

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

All information is as of June 2023

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

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

Risk Management	Describe the organization's process for identifying and assessing climate-related risk	<p>The Company's ERM function utilizes the three lines of defense model to ensure responsibility for risk management resides within business functions, operational areas, and with senior management. Molina's risk management framework is in place to identify, assess, monitor, and respond to all risks, including climate-related risks, that could negatively impact achievement of our strategic priorities, operational business objectives or our stakeholders.</p> <p>The Company's ERM function evaluates all risks identified via an annual risk assessment process using its risk priority ranking scales (likelihood and impact), which includes an estimate of potential financial impact.</p> <p>The Company's Business Continuity function maintains daily identification and oversight of any Company-level risks related to climate change that may impact Molina's members, employees, and physical assets.</p>
	Describe the organization's process for managing climate-related risks	<p>To manage the physical risks of climate change, Molina maintains a central threat intelligence, incident monitoring, and emergency response center consisting of trained intelligence analysts and crisis coordinators on a 24/7/365 basis. This team proactively monitors situations such as natural disasters and other climate-related emergencies that could impact Molina's assets, operations, or members. Upon notice of an impending situation, detailed intelligence reports are generated and sent to decision makers within the Company so that they may initiate a coordinated crisis or incident response.</p> <p>Through knowledge generated by a business impact analysis, the crisis and incident response team is able to determine which assets and work practices may be at risk and initiate action plans to help Molina prepare for or manage the incident with minimal impact to its operations and members. This coordinated response includes up to 400 individuals company-wide who are in constant communication and collaboration to maintain our continuity of care standard for members, ensure employee safety, and preserve Company property.</p>
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	<p>Molina's ERM function structure includes a three lines of defense model to delegate responsibility for critical risk management processes across the business functions and operational areas, as well as risk management, compliance, and audit teams.</p>

Metrics and Targets	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Scope 1 Emissions: 6,828.62 MTCO ₂ e Scope 2 Emissions: 12,389.96 MTCO ₂ e
	Describe the targets used by the organization to manage climate-related risk and opportunities and performance against targets.	Molina has not yet set emission reduction targets.