

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

2021



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A NOTE FROM THE CEO

At Molina we take our commitment to shareholders as seriously as we do our responsibility to our members, providers and state-based customers. We understand that building a sustainable enterprise through Environmental, Social and Governance (ESG) initiatives is as important as delivering superior financial returns. In that context, we are pleased to publish our first ever Molina Healthcare Report on ESG.

At the core of our ESG philosophy is our Mission: improving the health and lives of our members by delivering high-quality health care. This Mission is a noble pursuit and all that we do at Molina emanates from this core attitude.

We will be resolute in our goal of delivering superior financial returns and building a sustainable enterprise. We believe this report demonstrates our commitment to this goal.

Joe Zubretsky
President and CEO



“

We will be resolute in our goal of delivering superior financial returns and building a sustainable enterprise.

”

JOE ZUBRETSKY



ABOUT MOLINA HEALTHCARE INC.

Company profile

Molina Healthcare, Inc., a FORTUNE 500 company, provides managed health care services under the Medicaid and Medicare programs and through the state insurance Marketplaces. Through its locally operated health plans, as of December 2021, Molina Healthcare served approximately 5.1 million members.



Mission, Vision, Values

These simple words – Mission, Vision, and Values – are profoundly important because they express who Molina is as an organization and why we do what we do every day. Thousands of employees participated in and contributed to the process by which we formulated our Mission, Vision, and Value statements.



Our Mission

We improve the health and lives of our members by delivering high-quality health care.



Our Vision

We will distinguish ourselves as the low cost, most effective and reliable health plan delivering government-sponsored care.

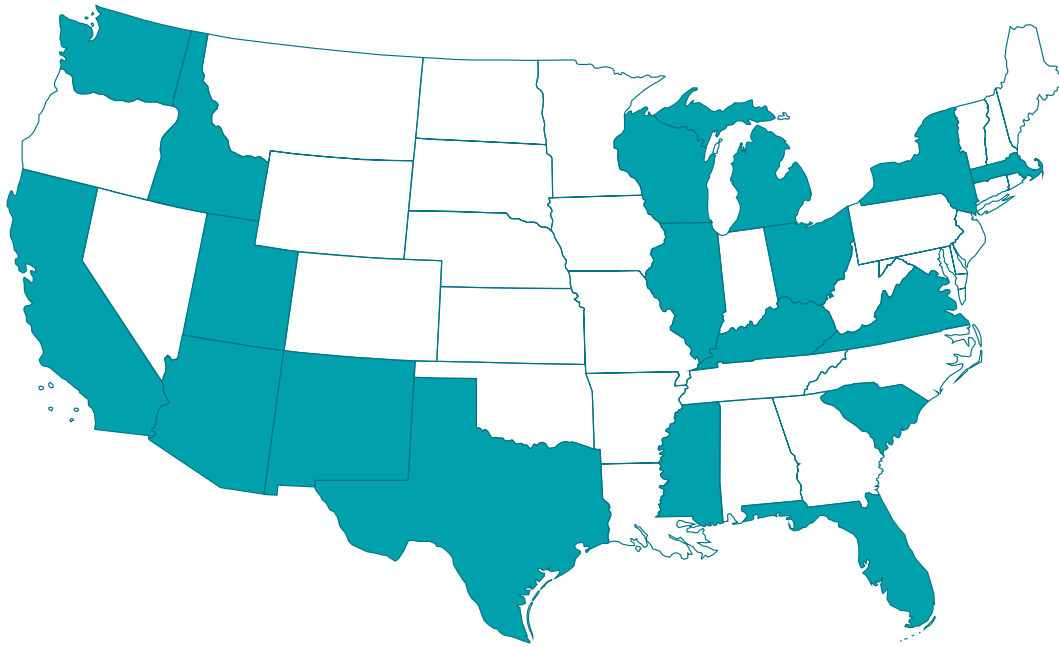


Our Values

- Integrity always
- Absolute accountability
- Supportive teamwork
- Honest and open communication
- Member and community focus



BUSINESS FOOTPRINT



Membership as of December 6, 2021:

5,150,930

Commitment to high-quality health care

Molina continues to be among the national leaders in Medicaid health plan quality accreditation. Our goal is for all Molina Medicaid health plans to become accredited by the National Committee for Quality Assurance (NCQA), an independent, not-for profit organization dedicated to improving the quality of health care. Currently, 13 of Molina’s health plans are NCQA accredited.

State	NCQA Accreditation	Medicare Star Rating 2020
California	Marketplace, Medicaid	★★★★☆
Florida	Marketplace, Medicaid	★★★★☆
Illinois	Medicaid	★★★★☆
Michigan	Marketplace, Medicaid	★★★★☆
New Mexico	Marketplace	★★★★☆
Ohio	Marketplace, Medicaid	★★★★☆
South Carolina	Medicaid	★★★★☆
Texas	Marketplace, Medicaid	★★★★☆
Utah	Medicaid	★★★★☆
Virginia	Medicaid	★★★★☆
Washington	Marketplace, Medicaid	★★★★☆
Wisconsin	Medicaid	★★★★☆



THE MOLINACARES ACCORD – BUILDING STRONGER COMMUNITIES...ONE LIFE AT A TIME.

The MolinaCares Accord

The MolinaCares Accord is a commitment to building stronger communities through improving people’s health and lives. MolinaCares channels substantial investments into solving the many gaps that exist in the access to, and delivery of, health care today, including:

- Racial disparities in the access to, and delivery of, care
- Social determinants of health
- Opioid use disorder and substance abuse
- Rural access to health care
- Health care for the elderly, infirm, and frail
- Other health care issues impacted by socioeconomic disparities

When we speak of building stronger communities, we are referring to our members and their families, our employees and their families, and the communities our members and employees live in. The MolinaCares Accord will make investments that strengthen all of these groups.



Building Stronger Communities...One Life at a Time

Molina Healthcare Charitable Foundation

The Molina Healthcare Charitable Foundation made grants to over 500 organizations this year, making investments in:

- Social determinants of health (SDOH) | Maternal and child health
- Social equity | COVID | Disaster relief | Long-term care
- Caregiver support | Substance abuse | Telehealth | Rural access
- Community based organization (CBO) capacity building | Disability
- Elderly and frail | Delivery system reform | Behavioral health
- Community champions

Top categories of giving in 2021:

1. Social determinants of health
2. Maternal and child health
3. Social equity
4. Disaster relief
5. Community based organization capacity building



2021 partnerships and programs



Equity and Accessibility Initiative – The MolinaCares Accord launched an Equity and Accessibility Initiative in California with an initial **\$1.6 million** funding to **advance health equity throughout the state**. The initiative will:

- Support Reach Out’s Mamás y Bebés program, which provides new and expectant mothers in the Inland Empire (San Bernardino and Riverside Counties) with mental health services and support to improve maternal and infant health outcomes.
- Support Transitions Clinic Network (TCN) to engage formerly incarcerated individuals as they re-enter their communities.
- Fund the Alzheimers Association of California’s efforts to implement a Southern California Alzheimers and Dementia Care ECHO® Program.
- Provide the California Council of Community Behavioral Health Agencies with a grant for a suicide and crisis prevention line program.
- Continue MolinaCares support of the American Heart Association in Sacramento to address health equity by tailoring well-being initiatives serving seniors, youth, and the re-entry population in historically under-resourced communities.



Ohio Dental Scholarships – The MolinaCares Accord launched a Dental Scholarship Program aimed at **increasing access to dental care services among minorities in underserved communities** across Ohio. As part of this program, the MolinaCares Accord will fund scholarships at the two top dental schools in the state of Ohio for candidates that support diversity. The scholarships represent a **\$1.4 million** investment.



Mississippi Food Insecurity – The MolinaCares Accord and Mars Food are partnering to expand the Mississippi Delta Region’s supply and accessibility of healthy foods and to educate residents on forming healthy eating habits. Over the next five years, the MolinaCares Accord will invest **\$1.25 million, and collectively, the coalition will donate approximately 70,000 healthy meals** per year.



University of Washington School of Nursing – The MolinaCares Accord launched The MolinaCares Behavioral Health Initiative – a philanthropic initiative to expand access to behavioral health across Washington. As part of this initiative, MolinaCares is supporting the development and curriculum of a new integrated dual certification Family and Psychiatric Primary Care curriculum to **improve access to prevention and early detection of mental health conditions** in primary care settings.



SDOH Innovation Center – Columbus, Ohio

Launched in 2020 and based in Columbus, Ohio, the mission of Molina’s National SDOH Innovation Center is to identify, examine and minimize existing social disparities that affect health outcomes. We are working to design programs and establish partnerships based on the unique needs of each region and community we serve.

In its first year, the SDOH Innovation Center invested more than \$1.5 million to:



- Increase behavioral health access via telehealth for Ohio’s youth



- Provide increased capacity for school-based health care for children and their families



- Complete lead abatement in childcare settings
- Support new mothers with diapers and other essentials during home visits



- Help individuals obtain needed identification documents and necessary skills to secure stable employment



- Feed community members experiencing homelessness or financial distress with nutritious foods



- Increase access to dental care by bringing services to the community through a mobile dental model

- Provide age-appropriate books for young Ohioans.





COVID-19: Provider and community response

ALL EMPLOYEE EMAIL FROM JOE Z:

“Every day, many times in a day, we receive yet another request from a customer. It may be a request to introduce a telehealth benefit, waive copays on COVID-19 testing, or help our state partners deal with issues of social determinants of health that have been magnified in this public health crisis. Our response: Serve first and ask questions later. **This is not the time to ask, “What’s in it for us?” or “How will Molina get paid for doing this additional work?” Rather, we must reply, “How can we help the citizens of your state weather this cataclysmic health care event?” We are responding humanely and patriotically; our business requirements are secondary. That’s what you do in a crisis.**”

With the onset of the COVID crisis in early 2020, Molina quickly enacted several initiatives to support our members, providers and communities.

SUPPORTING OUR PROVIDERS:

- Accelerated \$150 million in payments
- Enabled providers to be paid the same amount for servicing members via telehealth as they would have been paid for in-person service
- Expedited credentialing to ensure providers can see members for any health care reason
- Provided personal protective equipment (PPE)
- Worked in unison to educate members on the importance of continuing to be seen while following safety guidelines

SUPPORTING OUR COMMUNITIES:

- Donated thousands of pieces of personal protective equipment (PPE) to community groups
- Paid time off for clinical staff to volunteer at testing sites and vaccine clinics
- Committed support and resources to various nonprofits serving those in need across the country. The support, supplies and monetary donations have been made to an array of trusted organizations that directly serve vulnerable populations

SUPPORTING OUR MEMBERS:

- Waived all member COVID-19-related testing and treatment costs
- Provided virtual urgent care services through our partnership with Teladoc
- Offered free home delivery of prescriptions through any CVS pharmacy
- Launched a Coronavirus Chatbot online tool available to help members identify COVID-19 symptoms and immediately connect with support resources



HUMAN CAPITAL

Molina is committed to advancing a diverse, equitable and modern workplace for our more than 13,000 associates. We understand that human capital practices must respond to the needs of an incredibly diverse workforce as to age, gender, race and ethnicity, and family situations, among others. We deliver programs focused on employee health and wellness, growth and development, and the unique needs of 21st century families.

Workplace modernization

The nature of work is changing. Molina is focused now more than ever on developing our teammates, providing growth opportunities, and investing in tools and technology to support a growing and diverse workforce. We launch one workplace modernization initiative each quarter and the most recent launches are:



Q1 2020: LinkedIn Learning

Empowers our associates to take charge of their professional development and develop skills that are important to them.

Q2 2020: Employee Resource Groups

This is a critical step forward for our organization in diversity and inclusion. We began with two groups: Black and African American, and Hispanic and Latinx.

Q3 2020: Employee Kudos

This annual award recognizes employees who have advanced Molina's goals by achieving extraordinary results. These employees positively affect Molina's business goals and reaffirm our Mission, Vision, and Values.

Q4 2020: Dependent care and homework assistance

A new Employee Support Program to ensure associates have the tools and resources they need to care for their families.



Q1 2021: Series of career development tools

A multi-part career development framework that supports employees in enhancing their skills both in their current job and for future roles.

Q2 2021:

Launched eight DE&I priority areas for 2021 and beyond.

Q3 2021: Perks Program

Perks provides employees with discounted gift cards, store coupons, cashback opportunities and exclusive offers with some of the most popular retailers.

Q4 2021:

Provided an additional eight hours of paid time for employees to participate in our community volunteerism program (for a total of up to 24 hours per year).



Employee Experience Survey results

Molina is committed to becoming the “employer of choice” for the managed care industry. The results of our annual Employee Experience Survey indicate that we continue to make progress on that goal.



Employees ranked Molina **above the global benchmark** in **21 of the 23** questions/drivers.



Over **77%** of employees responded to the survey and **57%** left comments.

Top 3 drivers:
Purpose, Priorities,
Feedback

Common themes:
Career development,
Communication,
Work-life balance

Action item for 2022:
Change communication and career development

The results of our Employee Experience Survey directly influence Workplace Modernization Initiatives and policies and practices at every level of the company.



COVID-19: Employee support

Molina took quick action to keep our associates safe and to ease the burden during a challenging time.

- Established a remote work policy within a matter of weeks from the onset of the pandemic for every employee except for those with essential on-site responsibilities. Paid employees a remote stipend.
- Provided additional financial support in the form of two \$500 bonus payments to over 10,000 employees representing approximately \$4.5 million in total disbursements.
- Paid essential employees who had to report to work in an office environment during the COVID-19 pandemic an additional weekly stipend.
- Recognized employees who made extraordinary efforts and contributions during the pandemic by offering them a financial reward.
- Implemented an additional COVID-19 paid leave policy granting all employees designated time off.
- Waived all COVID-19 testing and treatment costs for employees.

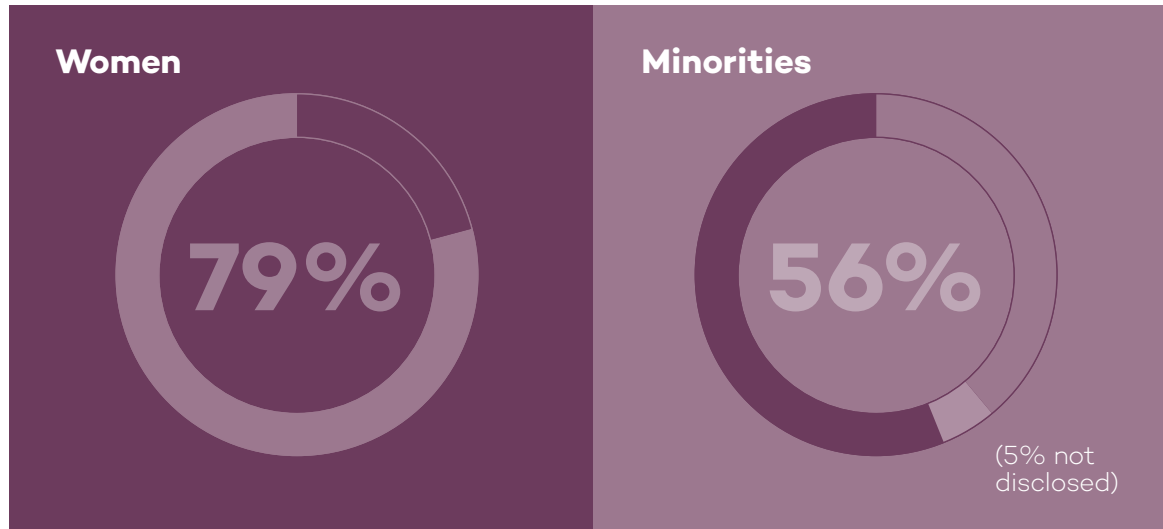


DIVERSITY, EQUITY AND INCLUSION

We are committed to creating an environment where all people feel safe, welcomed, valued and respected. We value a team that reflects the membership and customers we serve.

Employee diversity

79% of our work force is female, and 56% is of an ethnically diverse background.



CEO Action for Diversity and Inclusion Pledge

Our CEO, Joe Zubretsky, signed the CEO Action for Diversity and Inclusion Pledge, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace, in order to:

- Cultivate environments that support open dialogue on complex — and often difficult — conversations around diversity, equity and inclusion
- Implement and expand unconscious bias education and training
- Share best-known diversity, equity and inclusion programs and initiatives — as well as those that have been unsuccessful
- Engage the board of directors when developing and evaluating diversity, equity and inclusion strategies





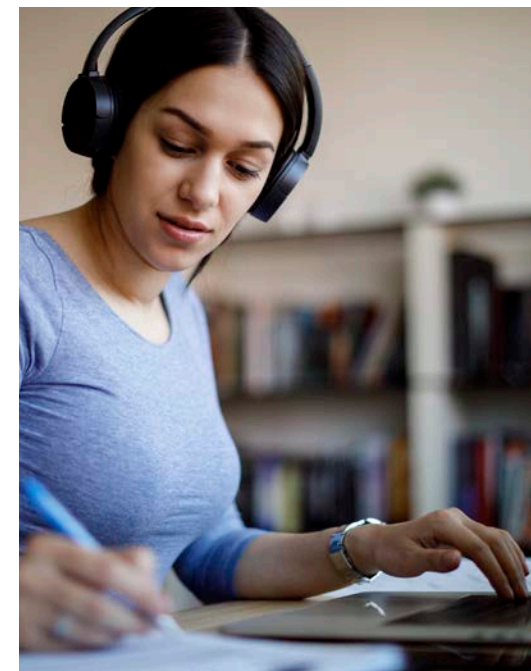
DEI in action – Goals and activities to improve diversity at Molina

- Launch talent acquisition initiatives that improve diverse representation at the director-level and above
- Conduct talent reviews for director and above employees and create individual development plans for high potential diverse talent
- Create a development path and program for high-performing nonexempt employees to be promoted into exempt roles, in particular, frontline supervisors
- Continue to focus on career opportunity, overall employee engagement and professional development resources for all employees as action items from the Employee Experience Survey
- Transition from pilot to a more formal ERG structure with a phased approach to introducing the next three ERGs: Women, Veterans, and LGBTQ+, with plans to launch other ERGs in the future
- Implement required all-employee and leader diversity training
- Create DE&I policies, position statement and ERG handbook
- Communicate DE&I results and plans more broadly to leaders and all employees

Employee Resource Groups

Every Molina employee should have a work environment that allows them to thrive and feel comfortable. Employee Resource Groups (ERG) are focused on providing support, enhancing career development, and contributing to the improvement of diversity and inclusion in the workplace.

1. African American – Launched in 2020
2. Latinx – Launched in 2020
3. Women – Coming soon
4. Veterans – Coming soon
5. LGBTQ+ - Coming soon



DEI and cultural competency training

As Molina continues to grow as a company and a community, it's critical to our employees and members that we become more culturally competent and adopt daily practices that appreciate our differences and similarities. Molina requires all employees to complete the cultural competency training.

The curriculum is comprised of:

- Part 1: Introduction to Cultural Competency
- Part 2: Health Disparities, Health Equity and Social Determinants of Health



MEMBER WELL-BEING – MOLINA MAKES LIFE BETTER FOR OUR MEMBERS.

Molina meets each member where they are. We address the member’s social, behavioral, and physical health care needs.



SDOH Innovation Center

In early 2020 we launched the National Molina Healthcare Social Determinants of Health Innovation Center in Columbus, Ohio. The Innovation Center expands member engagement and support by developing programs and best practices to address health care access barriers created by social factors, with a goal of enhancing patient-centered care across our service areas throughout the United States.

The Innovation Center acts under a shared services model and is accountable for driving the company’s SDOH strategy. Led by a seasoned staff trained to identify areas for improvement, the Innovation Center seeks to partner with local and national community-based organizations, providers and stakeholders to implement innovative solutions that promote health equity, reduce social risk factors and meet the social needs of Molina members.

SDOH initiatives:

- **Molina Help Finder** – The Molina Help Finder platform provides members on-demand access to community health, financial and legal support, education and employment opportunities, emergency and transportation services, and housing and food security resources. Members can save, text or email resource lists for future access and directly submit an online request for assistance from community organizations. They can also scan for Molina’s unique value-added services.
- **Molina Health in Touch** – Molina’s member data and communications program, Health in Touch, helps members stay in touch through a partnership with a federal Lifeline program provider, TruConnect, so members can keep their mobile device or purchase one at a discounted price from one of Molina’s partners. Members can elect to receive text messages with health tips and important preventive service reminders from Molina. Additionally, members who choose a TruConnect smartphone get preloaded applications like the Molina mobile app to securely access their PHI, Molina Help Finder to get help with SDOH, and more.
- **SDOH Insights** – Interactive dashboard showing community and individual SDOH needs and health outcomes.



Care Connections

When members have difficulty accessing healthcare services due to geography, physical limitations, transportation barriers and other SDOH factors, Molina brings services directly to the member through our Care Connections program. Positioned as “boots on the ground,” this team of Molina employed nurse practitioners provide wellness and preventive care services.

Services include annual physical exams; a review of medical history, medications, assessments of pain and functional status; psychosocial well-being assessments; and identification and closing of preventive care gaps. As Care Connections nurse practitioners conduct assessments, they also assess for additional SDOH such as housing instability, food insecurity, economic/employment stability, literacy and other conditions that may impact the member.



Mental health and behavioral health

Molina’s holistic approach to service delivery fully integrates care for behavioral health, physical health, and social determinants of health. Molina’s goal is more than superficial integration—it’s full care integration. We directly manage behavioral health services to ensure individuals are connected to the right services and supports regardless of where they enter the system of care. Whether it be the opioid endemic or the COVID-19 pandemic, Molina expands and adapts its services to meet the mental and behavioral health needs of our members.



Our nurse practitioners average **5+ visits per day**

As an extension of our Care Connections program, MyHealth Mobile is stationed near homeless shelters, food banks, community centers, and public social service offices, making it easier to stay in touch with hard-to-contact members.



Telehealth

Molina has embraced using diverse technologies to increase and improve access to care for members. Across our enterprise, we continue to explore and implement successful telehealth programs to expand our virtual care portfolio to include services that fill critical access gaps and improve member outcomes and satisfaction. Our telehealth solution is designed to provide whole-person care and includes options for both general physical health and behavioral health care. As Molina prepares for a post-pandemic environment, our services will reflect the lessons we have learned during the pandemic, best practices we developed and, most importantly, what can be leveraged to ensure optimal health and well-being for members while advancing health equity.



ACCESS AND AFFORDABILITY



Distinction in Multicultural Care

Molina's model for culturally appropriate engagement begins with recognizing and respecting the unique customs, values and beliefs of individuals. Our Medicaid health plans have been among the first in their states to be awarded NCQA's Distinction in Multicultural Health Care.



Thirteen Molina Plans achieved the Multicultural Health Care Distinction, identifying them as market leaders in proactively addressing SDOH and confronting racial and ethnic health disparities through culturally and linguistically sensitive, evidence-based interventions. The Distinction is active until July 2022. California, Florida, Illinois, Michigan, New Mexico, New York, Ohio, Puerto Rico, South Carolina, Texas, Utah, Washington, Wisconsin.



The NCQA Distinction in Multicultural Health Care identifies organizations that lead the market in providing culturally and linguistically sensitive services, and work to reduce health care disparities. For patients to receive the best care possible, organizations responsible for that care must be aware of and be sensitive to their populations' racial, cultural and language differences.





Cultural Competency Workgroup

Molina strives to provide culturally and linguistically appropriate services across the continuum to reduce health disparities and improve health outcomes. Since barriers associated with cultural differences can prevent members from accessing services in a timely manner, Molina recognizes and reasserts the need to create special programs that educate staff and providers on effective ways to deliver services to members with diverse backgrounds and special needs. Molina works proactively to cultivate an environment that fosters acceptance and respects the unique needs of our members.

The Cultural Competency Workgroup is an enterprise-wide, cross-functional workgroup that develops the Cultural Competency Plan and oversees the development of training resources and activities related to cultural competency, both for Molina employees and our network providers.

Cultural Competency Plan: The plan describes how individuals and systems within the organization will effectively provide services to people of all cultures, races, ethnic backgrounds and religions, as well as those with disabilities, in a manner that recognizes, affirms and respects the worth of the individuals, and protects and preserves their dignity.

All member-facing staff receive rigorous training to effectively reach and engage our diverse members, including non-English speakers. This includes requirements and best practices for outreach and engaging members who do not speak English, such as cultural humility and recognizing implicit bias.



Training and Resources for Molina Providers

- Building Culturally Competent Healthcare:
 - Module 1: Introduction to Cultural Competency
 - Module 2: Health Disparities
 - Module 3: Specific Population Focus – Seniors and Persons with Disabilities
 - Module 4: Specific Population Focus – LGBTQ, Immigrants and Refugees
 - Module 5: Becoming Culturally Competent
- Americans with Disabilities Act
- Members who are blind or have low vision
- Service animals
- Tips for Communication with people with disabilities and seniors



RESPONSIBLE BUSINESS PRACTICES

Code of Business Conduct and Ethics

We believe that effective compliance depends on culture and leadership. We focus on integrity and compliance, and we expect our leadership from the top down to create a culture of compliance. We are committed to an open reporting environment in which employees are encouraged to promptly raise concerns without fear of retaliation. Our code of business conduct and ethics sets forth our expectations for our employees, directors, officers and subcontractors with respect to how they conduct business. It is the absolute expectation that we conduct business in accordance with applicable laws, rules and contract requirements, as well as ethical business and professional practices.

Every year we require that all our employees and board members review it and acknowledge their commitment to the principles it contains.

We recognize that our procurement decisions can have important economic, environmental and social impacts in the communities we serve and beyond. Last year our Code of Business Conduct and Ethics was expanded to make clear it covers subcontractors and vendors.





Privacy and data security

Our business is based on the trust of our members, states and industry health partners. They trust us to handle their most sensitive and private information in a secure and professional manner. We are committed to satisfying state and federal laws protecting the privacy and confidentiality of our members information and to continuously enhancing and strengthening our technology and security protocols.

- Molina's security and privacy policies align with best practice industry and regulatory frameworks such Health Information Portability Accountability Act (HIPAA) and National Institute Standards and Technology (NIST) 800-53 cyber security standard. Control procedures are assessed regularly to confirm their effectiveness; Ernst and Young performs an annual Service Organization Controls (SOC) II Type 2 attestation report covering the performance of safeguards deployed to protect our systems and members private data.
- Molina is conscious of the potential damage to the health industry associated with cyber-attacks and we take our role seriously. Molina has implemented the following best practices outlined in President Biden's Executive Order on Improving the Nation's Cybersecurity:
 - Dedicated Chief Information Security Officer (Security Official) and Vice President, Compliance & Privacy Official
 - Modernized IT systems such as Microsoft Azure Cloud
 - Safeguards such as multi-factor authentication and encryption of sensitive data
 - Secure backups and recovery practices
 - Molina patches systems on a timely basis
 - Lateral movement controls such as network segmentation
- Molina hires experienced security professionals to conduct advanced and realistic cybersecurity attack simulations to verify our cybersecurity and privacy programs.
- Molina's Computer Incident Response Team (CIRT) monitors systems for any threats to Molina Healthcare's information systems. The team handles any security issues, ensuring the company's systems are not compromised. An Incident Response Plan is maintained and regularly tested with executive management and various departments participating to simulate their response to a cybersecurity incident.
- Employees are trained on their privacy and security policy obligations annually. Given the risks associated with email phishing attacks, employees are tested each month to identify a fake phish email to reinforce continued diligence.





A commitment to human rights

Molina supports fundamental human rights for all. Molina is committed to treating people with respect and dignity and we are committed to advancing a company culture that embraces diversity and inclusion.

- **Non-discrimination and harassment:** Employees have the right to be free of discrimination, retaliation or harassment in the workplace. Molina forbids discriminatory harassment with respect to race, color, religion, sex, gender (including gender identity), age, national origin, marital status, sexual orientation, veteran status, disability, genetic information or any other status or condition protected by federal, state or local laws.
- **Slavery, human trafficking, forced labor, child labor:** Molina believes employment relationships should be voluntary, and the terms of employment must comply with applicable laws and regulations. We are therefore opposed to slavery, human trafficking and forced labor and are committed to complying with applicable laws prohibiting such exploitation.





Climate change

Molina believes that being good stewards of the public trust includes being good stewards of the environment. We have a role to play to in the fight against climate change and a responsibility to rethink the way we consume energy.



Sustainable workplaces

Molina's direct environmental impacts are concentrated in our office space. Our sustainability work will focus on this area.

Existing site sustainability survey

We surveyed building management at our existing sites seeking building sustainability information.

- **Sustainability programs:**
28% of real estate footprint
- **Energy Star, LEED or other certification:**
34% of real estate footprint
- **EV charging stations:**
28% of real estate footprint
- **Recycling programs:**
74% of real estate footprint
- **Locations that are separately metered:**
60% of real estate footprint



Remote and flexible work

Remote work eliminates commute travel and reduces energy and waste produced by large offices. Remote work and flexible work arrangements are core components of Molina's workplace modernization initiatives.



Sustainable commuting

We promote the use of low-carbon modes of commuting by our associates. We offer a robust rideshare program and provide incentives for employees who ride the bus or rail, carpool, bike or walk to work.

Reducing paper consumption

The remote work environment accelerated the digitization of various business processes at Molina. By going digital, we're using less paper and saving trees and water while reducing waste and CO₂ emission.

According to the DocuSign Agreement Cloud Sustainability Impact report from Aug 2021: Molina Healthcare has helped save paper, trees and water while reducing waste and CO₂ emissions.



65,700 sheets of paper



18 trees



15,944 gallons of water



13,411 lbs. of CO₂



879 lbs. of solid waste



CORPORATE GOVERNANCE

Integrity, transparency and compliance are foundational to our culture and critical to our long-term success. Building on that foundation, we know that good corporate governance advances trust among our shareholders, business partners and employees. Our commitment to sound corporate governance is reflected in our Governance Guidelines, which describe the Board’s view on a wide range of governance topics and reflect the Board’s goal of building long-term value for shareholders.

The Board is committed to maintaining strong oversight and compliance processes, and to overseeing matters ranging from our legal and financial reporting risk, to compensation practices and cybersecurity.

ESG oversight

In 2020, the compensation committee added a new goal tied to the Company’s achievement of ESG initiatives as one of the factors considered as part our annual discretionary cash bonus.

Commitment to diversity

Molina’s commitment to a diverse workplace extends to our Board of Directors. The Board seeks to achieve diversity of age, gender and ethnicity. Diversity is a core component of our selection criteria, as such, we are actively engaged in identifying Latino director candidates.



Board of Directors profile

The Board recently adopted new guidelines related to board composition.

- 12-year term limits for new directors
- Board declassification
- Age limits for new directors

Name	Independence	Leadership	Gender	Tenure	Committee
Joe Zubretsky	Exec	CEO	M	3	
Dale Wolf	Ind	Chair	M	8	Compensation, Governance and Nominating, Finance
Barbara Brasier	Ind		F	2	Audit, Compensation
Daniel Cooperman	Ind		M	8	Compliance and Quality
Dr. Stephen Lockhart	Ind		M	New	Compliance and Quality
Steve Orlando	Ind		M	15	Audit, Governance and Nominating, Finance
Ronna Romney	Ind	Vice Chair	F	22	Compensation, Governance and Nominating
Richard Schapiro	Ind		M	5	Audit, Finance
Richard Zoretic	Ind		M	2	Audit, Compliance and Quality

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