



Removing Barriers to Enable Success

Cigna Healthcare UK:
Gender Pay Gap Report 2024



Foreword



Cigna Healthcare, part of The Cigna Group, is a global health services company, whose mission is to improve the health and vitality of the people we serve. We're a health benefits provider that advocates for better health through every stage of life. We guide our customers through the health care system, empowering them with the information and insight they need to make the best choices for improving their vitality.

We have a dedicated global workforce of more than 70,000 colleagues who look after 190 million customer relationships in more than 30 countries and jurisdictions. In the UK alone, we employ over 900 people, all of whom are passionate about improving the health and vitality of those we serve.

We recognize the collective well-being and strength of our entire team is critical to our continued success in improving the health and vitality of those we serve. And as such, we're committed to valuing, celebrating, and leveraging our diverse stakeholders' backgrounds, perspectives, and experiences. We know this supports better decision-making, greater innovation, and higher levels of engagement — which ultimately helps us better serve our customers and communities. Our commitment to diversity, equity, and inclusion (DEI) aligns with and bolsters our business objectives and enables our environmental, social, and governance (ESG) vision, which is to advance better health for all.

We are committed to fairness in pay and opportunity for all of our employees. Our compensation practices, rooted in our pay-for-performance philosophy, promote equity in pay through measures such as benchmarking compensation by role, eliminating questions on applicants' compensation history, and monitoring for potential disparities. We are proud of the progress we've made but we know there is more work to do. Our gender pay gap results in the UK demonstrate that, for example, we have progress to make in having better female representation in more senior roles.

This report highlights the areas where we will take real and measurable action to improve. I am confident that we will do so with dedication and commitment. I confirm that the information and data in this report is accurate.

Sébastien Haslé
CEO International Organisations
and European Insurance Companies

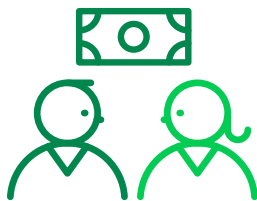




Overview

Legislative Requirements

Since the UK Government introduced the reporting regulations which requires all companies with more than 250 employees to disclose their gender pay gap annually from April 2018, we have produced and published the relevant data for each year in our annual Gender Pay Gap Report.



Gender pay gap is the difference in average pay between men and women in a workplace, regardless of what jobs they do and is expressed as a percentage of men's earnings. It is very different from 'equal pay' which is the difference in pay between a man and a woman who carry out the same or similar work.

The gender pay gap figures shown here have been calculated in line with Government regulations. They represent the mean and median pay gap (based on hourly rates of pay on 5th April 2024) and mean and median bonus gap (based on bonuses paid in the 12 months to 5th April 2024).

Summary of the numbers and what is driving our gap?

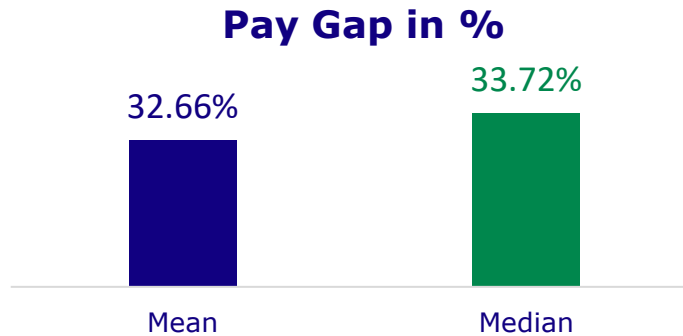
Our overall gender pay gap in 2024 is 33.2% and bonus pay gap is 58.3%. We continue to face common barriers in closing our gender pay gap, mainly:



- Due to the Global structure of Cigna Group, there are a higher number of leadership positions situated in other regions such as the Middle East. This results in a lower number of our female workforce who are in management and senior positions being included within the data for the UK.
- There is a higher proportion of women than men in entry and lower-level positions.

Our Gender Pay Gap

Mean and Median Gender Pay Gap




The above graph shows our overall mean and median gender pay gap as of 5th April 2024.


In accordance with the reporting requirements this data excludes anyone who did not receive the base pay. It does not consider overtime pay, redundancy pay, payments of untaken leave, or pay related to termination of employment.

Our analysis shows how our gender pay gaps are driven by the fact women hold a lower proportion of more senior, high paid positions and higher proportion of lower, low paid positions than men.

As of 5th April 2024, only 33.9% of our senior positions in the UK were held by women whilst 52.9% of our total UK employees were female.



The mean gender pay gap is the difference in average hourly pay of male and female employees, expressed as a percentage of the average hourly pay of male employees.

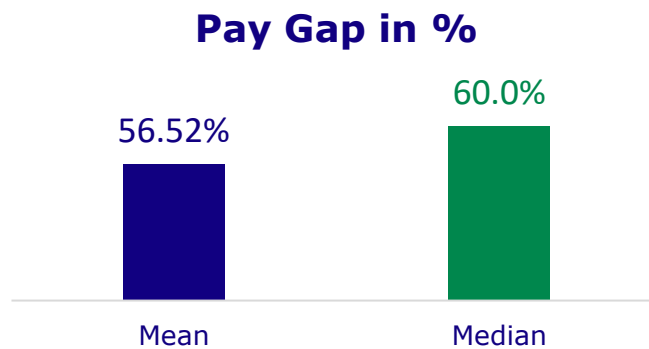


The median gender pay gap is the difference in the midpoint of the range of hourly pay of male and female employees expressed as a percentage of the midpoint of the hourly pay of male employees.



Our Gender Pay Gap

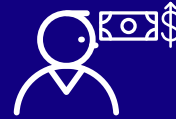
Mean and Median Gender Bonus Gap



The above graph shows our overall mean and median bonus pay gap as of 5th April 2024.

In accordance with the reporting requirements this data excludes anyone who did not receive a bonus. It does not consider overtime pay, redundancy pay, payments of untaken leave, or pay related to termination of employment.

With lower representation of women in our most senior positions that attract higher bonuses, our bonus gap is further impacted by the fact that most of our part-time employees are women. Of the 9.2% part-time employees, 90% are female.



The mean gender bonus pay gap is the difference in average bonus of male and female employees, expressed as a percentage of the average bonus pay of male employees.

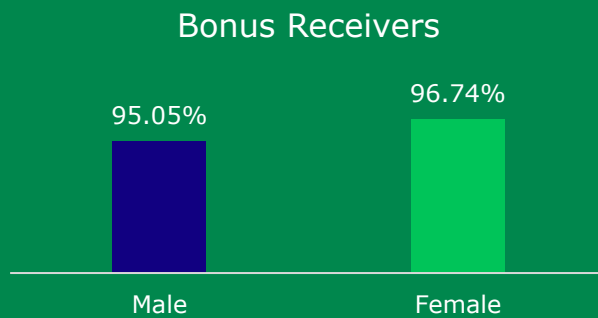


The median gender bonus gap is the difference in the midpoints of the range of bonus pay of male and female employees expressed as a percentage of the midpoint of the bonus pay of male employees.



Our Gender Pay Gap

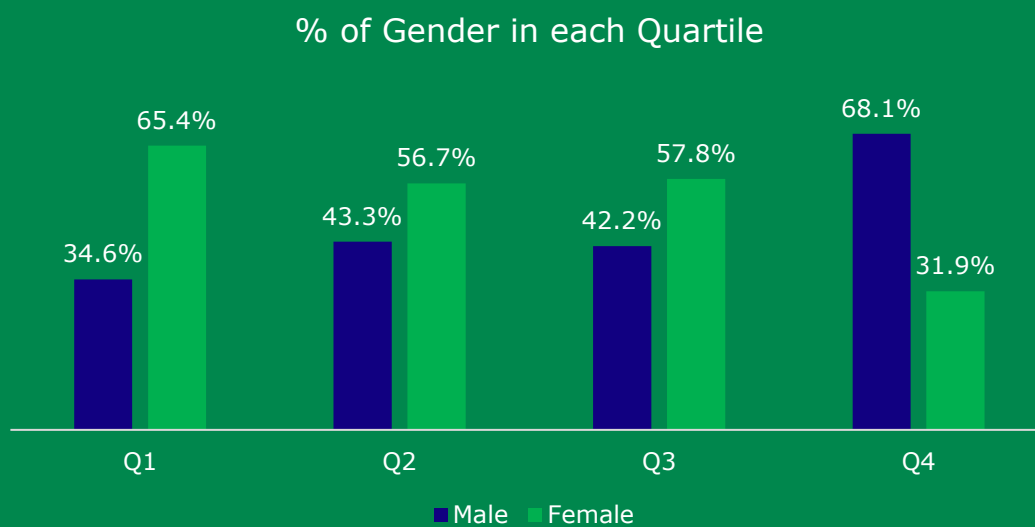
Proportion of Employees Receiving a Bonus



The above graph shows the percentage of our employees who received bonus pay in the 12

Pay Quartiles

The graph below represents the proportion of men and women in each pay quartile.



Understanding Our Gender Pay Gap



What We Do Well

At Cigna Healthcare, we believe that diversity is a business priority and an important enabler of our inclusive company culture.

We launched Cigna Healthcare's Enterprise Diversity, Equity and Inclusion (DEI) Council, which is made up of leaders from across our company.

The council, led by our President and CEO David Cordani, will track progress and accountability for our ongoing DEI and health equity efforts internally and externally, including addressing representation, talent advancement and development, and performance to facilitate increased belonging, innovation and equity for all Cigna Healthcare colleagues.



Organisational commitment

Cigna Healthcare's commitment to diversity, equity and inclusion (DEI) is deeply rooted in our values and core to who we are as a company. At Cigna Healthcare, we stand for inclusion, diversity and equity, and we are committed to respecting differences, treating each other with dignity, and standing together with our colleagues who may need help.

The launches of our Enterprise and International Health DEI initiatives are important milestones in our journey and were formed to help integrate the DEI strategy with Cigna Healthcare's mission, strategies and business objectives. They are key drivers of our ongoing DEI and health equity efforts, as well as help raise awareness of the steps we're taking, both within Cigna Healthcare and in the communities where we live and work.



Understanding Our Gender Pay Gap



Enterprise level

- Cigna's Diversity, Equity and Inclusion (DEI) Council has been in place since 2020 and is made up of Cigna leaders from across the company. The council, led by our President and CEO David Cordani, tracks progress and accountability for our ongoing DEI and health equity efforts internally and externally, including addressing representation, talent advancement and development, and performance to facilitate increased belonging, innovation and equity for all Cigna colleagues.
- We are continuing to deliver our annual Diversity Scorecard Report, which focuses on our DEI work across three critical areas – colleagues, clinical, and communities. Each section of the scorecard includes a summary of our progress to date, using key data and metrics, as well as a roadmap for where we hope to make additional progress going forward. This transparency keeps us accountable and able to share progress externally with key stakeholders and partners.



International Health (including UK)

The International Health Diversity, Equity and Inclusion (IH DEI) Council is a small group of volunteers who got together in 2020 to begin planning and setting up the IH DEI initiative. The current IH DEI group, including the council, work stream leads, sponsors and members, began in 2021. We have people from various positions, bands, countries, backgrounds – some in positions of leadership, others not, all involved and contributing. The IH DEI group focuses not only on translating the Enterprise initiatives into the various other markets around the globe but also on defining new and market specific initiatives .

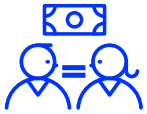
There are 3 focus areas: Gender, Multiculturalism and Pride. In addition to creating awareness and thought leadership, we are also looking to spark conversations and bring about actions that can not only put DEI front of mind but also promote an inclusive, accessible, equal working environment for all.



Understanding Our Gender Pay Gap



Pay Philosophy



Equal pay for equal roles: Men and women are paid equally for doing equivalent roles across the organisation. We adopt fair and equitable pay practices and monitor to ensure we pay equally for the same or similar work activities .



Bonuses: We adopt a performance related bonus pay approach to ensure individuals, regardless of gender, are rewarded for the individual contribution they make to our business. All eligible employees have an equal opportunity to participate and earn a bonus.



Women in Leadership

In 2023 we exceeded our goal of increasing the representation of women at the Band 5 (Director and Senior Director) levels to 50%. We are current sitting at 57% across the Cigna Group globally.

- **Women in Leadership:** Our International Health - Women Leaders Program continues to provide women leaders the opportunity to assess and maximise their full potential as a leader in business, enhancing 6 key competencies that promote effective leadership behaviours. With 200 + graduates over 6 successful years we have doubled our UK participants from 3 in 2023 to 6 in 2024.
- In August 2023 our Diversity, Equity and Inclusion team ran our third virtual Global Women's Summit designed to provide advice and insights on personal growth, professional development, career transformation, inclusive leadership and more. Following the summits success this opportunity was opened up to individual contributors as well as our women leaders across the globe, with recordings available for those who could not attend live.



Understanding Our Gender Pay Gap



Talent Strategy

Our Talent Review and Planning practices put significant focus on increasing the diversity of our leadership by expanding the inclusion of diverse succession candidates in the leadership pipeline. During our annual talent reviews, we evaluated the diversity of our incumbents in critical leadership positions, highlighted diverse successors for accelerated development, and identified talent with untapped potential for alignment with critical positions.



Benefits & Wellness

- **Access to Benefits:** In order to remove any barriers our employees face in regard to making the most of all that we offer at Cigna Healthcare, we transitioned our flexible benefits platform to a more user-friendly hub to ensure that all of our employees have easy access and a better understanding of the benefits we offer in the UK .
- **Whole Health:** We are continuing our journey to become a model whole health employer as we recognize that our employee's health is not two dimensional and is made of up of many different moving parts. We are striving to create a holistic environment where employees can be their best self at work therefore able to progress in the organization. We have conducted focus groups and surveys in order to better understand the health needs of our employees (i.e.. Financial, Mental health etc.) and we are using the results to help tailor our benefits and well-being offering.
- **Leave Policies:** Cigna Healthcare is committed to providing peace of mind to our employees who have additional responsibilities outside of work. We continue to offer our employees enhanced paid maternity, adoption and paternity leave as well as up to 4 weeks of paid caregiver leave.

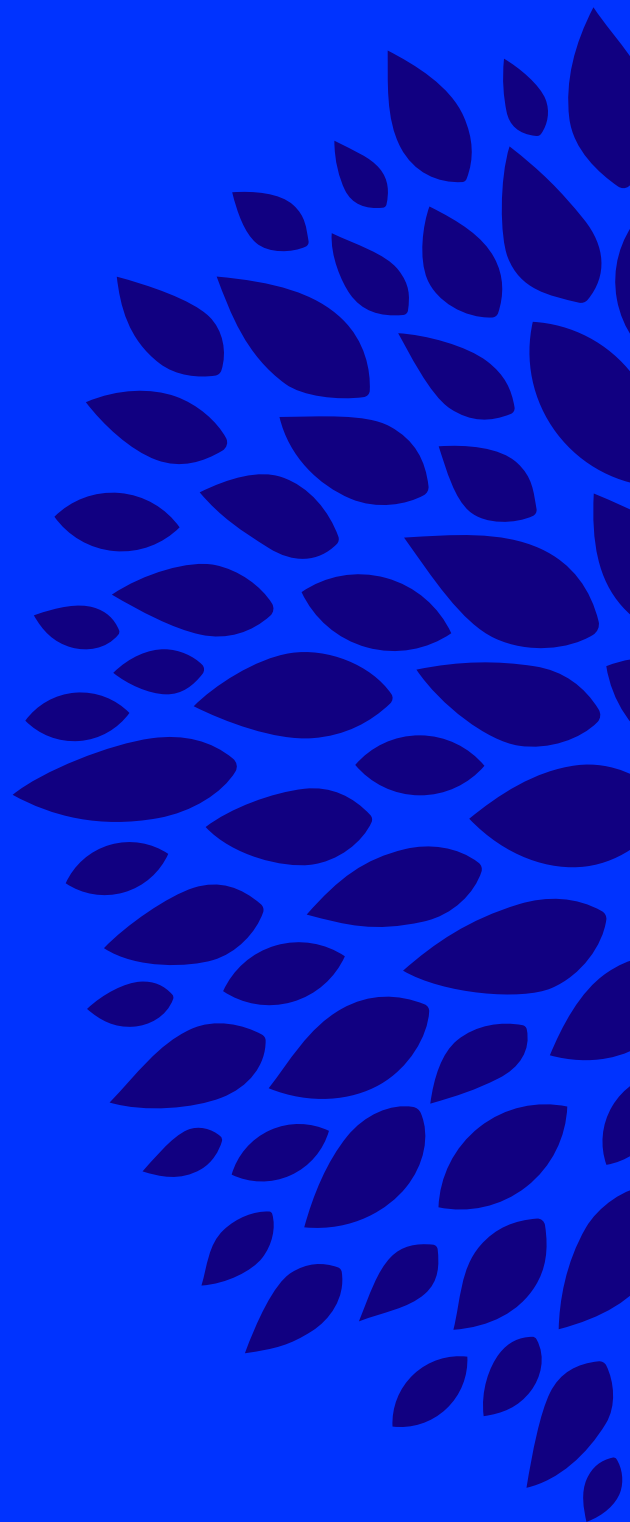


We are Committed to Closing Our Gender Pay Gap



Future Actions and Commitments

- We are committed to continuously reviewing our talent management practices, identifying and removing potential barriers to progression and pro-actively focusing on career segments where we have an imbalanced representation.
- We will introduce a more proactive measurement of gender diversity in our succession plans and continue to improve and develop the educational resources available to managers on improving diversification and overcoming unconscious bias in succession planning.
- We will continue to evolve our approach to flexible working policies and work-life balance to ensure our employees' individual circumstances are considered and any barriers to progression are reduced.
- We will monitor gender trends in our recruitment of new hires which will allow us to inform and create action plans to ensure we continually improve female representation in the selection pool.
- We will continue to ensure that our programs and framework provide the right focus on supporting the mental health and resilience of our employees.





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