

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
Governance	(a) Describe the board's oversight of climate-related risks and opportunities.	<p>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>Refer to Humana's most recent CDP Response C1.1a.</p>
Governance	(b) Describe management's role in assessing and managing climate- related risks and opportunities.	<p>During 2021, the Company made organizational changes that resulted in the CLO assuming additional responsibility for the Company's risk and compliance functions which includes Enterprise Risk Management and Regulatory Compliance; the CRO 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 CRO is the Chair of the Enterprise Risk Management Committee (ERMC) of which the CLO is a member. The CRO also has responsibility for and providing periodic updates to the Audit Committee of the Board of Directors, which is attended by the CLO. The CRO and CLO head up the second line of defense risk management function, including Enterprise Compliance and the Enterprise Crisis Management and Business Resiliency teams. The CRO and CLO oversee 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.</p> <p>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</p>

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
		<p>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.</p> <p>The Executive Management Team has 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.</p> <p>Refer to Humana's most recent CDP Response C1.2.</p>
Strategy	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>C2.1a: Humana's process for identifying, assessing and responding to climate-related risks and opportunities assumes short-, medium- and long-term time horizons of zero to three years, three to five years and five to ten years respectively.</p> <p>C2.3a and C2.4a: Climate-related issues potentially arising in each time horizon that could have a material financial impact on Humana include:</p> <p>Short-term:</p> <ul style="list-style-type: none"> - Acute physical risk: 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

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
		<p>epidemics.</p> <ul style="list-style-type: none"> - Resilience: Humana strives to engage vendors that can support our progress toward achieving sustainability goals while saving on operational costs. <p>Medium-term & long-term: Currently no risks or opportunities have been assessed to have a material impact in these time horizons, however we continue to monitor and assess those issues related to emerging regulations, technology, market, and reputational changes in addition to resources, energy sources, products and services, and markets.</p> <p>C2.1b: 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. These criteria inform response and reporting up to the Board level. 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.</p> <p>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. 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 of \$100 million of P&L impact to identify "Crisis" level events, which pose the most risk.</p> <p>Refer to Humana's most recent CDP report.</p>

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
Strategy	(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>C3.3: 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, the pandemic and building closures. After 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>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>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>C3.4: Humana's financial planning has been affected by climate-related risks and opportunities across many financial elements. The Enterprise Associate and Business</p>

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
		<p>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>Refer to Humana's most recent CDP report.</p>
Strategy	(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>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 transition scenarios to consider how different possible climate futures and embedded assumptions may impact our long-term business strategy.</p> <p>Refer to Humana's most recent CDP Response C3.2.</p>

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
Risk Management	(a) Describe the organization's processes for identifying and assessing climate-related risks.	<p>C2.2: 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. These teams coordinate on identifying and assessing the risk to specific facilities, network dependencies, and our customers/employees.</p> <p>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.</p> <p>Refer to Humana's most recent CDP report.</p>
Risk Management	(b) Describe the organization's processes for managing climate-related risks.	<p>With regard to physical risks, the risk owning 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.</p>

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
		<p>With regard to transition risks, the risk owner would 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.</p> <p>Refer to Humana's most recent CDP report Response C2.2.</p>
Risk Management	(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>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 vs. opportunities is similar in that the same business owners evaluate potential impacts to their specific areas within Humana, whether it be reducing impacts of extreme weather-related events (Business Continuity team) or capitalizing on energy rebates for efficiency projects (Workplace 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.</p> <p>Refer to Humana's most recent CDP report Response C2.2</p>

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
Metrics and Targets	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Humana uses a variety of environmental metrics to assess climate-related risks and opportunities, including risks associated with water, energy and waste management.</p> <ul style="list-style-type: none"> • Energy metrics, calculated in MWh, include total fuel consumed from renewable and non-renewable resources, total electricity consumption and total energy consumption. • GHG emission metrics, calculated in metric tons CO₂e, include Scope 1 emissions, Scope 2 emissions and Scope 3 emissions from employee commuting and business travel. • Waste metrics, calculated in metric tons, include total waste landfilled, recycled, reused and composted, as well as total hazardous waste. • Total withdrawal of water across our organization is calculated in cubic meters. <p>Refer to Humana's most recent CDP report and most recent Impact Report.</p>
Metrics and Targets	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<p>Scope 1 GHG emissions: 15,727 metric tons CO₂e</p> <ul style="list-style-type: none"> • Scope 2 (location-based) GHG emissions: 77,767 metric tons CO₂e • Scope 2 (market-based) GHG emissions: 100,587 metric tons CO₂e • Scope 3 GHG emissions: 1,374,158 metric tons CO₂e <p>Refer to Humana's most recent CDP report Response C6.</p>

Task Force on Climate-Related Financial Disclosures Index

Recommendation	Recommended Disclosure	Humana Disclosure (As of November 2022)
Metrics and Targets	(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>To maintain the momentum achieved by our expired goal, Humana set a new emissions reduction target in 2018. By the end of 2022, Humana will achieve at least 2.1% YOY decrease (cumulative 10.5%) in greenhouse gas emissions from 2017 baseline natural gas and electric power emissions across our portfolio of owned and leased properties under direct Humana control. This goal utilizes the suggested annual reduction based on CDP's science-based target methodology.</p> <p>While we exceeded the 2.1 percent YOY reduction in both 2018, 2019, 2020, and 2021 we plan to keep this target in place through 2022 to improve on this progress.</p> <p>Refer to Humana's most recent CDP report Response C4.1.</p>