

Pay Transparency Reporting

Our mission is to help people live healthier lives and to help make the health system work better for everyone.

Optum is a leading health solution and care delivery organisation. We support global health care systems to solve real health problems and improve health outcomes world-wide.

To do this we need to develop solutions using forward-looking tools and understand the perspective of the people we work with and those we serve. We believe that cultivating an inclusive culture is essential to achieving our mission. Our commitment to inclusion is reflected in our values, creating a workplace where every team member feels respected and valued, and is empowered to perform at their highest level.

As an employer, we 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.

This year we are reporting on pay transparency in our Canadian business for the first time, following the acquisition of Change Healthcare Canada (CHC) by UHG in 2022. In 2023, the province of British Columbia introduced Pay Transparency Act with the goal of reducing systemic disparities in pay in the workplace and to promote workplace equity. Under the Act, employers are required, amongst other things, to publish a report on gender pay gaps annually. Beginning in 2025, all companies based in British Columbia with more than 300 employees must publish calculations every year showing their organisation's pay broken down by gender, based on data collected from employees. Our findings are below, and we confirm that the data reported is accurate.

We continue to invest across the organisation to create a workplace where everyone feels valued and respected. Following the integration of CHC within the larger company, we are evaluating overall programming and initiatives that can be introduced and blended across the combined firm. We appreciate our colleagues' support and involvement as we continue to look at which of our initiatives are working and where we have opportunities for improvement. Thank you for your trust and for helping us build a more inclusive future.

What are we reporting?

This report presents the gap in hourly pay, overtime pay and bonus pay between men and women across our organisation, shown as a ratio and reported using both mean (average) and median (midpoint) values.

It's important to clarify that the figures do not measure whether men and women are paid equally for the same roles. Each year, we conduct a comprehensive enterprise analysis of pay practices and can confirm that Optum compensates all employees comparably for comparable work, regardless of gender.



A stylized handwritten signature in black ink.

Kristi Hummel

Chief People Officer,
Optum

Our results

Hourly Pay and Bonus Gap

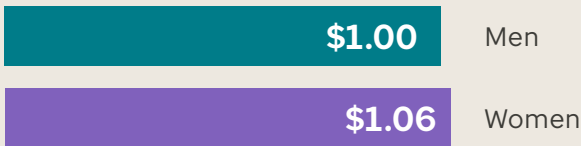
Hourly pay

Mean hourly pay gap¹



In this organization women’s average hourly wages are 2% more than men’s. For every dollar men earn in average hourly wages, women earn \$1.02 in average hourly wages.

Median hourly pay gap²

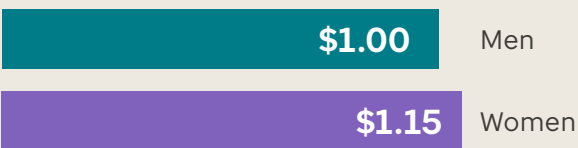


In this organization women’s median hourly wages are 6% more than men’s. For every dollar men earn in median hourly wages, women earn \$1.06 in median hourly wages.

- 1. “Mean hourly pay gap” refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
- 2. “Median hourly pay gap” refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

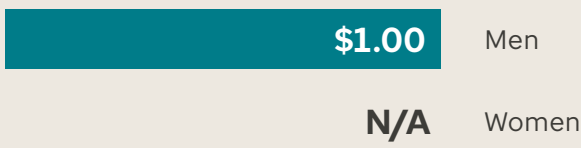
Bonus pay

Mean bonus pay³



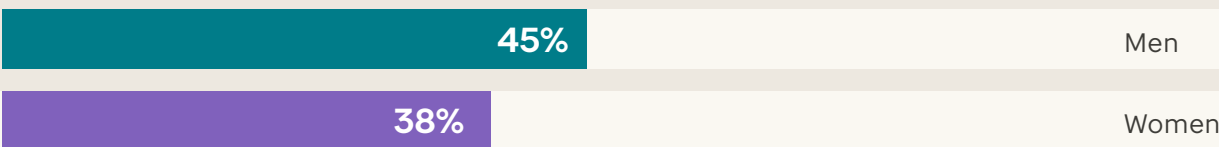
In this organization women’s average bonus pay is 15% more than men’s. For every dollar men earn in average bonus pay, women earn \$1.15 in average bonus pay.

Median bonus pay⁴



The median bonus gap has been excluded from reporting as the median result (477% in favour of women) was heavily influenced by a small number of high value bonuses and is not considered statistically meaningful.

Percentage of employees in each gender category receiving bonus pay



- 3. “Mean bonus pay” refers to bonus pay when averaged for each group.
- 4. “Median bonus pay” refers to the middle point of bonus pay for each group.

The data in this report outlines the gender pay comparisons for our British Columbia-headquartered business for the period between 1 January to 31 December 2024 (reportable in November 2025). The figures reflect a pay gap in favour of women for both mean and median hourly pay and bonus pay. These results reflect our workforce composition. In particular, the results are somewhat skewed by the relatively low numbers in each category. We continually review our pay structures to ensure fairness and transparency.

Optum's approach to inclusivity and diversity

At Optum, we believe the extraordinary happens when we value, include and learn from diverse perspectives and backgrounds, which includes gender. We remain committed to building an innovative culture where every team member is empowered to do their best work, where our diversity fuels strong performance and generates more creative solutions and better results, and where we leverage our collective power to help people live healthier lives and make the health system work better for everyone. Our pursuit of a more diverse, equitable, and inclusive culture at Optum is grounded in our values of integrity, compassion, inclusion and relationships.

Our commitment to fair and equitable pay

We remain committed to ensuring pay equity for all employees. Fair and equitable compensation, within a pay-for-performance framework, is central to our culture and essential to fulfilling our mission of improving health outcomes. By recognising and rewarding all employees fairly, we foster greater engagement and encourage innovative solutions, ultimately delivering better results for those we serve.

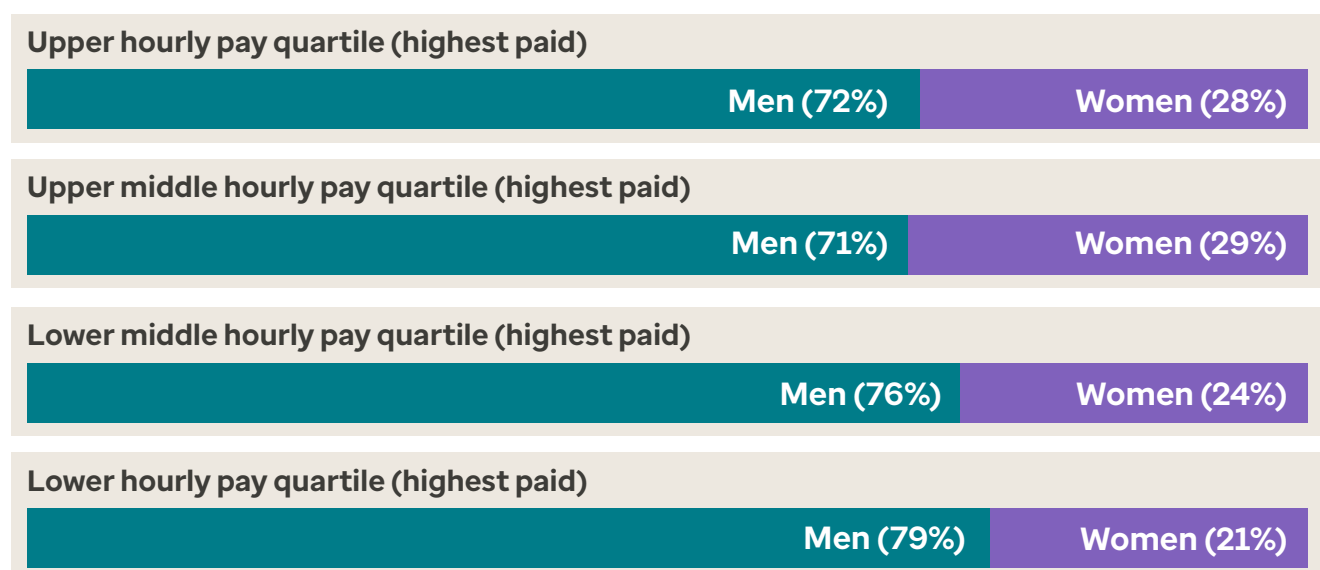
To uphold these standards, we regularly engage independent, third-party experts to assist us in our review of our compensation practices and to assess pay equity across multiple dimensions. Our annual review of our integrated global workforce found that women and men earn comparable/the same pay for performing similar work at comparable 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 quartile. Males make up 74% of employees, while females make up 26% of employees overall. However, there is a higher proportion of females in the highest pay quartile (28%) compared to the lowest pay quartile (21%).

The pay and bonus gaps in favour of women are mainly driven by two factors. Firstly, women occupy proportionally more senior and more technical roles, which typically command higher salaries. Secondly, the bonus gap is influenced by the legacy CHC compensation scheme, in which women occupy proportionally more roles that carry bonus eligibility than men do. The split of men and women across quartiles is shown in the table below.

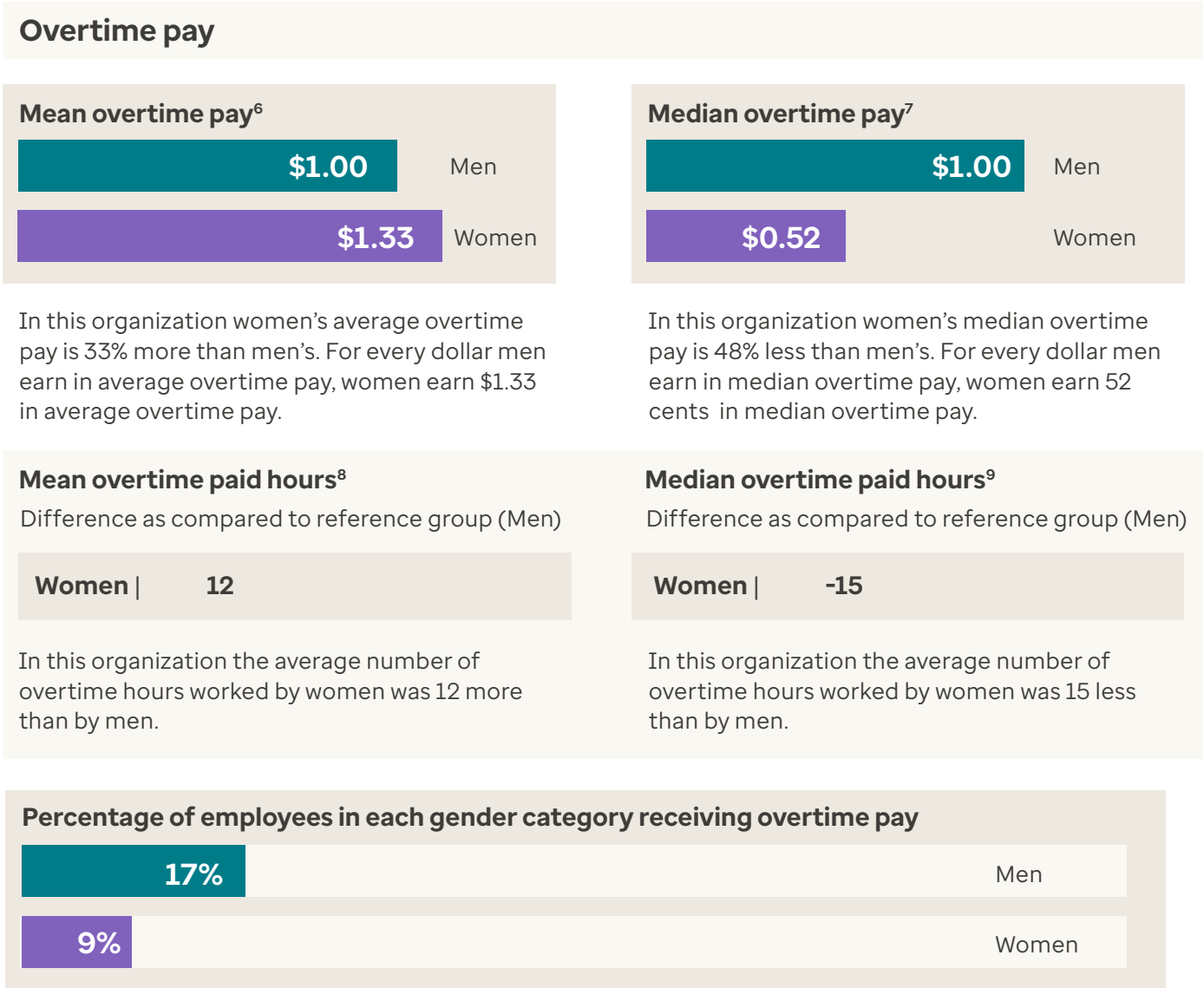
Percentage of each gender in each pay quartile⁵



In this organization, women occupy 28% of the highest paid jobs and 21% of the lowest paid jobs.

5. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

For overtime, the mean gender pay gap is 33% in favour of women, while the median overtime pay gap is 48% in favour of men. The results here are skewed by a relatively small sample size. Overtime payments occur predominantly in technical support roles, where overtime is offered more frequently and where the population is 95% male. This data is shown in full in the below charts.



6. "Mean overtime pay" refers to overtime pay when averaged for each group.
7. "Median overtime pay" refers to the middle point of overtime pay for each group.
8. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
9. "Median overtime paid hours" refers to the middle point of number of overtime hours for each group.

Next steps

We retain an overall commitment to delivering our plans and programmes to create a culture and environment that is diverse, equitable, and inclusive, where everyone feels valued, connected, and safe to be themselves.

We continue to review our pay structures to ensure they uphold fairness and transparency. We will continue to support several programmes that promote mentorship and skills development so that all our colleagues can grow and thrive in their careers.

We are focused on creating opportunities for all colleagues to advance in their careers and on strengthening our employer brand to attract and engage new talent.

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

Employer details

Employer:	CHANGE HEALTHCARE CANADA COMPANY
Address:	600-1741 Lower Water Street, Halifax, NS
Reporting Year:	2024
Time Period:	January 1, 2024-December 31, 2024
NAICS Code:	62-Health care and social assistance
Number of Employees:	300-999