators and entrepreneurs whose ideas can positively impact populations around the world that have historically been marginalized and underserved.

Humana's investments in the Hub are also enabling research on health outcomes tied to the environment. Recent projects include:

- "Getting the Listening" in Louisville: Environmental Health Literacy and Justice in and around Rubbertown
- Empowered by the Sun: Exploring the Intersections of Housing Justice and Green Technologies in Louisville
- Assessing risk factors associated with childhood lead poisoning in Jefferson County: Structural racism and a legacy of lead (Brian Guinn, School of Public Health and Information Sciences)

Other recent investments include our partnership with the Boys & Girls Clubs of America (BGCA) and the American Lung Association Fight for Air Climb in Louisville. Humana Healthy Horizons and BGCA partnered to launch community gardens at 10 BGCA clubs across select Humana Bold Goal markets in 2022. We also activated a comprehensive children's wellness program, Healthy Habits, at all 4,900+ BGCA clubs across the US. The purpose of this partnership is to address food insecurity, activate health and wellness programs, and promote equity and inclusiveness that empowers all youth to reach their full potential.

Have you evaluated whether this funding is aligned with the goals of the Paris Agreement?

No, we have not evaluated

C12.4

(C12.4) Have you published information about your organization’s response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In mainstream reports

Status

Complete

Attach the document

Humana Form 10-K 2022.pdf

Page/Section reference

Pp. 21 & 33

Content elements

Risks & opportunities

Comment

Publication

In voluntary sustainability report

Status

Complete

Attach the document

Humana Impact Report 2022.pdf

Page/Section reference

Pp. 69-125

Content elements

Strategy
Emissions figures
Emission targets
Other metrics

Comment

Publication

In other regulatory filings

Status

Complete

Attach the document

2023 Humana Proxy statement.pdf

Page/Section reference

Corporate Governance & Compensation Discussion & Analysis

Content elements

Governance
Emissions figures
Emission targets

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization’s role within each framework, initiative and/or commitment
Row 1	Please select	We are not a signatory/member of any collaborative framework, initiative and/or commitment related to environmental issues.

C14. Portfolio Impact

C-FS14.0

(C-FS14.0) For each portfolio activity, state the value of your financing and insurance of carbon-related assets in the reporting year.

Investing all carbon-related assets (Asset owner)

Are you able to report a value for the carbon-related assets?

No, but we plan to assess our portfolio's exposure in the next two years

Value of the carbon-related assets in your portfolio (unit currency – as specified in C0.4)

<Not Applicable>

New loans advanced in reporting year (unit currency – as specified in C0.4)

<Not Applicable>

Total premium written in reporting year (unit currency – as specified in C0.4)

<Not Applicable>

Percentage of portfolio value comprised of carbon-related assets in reporting year

<Not Applicable>

Primary reason for not providing a value for the financing and/or insurance to carbon-related assets

Important, but not immediate priority

Please explain why you are not providing a value for the financing and/or insurance to carbon-related assets and your plans for the future

Within the past year, Humana's reclassification as a financial institution for CDP's activity sector has raised this as a higher priority topic given this is our first year responding to the financial services questionnaire and embedded portfolio impact module. As such, we are evaluating steps to quantify our related financed emissions associated with our portfolio in the near term. In doing so, we are assessing possible methodologies including the PCAF framework.

Details of calculation

<Not Applicable>

Investing in coal (Asset owner)

Are you able to report a value for the carbon-related assets?

No, but we plan to assess our portfolio's exposure in the next two years

Value of the carbon-related assets in your portfolio (unit currency – as specified in C0.4)

<Not Applicable>

New loans advanced in reporting year (unit currency – as specified in C0.4)

<Not Applicable>

Total premium written in reporting year (unit currency – as specified in C0.4)

<Not Applicable>

Percentage of portfolio value comprised of carbon-related assets in reporting year

<Not Applicable>

Primary reason for not providing a value for the financing and/or insurance to carbon-related assets

Important, but not immediate priority

Please explain why you are not providing a value for the financing and/or insurance to carbon-related assets and your plans for the future

Within the past year, Humana's reclassification as a financial institution for CDP's activity sector has raised this as a higher priority topic given this is our first year responding to the financial services questionnaire and embedded portfolio impact module. As such, we are evaluating steps to quantify our carbon-related financed emissions associated with our portfolio in the near term. In doing so, we are assessing possible methodologies including the PCAF framework. Pending the portfolio distribution, we may assess the impact of investments specific to coal.

Details of calculation

<Not Applicable>

Investing in oil and gas (Asset owner)

Are you able to report a value for the carbon-related assets?

No, but we plan to assess our portfolio's exposure in the next two years

Value of the carbon-related assets in your portfolio (unit currency – as specified in C0.4)

<Not Applicable>

New loans advanced in reporting year (unit currency – as specified in C0.4)

<Not Applicable>

Total premium written in reporting year (unit currency – as specified in C0.4)

<Not Applicable>

Percentage of portfolio value comprised of carbon-related assets in reporting year

<Not Applicable>

Primary reason for not providing a value for the financing and/or insurance to carbon-related assets

Important, but not immediate priority

Please explain why you are not providing a value for the financing and/or insurance to carbon-related assets and your plans for the future

Within the past year, Humana's reclassification as a financial institution for CDP's activity sector has raised this as a higher priority topic given this is our first year responding to the financial services questionnaire and embedded portfolio impact module. As such, we are evaluating steps to quantify our carbon-related financed emissions associated with our portfolio in the near term. In doing so, we are assessing possible methodologies including the PCAF framework. Pending the portfolio distribution, we may assess the impact of investments specific to oil and gas.

Details of calculation

<Not Applicable>

(C-FS14.1) Does your organization measure its portfolio impact on the climate?

	We conduct analysis on our portfolio's impact on the climate	Disclosure metric	Please explain why you do not measure the impact of your portfolio on the climate
Banking (Bank)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (Asset manager)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (Asset owner)	No, but we plan to do so in the next two years	<Not Applicable>	Within the past year, Humana's reclassification as a financial institution for CDP's activity sector has raised this as a higher priority topic given this is our first year responding to the financial services questionnaire and embedded portfolio impact module. As such, we are evaluating steps to quantify our related financed emissions associated with our portfolio in the near term. In doing so, we are assessing possible methodologies including the PCAF framework.
Insurance underwriting (Insurance company)	<Not Applicable>	<Not Applicable>	<Not Applicable>

C-FS14.3

(C-FS14.3) Did your organization take any actions in the reporting year to align your portfolio with a 1.5°C world?

	Actions taken to align our portfolio with a 1.5°C world	Briefly explain the actions you have taken to align your portfolio with a 1.5-degree world	Please explain why you have not taken any action to align your portfolio with a 1.5°C world
Banking (Bank)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (Asset manager)	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (Asset owner)	No, but we plan to in the next two years	<Not Applicable>	Within the past year, Humana's reclassification as a financial institution for CDP's activity sector has raised this as a higher priority topic given this is our first year responding to the financial services questionnaire and embedded portfolio impact module. As such, we are evaluating steps to quantify our related financed emissions associated with our portfolio in the near term. In doing so, we are assessing possible methodologies including the PCAF framework. Pending the results, we would assess for which asset classes setting a science-aligned target is appropriate for our portfolio and assets therewith. Any prospective strategic and portfolio alignment actions would thereafter be assessed for consideration.
Insurance underwriting (Insurance company)	<Not Applicable>	<Not Applicable>	<Not Applicable>

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, but we plan to have both within the next two years	<Not Applicable>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	No, but we plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No, but we plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	No, we are not taking any actions to progress our biodiversity-related commitments, but we plan to within the next two years	<Not Applicable>

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No, we do not use indicators, but plan to within the next two years	Please select

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
No publications	<Not Applicable>	<Not Applicable>

C16. Signoff

C-FI

(C-F) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	President and Chief Executive Officer	Chief Executive Officer (CEO)

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

Humana Inc. is committed to helping our millions of medical and specialty customers achieve their best health. Our successful history in care delivery and health plan administration is helping us create a new kind of integrated care with the power to improve health and well-being and lower costs. Our efforts are leading to a better quality of life for people with Medicare, Medicaid, families, individuals, military service personnel, and communities at large. To accomplish this, we support health care professionals as they work to deliver the right care in the right place for their patients, our customers. Our range of clinical capabilities, resources and tools, such as in-home care, behavioral health, pharmacy services, data analytics and wellness solutions, combine to produce a more navigable and effective health care experience. Environmental sustainability is critical to fulfilling our mission of helping people with their health and well-being. The better we protect the health of our environments, including our operations, supply chain, and communities around us, the better we can positively support people on their health journeys. There is an undeniable link between our physical and emotional well-being and the health of the environment. We focus on health equity as we feel it is an area in which Humana can make meaningful change for society. We've made great strides through our social determinants of health work, the hiring of a Chief Health Equity Officer, investments in The Humana Foundation, partnerships with OneTen, the University of Houston and the University of Louisville and others. We engage partners to identify social determinants of health driven by environmental factors that impact the health of the population. We partner with AIR Louisville using technology, data analytics, and community collaboration to understand the environmental triggers of asthma to help our city leaders make smarter decisions about air quality. Other areas in which we invest include energy efficiency, portfolio optimization and supporting access to resources and investments in green initiatives and spaces, which can address health-related social needs.

- Humana Inc. has local and national charitable sponsorships and partnerships that extend Humana's impact in addressing health-related social needs and gaps in care. In 2022, Humana Healthy Horizons® and Boys & Girls Clubs of America (BGCA) partnered to launch community gardens at 10 BGCA clubs across select Humana Bold Goal markets. The partnership activated a comprehensive children's wellness program, Healthy Habits, at all 4,900+ BGCA clubs across the US. The purpose of this partnership is to address food insecurity, activate health and wellness programs, and promote equity and inclusiveness that empowers all youth to reach their full potential.
- The Humana Foundation is committed to Connected Healthy Lives, which aims to expand healthy choices for communities and create more equitable health outcomes by working to eliminate the social and structural barriers to health. The Humana Foundation collaborates with community ecosystems to advance nutritional literacy and food security to ensure consistent and reliable access to healthy food - from awareness initiatives for seniors to community food systems and food mapping pilot programs. The Humana Foundation also launched the Health Equity Innovation Fund in October 2022, which provides seed funding for organizations working to eliminate barriers in health and health care and allows for strategic investments in equity projects across geographies to support organizations doing great work for society that aligns with Humana's mission.

Within the past year, CDP reclassified Humana as a financial institution for CDP's activity sector due to our Insurance Services segment business. While we do not consider our business model to be aligned with the financial institution sector, this reclassification has nonetheless prompted our response to the full financial sector questionnaire. It is important to understand that underwriting activities within our Insurance Services segment are limited given certain group health plans are not subject to underwriting and underwriting techniques are not employed in connection with our individual Medicare, military services, or Medicaid products because government regulations require us to accept all eligible applicants regardless of their health or medical history. Therefore, even though our insurance activities may have prompted the reclassification, our management of financial assets is more relevant to our disclosure below. Please also note that Humana's investment portfolio is managed by a third-party asset manager, with such investments applied consistently with investment objectives and policies established by Humana's Investment Committee.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	92870000000

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Requesting member
U.S. General Services Administration - OMB ICR #3090-0319

Scope of emissions
Scope 1

Scope 2 accounting method
<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

275.83

Uncertainty (±%)

5

Major sources of emissions

Vehicle fuel consumption, facility natural gas consumption

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

539887025

Unit for market value or quantity of goods/services supplied

Currency

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Humana conducted a comprehensive corporate inventory of greenhouse gas emissions associated with company operations. The company was able to obtain primary data for all scope 1 sources. The results of the inventory were reviewed and verified by a certified third party.

Requesting member

U.S. General Services Administration - OMB ICR #3090-0319

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

437.55

Uncertainty (±%)

5

Major sources of emissions

Purchased electricity consumption

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

539887025

Unit for market value or quantity of goods/services supplied

Currency

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Humana conducted a comprehensive corporate inventory of greenhouse gas emissions associated with company operations. The company was able to obtain primary data for all scope 2 sources. The results of the inventory were reviewed and verified by a certified third party.

Requesting member

Michelin

Scope of emissions

Scope 1

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

5.51

Uncertainty (±%)

5

Major sources of emissions

Vehicle fuel consumption, facility natural gas consumption

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

10778054

Unit for market value or quantity of goods/services supplied

Currency

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Humana conducted a comprehensive corporate inventory of greenhouse gas emissions associated with company operations. The company was able to obtain primary data for all scope 1 sources. The results of the inventory were reviewed and verified by a certified third party.

Requesting member

Michelin

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

8.74

Uncertainty (±%)

5

Major sources of emissions

Purchased electricity consumption

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

10778054

Unit for market value or quantity of goods/services supplied

Currency

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Humana conducted a comprehensive corporate inventory of greenhouse gas emissions associated with company operations. The company was able to obtain primary data for all scope 2 sources. The results of the inventory were reviewed and verified by a certified third party.

Requesting member

Smith & Nephew

Scope of emissions

Scope 1

Scope 2 accounting method

<Not Applicable>

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

1.72

Uncertainty (±%)

5

Major sources of emissions

Vehicle fuel consumption, facility natural gas consumption

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

3369780.55

Unit for market value or quantity of goods/services supplied

Currency

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Humana conducted a comprehensive corporate inventory of greenhouse gas emissions associated with company operations. The company was able to obtain primary data for all scope 1 sources. The results of the inventory were reviewed and verified by a certified third party.

Requesting member

Smith & Nephew

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Allocation level

Company wide

Allocation level detail

<Not Applicable>

Emissions in metric tonnes of CO2e

2.73

Uncertainty (±%)

5

Major sources of emissions

Purchased electricity consumption

Verified

No

Allocation method

Allocation based on the market value of products purchased

Market value or quantity of goods/services supplied to the requesting member

3369780.55

Unit for market value or quantity of goods/services supplied

Currency

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Humana conducted a comprehensive corporate inventory of greenhouse gas emissions associated with company operations. The company was able to obtain primary data for all scope 2 sources. The results of the inventory were reviewed and verified by a certified third party.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Customer base is too large and diverse to accurately track emissions to the customer level	Due to the nature of Humana's business, allocating GHG emissions associated with administration and management activities to specific customers is inherently difficult. While Humana is confident in the GHG emissions figures reported in section 1.1, more specific guidance on the scope of GSA, Michelin or Smith & Nephew's requests would support Humana's ability to improve its allocation process.

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

No

SC1.4b

(SC1.4b) Explain why you do not plan to develop capabilities to allocate emissions to your customers.

At this time, Humana does not have access to additional information that would allow the company to further develop its ability to allocate emissions to customers or provide more granular figures for customer-specific activities.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC4.1

(SC4.1) Are you providing product level data for your organization’s goods or services?

No, I am not providing data

FW-FS Forests and Water Security (FS only)

FW-FS1.1

(FW-FS1.1) Is there board-level oversight of forests- and/or water-related issues within your organization?

	Board-level oversight of this issue area	Explain why your organization does not have board-level oversight of this issue area and any plans to address this in the future
Forests	No, and we do not plan to in the next two years	Management has discussed key areas of environmental impact with the Nominating, Governance & Sustainability Committee of Humana’s Board of Directors and has determined that forest-related issues are neither relevant nor material environmental factors within Humana’s operations or investments. Subsequently, forest-related issues are not currently considered as part of Humana’s overall environmental strategy. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental topics for consideration and alignment with our overall environmental strategy.
Water	No, and we do not plan to in the next two years	Management has discussed key areas of environmental impact with the Nominating, Governance & Sustainability Committee of Humana’s Board of Directors and has determined that water-related issues are neither relevant nor material environmental factors within Humana’s operations or investments. Subsequently, water-related issues are not currently considered as part of Humana’s overall environmental strategy. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental topics for consideration and alignment with our overall environmental strategy.

FW-FS1.1c

(FW-FS1.1c) Does your organization have at least one board member with competence on forests- and/or water-related issues?

Forests

Board member(s) have competence on this issue area

No, and we do not plan to address this within the next two years

Criteria used to assess competence of board member(s) on this issue area

<Not Applicable>

Primary reason for no board-level competence on this issue area

Judged to be unimportant, explanation provided

Explain why your organization does not have at least one board member with competence on this issue area and any plans to address this in the future

The Nominating, Governance & Sustainability Committee (the "Committee") recognizes that our Board should represent a diverse group of individuals who bring a range of experience, skills and other attributes to their individual role on the Board and to the Board as a collective group. In assessing a director nominee, the Committee considers the appropriate balance of experience, skills and other qualifications required for service on our Board, including (i) core attributes that are expected of our directors, and (ii) specific skills, experience or qualifications most closely aligned to our strategic priorities that should be represented collectively on our Board. A list of certain core director attributes, substantive areas of expertise, and a newly introduced director skills matrix that includes "Sustainability/ESG" can be found on page 4 of the Company's 2023 proxy statement. Currently, Humana does not have a designated competence area for forests-related issues as it has not been identified as a relevant impact area of our operations or investments at this time. Humana will continue to evaluate the significance of other environmental topics for consideration and alignment with our overall environmental strategy.

Water

Board member(s) have competence on this issue area

No, and we do not plan to address this within the next two years

Criteria used to assess competence of board member(s) on this issue area

<Not Applicable>

Primary reason for no board-level competence on this issue area

Important but not an immediate priority

Explain why your organization does not have at least one board member with competence on this issue area and any plans to address this in the future

The Nominating, Governance & Sustainability Committee (the "Committee") recognizes that our Board should represent a diverse group of individuals who bring a range of experience, skills and other attributes to their individual role on the Board and to the Board as a collective group. In assessing a director nominee, the Committee considers the appropriate balance of experience, skills and other qualifications required for service on our Board, including (i) core attributes that are expected of our directors, and (ii) specific skills, experience or qualifications most closely aligned to our strategic priorities that should be represented collectively on our Board. A list of certain core director attributes, substantive areas of expertise, and a newly introduced director skills matrix that includes "Sustainability/ESG" can be found on page 4 of the Company's 2023 proxy statement. While Humana recognizes the importance of access to clean water to the communities that we serve and we track our water withdrawals and work to implement water conservation areas within our real estate portfolio, currently, Humana does not have a designated competence area for water-related issues as it has not been identified as a relevant impact area of our investments at this time. Humana will continue to evaluate the significance of other environmental topics for consideration and alignment with our overall environmental strategy.

FW-FS1.2

(FW-FS1.2) Provide the highest management-level position(s) or committee(s) with responsibility for forests- and/or water-related issues.

Position or committee

There is no management level responsibility for forests- and/or water-related issues

Issue area(s)

Forests
Water

Forests- and/or water-related responsibilities of this position

<Not Applicable>

Coverage of responsibilities

<Not Applicable>

Reporting line

<Not Applicable>

Frequency of reporting to the board on forests- and/or water-related issues via this reporting line

<Not Applicable>

Please explain

At this time, Humana has not identified forests- or water-related issues as a relevant or material environmental area for our operations or investments. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental factors for consideration and alignment with our overall environmental strategy and related management responsibilities.

FW-FS2.1

(FW-FS2.1) Do you assess your portfolio's exposure to forests- and/or water-related risks and opportunities?

	We assess our portfolio's exposure to this issue area	Explain why your portfolio's exposure is not assessed for this issue area and any plans to address this in the future
Banking – Forests exposure	<Not Applicable>	<Not Applicable>
Banking – Water exposure	<Not Applicable>	<Not Applicable>
Investing (Asset manager) – Forests exposure	<Not Applicable>	<Not Applicable>
Investing (Asset manager) – Water exposure	<Not Applicable>	<Not Applicable>
Investing (Asset owner) – Forests exposure	No, and we do not plan to in the next two years	At this time, Humana has not identified forests- or water-related issues as relevant or material environmental factors within our operations or investments. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other ESG topics for consideration and alignment with our overall climate strategy and related management responsibilities.
Investing (Asset owner) – Water exposure	No, and we do not plan to in the next two years	At this time, Humana has not identified forests- or water-related issues as relevant or material environmental factors within our operations or investments. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental factors for consideration and alignment with our overall environmental strategy and related management responsibilities.
Insurance underwriting – Forests exposure	<Not Applicable>	<Not Applicable>
Insurance underwriting – Water exposure	<Not Applicable>	<Not Applicable>

FW-FS2.2

(FW-FS2.2) Does your organization consider forests- and/or water-related information about clients/investees as part of its due diligence and/or risk assessment process?

	We consider forests- and/or water-related information	Explain why information related to this issue area is not considered and any plans to address this in the future
Banking – Forests-related information	<Not Applicable>	<Not Applicable>
Banking – Water-related information	<Not Applicable>	<Not Applicable>
Investing (Asset manager) – Forests-related information	<Not Applicable>	<Not Applicable>
Investing (Asset manager) – Water-related information	<Not Applicable>	<Not Applicable>
Investing (Asset owner) – Forests-related information	No, and we do not plan to in the next two years	The Investment Committee of the Board of Directors of Humana Inc. (the "Investment Committee") reviews and approves investment policy guidelines for Humana Inc. and its subsidiary companies under the Investment Portfolio Guidelines, including certain designated exceptions (the "Guidelines"). The investment objective under the Guidelines is to maximize risk-adjusted income with consideration towards total return through a broad-based allocation strategy that takes into account market-based risk and, complies with applicable state insurance requirements (including requirements relating to credit ratings and level of exposure to any specific issuer). While climate risk, forest-related issues or water-related issues are not direct investment principles under the Guidelines, the Company takes a holistic view of risks in its investment portfolio as a whole, and in considering individual investment opportunities, and climate or environmental factors that could impact a prospective investment may be considered during normal due diligence efforts and further considered during continued monitoring of an investment's performance. At this time, Humana has not identified forests- or water-related issues as relevant or material environmental factors within our operations or investments. Upon setting a science-aligned target and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental factors for consideration and alignment with our overall environmental strategy and related management responsibilities to our due diligence and risk assessment processes.
Investing (Asset owner) – Water-related information	No, and we do not plan to in the next two years	The Investment Committee of the Board of Directors of Humana Inc. (the "Investment Committee") reviews and approves investment policy guidelines for Humana Inc. and its subsidiary companies under the Investment Portfolio Guidelines, including certain designated exceptions (the "Guidelines"). The investment objective under the Guidelines is to maximize risk-adjusted income with consideration towards total return through a broad-based allocation strategy that takes into account market-based risk and, complies with applicable state insurance requirements (including requirements relating to credit ratings and level of exposure to any specific issuer). While climate risk, forest-related issues or water-related issues are not direct investment principles under the Guidelines, the Company takes a holistic view of risks in its investment portfolio as a whole, and in considering individual investment opportunities, and climate or environmental factors that could impact a prospective investment may be considered during normal due diligence efforts and further considered during continued monitoring of an investment's performance. At this time, Humana has not identified forests- or water-related issues as relevant or material environmental factors within our operations or investments. Upon setting a science-aligned target and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental factors for consideration and alignment with our overall environmental strategy and related management responsibilities to our due diligence and risk assessment processes.
Insurance underwriting – Forests-related information	<Not Applicable>	<Not Applicable>
Insurance underwriting – Water-related information	<Not Applicable>	<Not Applicable>

FW-FS2.3

(FW-FS2.3) Have you identified any inherent forests- and/or water-related risks in your portfolio with the potential to have a substantive financial or strategic impact on your business?

	Risks identified for this issue area	Primary reason why your organization has not identified any substantive risks for this issue area	Explain why your organization has not identified any substantive risks for this issue area
Forests	No	Not yet evaluated	Humana has not identified any substantive risks for forests-related issues as we have not prioritized the evaluation at this time.
Water	No	Not yet evaluated	Humana has not identified any substantive risks for water-related issues as we have not prioritized the evaluation at this time.

FW-FS2.4

(FW-FS2.4) Have you identified any inherent forests- and/or water-related opportunities in your portfolio with the potential to have a substantive financial or strategic impact on your business?

	Opportunities identified for this issue area	Primary reason why your organization has not identified any substantive opportunities for this issue area	Explain why your organization has not identified any substantive opportunities for this issue area
Forests	No	Not yet evaluated	Humana has not identified any substantive opportunities for forests-related issues as we have not prioritized the evaluation at this time.
Water	No	Not yet evaluated	Humana has not identified any substantive opportunities for water-related issues as we have not prioritized the evaluation at this time.

FW-FS3.1

(FW-FS3.1) Do you take forests- and/or water-related risks and opportunities into consideration in your organization’s strategy and/or financial planning?

Forests

Risks and opportunities related to this issue area taken into consideration in strategy and/or financial planning

No, we do not take risks and opportunities into consideration

Description of influence on organization’s strategy including own commitments

<Not Applicable>

Financial planning elements that have been influenced

<Not Applicable>

Description of influence on financial planning

<Not Applicable>

Explain why forests- and/or water-related risks and opportunities have not influenced your strategy and/or financial planning

Forests-related risks and opportunities have not influenced Humana’s strategy and/or financial planning because we have not evaluated the related impact at this time. If a substantive risk or opportunity were identified, the Chief Risk Officer would evaluate the exposure, related management methods and the ESG Steering Committee would likely consider realization methods for inclusion in relevant strategic and/or financial planning as appropriate.

Water

Risks and opportunities related to this issue area taken into consideration in strategy and/or financial planning

No, we do not take risks and opportunities into consideration

Description of influence on organization’s strategy including own commitments

<Not Applicable>

Financial planning elements that have been influenced

<Not Applicable>

Description of influence on financial planning

<Not Applicable>

Explain why forests- and/or water-related risks and opportunities have not influenced your strategy and/or financial planning

Forests-related risks and opportunities have not influenced Humana’s strategy and/or financial planning because we have not evaluated the related impact at this time. If a substantive risk or opportunity were identified, the Chief Risk Officer would evaluate the exposure, related management methods and the ESG Steering Committee would likely consider realization methods for inclusion in relevant strategic and/or financial planning as appropriate.

FW-FS3.2

(FW-FS3.2) Has your organization conducted any scenario analysis to identify forests- and/or water-related outcomes?

Forests

Scenario analysis conducted to identify outcomes for this issue area

No, we have not conducted any scenario analysis to identify outcomes for this issue area, and we don't plan to in the next two years

Type of scenario analysis used

<Not Applicable>

Parameters, assumptions, analytical choices

<Not Applicable>

Description of outcomes for this issue area

<Not Applicable>

Explain how the outcomes identified using scenario analysis have influenced your strategy

<Not Applicable>

Explain why your organization has not conducted scenario analysis for this issue area and any plans to address this in the future

Humana has not conducted scenario analysis for this issue area because at this time, Humana has not identified forests- or water-related issues as relevant or material environmental factors within our operations or investments. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental factors for consideration and alignment with our overall environmental strategy and related management responsibilities. Scenario analysis of forests-related issues is more likely to be considered after the point at which we have conducted any prospective climate-related scenario analysis.

Water

Scenario analysis conducted to identify outcomes for this issue area

No, we have not conducted any scenario analysis to identify outcomes for this issue area, and we don't plan to in the next two years

Type of scenario analysis used

<Not Applicable>

Parameters, assumptions, analytical choices

<Not Applicable>

Description of outcomes for this issue area

<Not Applicable>

Explain how the outcomes identified using scenario analysis have influenced your strategy

<Not Applicable>

Explain why your organization has not conducted scenario analysis for this issue area and any plans to address this in the future

Humana has not conducted scenario analysis for this issue area because at this time, Humana has not identified forests- or water-related issues as a relevant or material environmental factors within our operations or investments. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental factors for consideration and alignment with our overall environmental strategy and related management responsibilities. Scenario analysis of water-related issues is more likely to be considered after the point at which we have conducted any prospective climate-related scenario analysis.

FW-FS3.3

(FW-FS3.3) Has your organization set targets for deforestation free and/or water secure lending, investing and/or insuring?

	Targets set	Explain why your organization has not set targets for deforestation free and/or water secure lending, investing and/or insuring and any plans to address this in the future
Forests	No, and we do not plan to set targets in the next two years	Humana has not set targets for deforestation free investing or insuring and does not have any plans to address this in the future because at this time Humana has not identified forests- or water-related issues as relevant or material environmental factors within our operations or investments. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental factors for consideration and alignment with our overall environmental strategy and related management responsibilities. Setting nature-related targets is more likely to be considered after the point at which we have finalized the validation of any emissions reduction targets in progress.
Water Security	No, and we do not plan to set targets in the next two years	Humana has not set targets for water secure investing or insuring and does not have any plans to address this in the future because at this time Humana has not identified forests- or water-related issues as relevant or material environmental factors within our operations or investments. Upon setting new science-aligned targets and implementing a decarbonization strategy, Humana will continue to evaluate the significance of other environmental factors for consideration and alignment with our overall environmental strategy and related management responsibilities. Setting nature-related targets is more likely to be considered after the point at which we have finalized the validation of any emissions reduction targets in progress.

FW-FS3.4

(FW-FS3.4) Do any of your existing products and services enable clients to mitigate deforestation and/or water insecurity?

	Existing products and services that enable clients to mitigate deforestation and/or water insecurity	Explain why your organization does not offer products and services which enable clients to mitigate deforestation and/or water insecurity and any plans to address this in the future
Forests	No, and we do not plan to address this in the next two years	Humana does not offer products and services which enable clients to mitigate deforestation and/or water insecurity and does not have any plans to address this in the future as it does not align with our business model in providing health and well-being insurance services. As opportunities arise, we will consider incorporating such into our service offerings, if deemed relevant.
Water	No, and we do not plan to address this in the next two years	Humana does not offer products and services which enable clients to mitigate deforestation and/or water insecurity and does not have any plans to address this in the future as it does not align with our business model in providing health and well-being insurance services. As opportunities arise, we will consider incorporating such into our service offerings, if deemed relevant.

FW-FS3.5

(FW-FS3.5) Does the policy framework for the portfolio activities of your organization include forests- and/or water-related requirements that clients/investees need to meet?

	Policy framework includes this issue area	Explain why your organization does not include this issue area in the policy framework and any plans to address this in the future
Forests	No, and we do not plan to include this issue area in the next two years	Humana does not include forests-related issues in the policy framework that investees need to meet because forests-related issues have not been identified as relevant or material environmental factor or risk area. Pending any changes and inclusion in our broader ESG, climate, and/or investment strategies, Humana may consider including requirements in the relevant policy framework.
Water	No, and we do not plan to include this issue area in the next two years	Humana does not include water-related issues in the policy framework that investees need to meet because water-related issues have not been identified as a relevant or material environmental topic or risk area. Pending any changes and inclusion in our broader ESG, climate, and/or investment strategies, Humana may consider including requirements in the relevant policy framework.

FW-FS4.1

(FW-FS4.1) Do you engage with your clients/investees on forests- and/or water-related issues?

	We engage with clients/investees on this issue area	Explain why you do not engage with your clients/investees on the issue area and any plans to address this in the future
Clients – Forests	<Not Applicable>	<Not Applicable>
Clients – Water	<Not Applicable>	<Not Applicable>
Investees – Forests	No, and we do not plan to in the next two years	Humana does not engage with our investees on forests-related issues because forests-related issues have not been identified as a relevant or material environmental topic or risk area. Pending any changes and inclusion in our broader ESG, climate, and/or investment strategies, Humana may consider engaging on these issues.
Investees – Water	No, and we do not plan to in the next two years	Humana does not engage with our investees on water-related issues because water-related issues have not been identified as a relevant or material environmental topic or risk area. Pending any changes and inclusion in our broader ESG, climate, and/or investment strategies, Humana may consider engaging on these issues.

FW-FS4.2

(FW-FS4.2) Does your organization exercise its voting rights as a shareholder on forests- and/or water-related issues?

	We exercise voting rights as a shareholder on this issue area	Issues supported in shareholder resolutions	Give details of the impact your voting has had on this issue area	Explain why your organization does not exercise voting rights on this issue area and any plans to address this in the future
Forests	No, and we do not plan to in the next two years	<Not Applicable>	<Not Applicable>	Per Humana's 2022 10-K, Humana reduced their common stock from \$475M in 2021 to \$7M in 2022. The \$7M fair value of the investment represents 0.05% of the fair value of their total investment securities in 2022. As such, this is an insignificant amount for which Humana does not have the material opportunity to exercise voting rights as a shareholder on any related issues.
Water	No, and we do not plan to in the next two years	<Not Applicable>	<Not Applicable>	Per Humana's 2022 10-K, Humana reduced their common stock from \$475M in 2021 to \$7M in 2022. The \$7M fair value of the investment represents 0.05% of the fair value of their total Investment securities in 2022. As such, this is an insignificant amount for which Humana does not have the material opportunity to exercise voting rights as a shareholder on any related issues.

FW-FS4.4

(FW-FS4.4) Does your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may impact forests and/or water security?

	External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact this issue area	Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact this issue area	Explain why you do not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact this issue area
Forests	Not assessed	<Not Applicable>	<Not Applicable>
Water	Not assessed	<Not Applicable>	<Not Applicable>

FW-FS5.1

(FW-FS5.1) Does your organization measure its portfolio impact on forests and/or water security?

	We measure our portfolio impact on this issue area	Explain how your organization measures its portfolio impact on this issue area, including any metrics used to quantify impact	Primary reason for not measuring portfolio impact on this issue area	Explain why your organization does not measure its portfolio impact on this issue area and any plans to change this in the future
Banking – Impact on Forests	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Banking – Impact on Water	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (Asset manager) – Impact on Forests	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (Asset manager) – Impact on Water	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (Asset owner) – Impact on Forests	No, and we don't plan to in the next two years	<Not Applicable>	Judged to be unimportant	Humana does not measure its portfolio impact on forests-related issue because forests-related issues have not been identified as relevant or material environmental factors or risk area. Pending any changes and inclusion in our broader ESG, climate, and/or investment strategies, Humana may consider impact evaluations, as deemed relevant.
Investing (Asset owner) – Impact on Water	No, and we don't plan to in the next two years	<Not Applicable>	No instruction from management	Humana does not measure its portfolio impact on water-related issue because water-related issues have not been identified as a relevant or material environmental factors or risk area. Pending any changes and inclusion in our broader ESG, climate, and/or investment strategies, Humana may consider impact evaluations, as deemed relevant.
Insurance underwriting – Impact on Forests	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Insurance underwriting – Impact on Water	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

FW-FS5.2

(FW-FS5.2) Does your organization provide finance or insurance to companies operating in any stages of the following forest risk commodity supply chains, and are you able to report on the amount of finance/insurance provided?

	Finance or insurance provided to companies operating in the supply chain for this commodity	Amount of finance/insurance provided will be reported	Explain why your organization is unable to report on the amount of finance/insurance provided for this commodity
Lending to companies operating in the timber products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Lending to companies operating in the palm oil products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Lending to companies operating in the cattle products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Lending to companies operating in the soy supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Lending to companies operating in the rubber supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Lending to companies operating in the cocoa supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Lending to companies operating in the coffee supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (asset manager) to companies operating in the timber products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (asset manager) to companies operating in the palm oil products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (asset manager) to companies operating in the cattle products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (asset manager) to companies operating in the soy supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (asset manager) to companies operating in the rubber supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (asset manager) to companies operating in the cocoa supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (asset manager) to companies operating in the coffee supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Investing (asset owner) to companies operating in the timber products supply chain	No	<Not Applicable>	<Not Applicable>
Investing (asset owner) to companies operating in the palm oil products supply chain	No	<Not Applicable>	<Not Applicable>
Investing (asset owner) to companies operating in the cattle products supply chain	No	<Not Applicable>	<Not Applicable>
Investing (asset owner) to companies operating in the soy supply chain	No	<Not Applicable>	<Not Applicable>
Investing (asset owner) to companies operating in the rubber supply chain	No	<Not Applicable>	<Not Applicable>
Investing (asset owner) to companies operating in the cocoa supply chain	No	<Not Applicable>	<Not Applicable>
Investing (asset owner) to companies operating in the coffee supply chain	No	<Not Applicable>	<Not Applicable>
Insuring companies operating in the timber products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Insuring companies operating in the palm oil products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Insuring companies operating in the cattle products supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Insuring companies operating in the soy supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Insuring companies operating in the rubber supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Insuring companies operating in the cocoa supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>
Insuring companies operating in the coffee supply chain	<Not Applicable>	<Not Applicable>	<Not Applicable>

FW-FS6.1

(FW-FS6.1) Have you published information about your organization’s response to forests- and/or water-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms