

# Gender pay

At Optum Health Solutions (UK) Ltd. (“Optum”) our mission is to help people live healthier lives and to help make the health system work better for everyone.



At UnitedHealth Group, we have always and remain driven by six core values: Integrity, Compassion, Inclusion, Relationships, Innovation, and Performance. These principles continue to define our approach today.

We are dedicated to making our organisation a place where people feel welcomed, valued, heard and respected. And we have worked tirelessly to create an environment where every team member feels empowered to do their best work on behalf of the millions of people, we have the privilege to serve every day.

We strive to improve hiring, development, engagement and retention of our talent and believe fair and equitable compensation practices – including providing equal pay for equal work – within a pay-for-performance framework is core to achieving our mission.

Optum is a leading health services business delivering care aided by technology and data, empowering people, partners and providers with the guidance and tools they need to achieve better health. Optum has been involved in the UK health care arena since 2002.

In 2023, Optum completed its acquisition of EMIS which has strengthened our offering to the UK market and substantially grown our talent pool. As Optum and EMIS continue our integration journey, we are pleased to be reporting our gender pay gap as a combined firm for the first time this year.

Under the UK government’s regulations, all employers in the UK with more than 250 employees need to publish calculations every year showing their organisation’s pay for men and women. Below are our findings for our combined firm, and we confirm that the data reported is accurate.

## What are we reporting?

This report shows the gap in men’s and women’s average hourly pay as well as bonus compensation across our combined organisation, expressed as percentages and reported as both mean (average) and median (midpoint) figures.

It is important to note the hourly pay and bonus compensation figures do not measure whether men and women receive comparable pay for comparable work. We do an enterprise analysis each year and can report that Optum is compensating everyone, regardless of gender, comparably for comparable work.

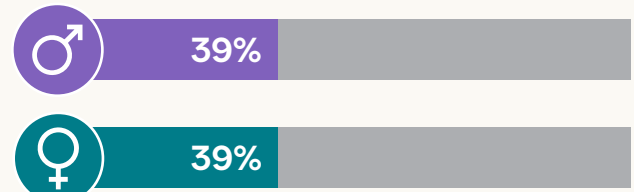


**Kristi Hummel**  
Chief People Officer

### Pay and Gap Bonus

	Mean	Median
Hourly pay	5.2%	4.0%
Bonus	20.3%	46.2%

### Proportion of Employees Receiving a Bonus



## Our results

The tables show gender pay comparisons and bonus pay comparisons for our combined UnitedHealth Group (UK) & EMIS firm for the reporting period April 2023 to April 2024 calculated in accordance with the UK government's regulations. Optum regularly reviews pay to ensure women and men are paid comparably for comparable work.

As a combined firm, our average gender pay gap is 5.2%, with our median gap coming to 4%. While these levels are competitive in our industry, we are committed to continuing our long-term trend of narrowing our gender pay gap and building a culture that promotes belonging, where everyone can do their best work.

An equal percentage of men and women across our combined firm receive bonuses (39%), and our average bonus gap is 20.3% and median bonus gap is 46.2%. Our bonus data reflects the fact that our legacy businesses have different schemes for bonus eligibility. As part of our integration, we are working to align our bonus plan across Optum from 2025.

Our results are driven by two key factors, workforce composition both in terms of role type and seniority with more men in senior higher paid roles and more women in lower paid roles.

## Our commitment to fair and equitable pay

We continue to be committed to prioritising pay equity for all employees. Fair and equitable compensation practices, within a pay-for-performance framework, are core to our culture and key to achieving our mission of improving health outcomes. By fairly rewarding and appreciating all our employees, we generate stronger commitment and more creative solutions, which means better results for those whom we serve.

We work with independent, third-party experts to perform regular reviews of our compensation practices and evaluate pay equity in several respects, including by gender, ethnicity and race.

An annual review of our integrated workforce – including our global operations – indicates females earn £1 for every £1 males earn performing similar work at similar levels.

## What do these results mean?

Our results are driven by our workforce profile, summarised by the quartile breakdown below. This analysis ranks men and women from the lowest to highest earners, based on hourly pay rates. The population is then divided into four equal groups to show the proportion of men and women in each group.

Across every band of pay, we see that there is higher percentage of male versus female colleagues. Importantly, the representation of women increases through Band C, indicating that women are moving up through middle management. However, as we complete our integration, we are focused on creating more opportunities for women to progress in seniority.

### UHG UK & EMIS Overall, Quartiles

	Men	Women
Band A (<25%)	60.7%	39.3%
Band B (26% - 50%)	59.5%	40.5%
Band C (51% - 75%)	56.3%	43.7%
Band D (>75%)	68.9%	31.1%

## Next steps

Across our combined firm, we are committed to create an inclusive culture and workplace where every team member feels respected and valued, and is empowered to perform at their highest level.

Our combined firm has a strong commitment to supporting colleagues through all stages of life through flexible working and provisions for working parents, as well as competitive parental leave policies.

We will continue to support a number of programmes that promote mentorship and skills development so that all our colleagues can grow and thrive in their careers. We also encourage our colleagues to participate in external professional networks and conferences.

In addition, we are dedicated to developing a talent pipeline that addresses the gap over time with dedicated talent management strategies. We are focused on ensuring all colleagues have the opportunity to advance in their careers and to expand our employer brand to reach new talent. To support our talent acquisition strategy, we continue to develop partnerships with external organisations, sponsoring events, working with local chapters, and showcasing our career opportunities and openings.

We're also committed to making sure that our rewards and pay practices support inclusion, and our policies are family friendly, providing flexible work opportunities for everyone.

## Statutory Reporting

### Optum Health Services

OHS Pay and Gap Bonus		
	Mean	Median
Hourly pay	11.6% (2023: 16.4%)	16.4% (2023: 21.1%)
Bonus	53.0% (2023: 63.5%)	26.3% (2023: 52.5%)

### Proportion of Employees Receiving a Bonus



### OHS, Quartiles

	Men	Women
Band A (<25%)	47.3% (2023: 34.4%)	52.7% (2023: 65.6%)
Band B (26% - 50%)	38.2% (2023: 40.0%)	61.8% (2023: 60.0%)
Band C (51% - 75%)	70.9% (2023: 62.5%)	29.1% (2023: 37.5%)
Band D (>75%)	57.4% (2023: 61.5%)	42.6% (2023: 38.5%)

## EMIS

### EMIS Pay and Gap Bonus

	Mean	Median
Hourly pay	7.6% (2023: 6.6%)	0.9% (2023: 0.7%)
Bonus	10.1% (2023: 14.1%)	9.6% (2023: 0.0%)

### Proportion of Employees Receiving a Bonus



### EMIS, Quartiles

	Men	Women
Band A (<25%)	61.7% (2023: 61.1%)	38.3% (2023: 38.9%)
Band B (26% - 50%)	64.0% (2023: 65.1%)	36.0% (2023: 34.9%)
Band C (51% - 75%)	56.8% (2023: 58.6%)	43.2% (2023: 41.4%)
Band D (>75%)	70.2% (2023: 68.8%)	29.8% (2023: 31.2%)

Note: Under the regulations, we are required to report the gender pay gap for our UK legal entities with more than 250 employees. This has meant that in previous years we only reported the data for our Optum Health Services entity due to the very small headcount of the other UK entities. Now as a larger combined firm, we are reporting all UnitedHealth Group UK data, which includes all Optum UK legal entities and EMIS.