Optum Canada – GPG Report

Pay Transparency Reporting / Gender Pay 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 organization. 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 is the second year we are reporting on pay transparency in our Canadian business following the acquisition of Change Healthcare Canada (CHC) by UHG in 2022. This put us above the threshold required for GPG reporting under the British Columbia's Pay Transparency Act (2023). We welcome British Columbia's reporting requirement as we see it is in the best interest of all of us at Optum to be transparent and accountable about the gender pay gap.

Our results continue to reflect our workforce composition and legacy practices from CHC, with some categories being somewhat skewed by a relatively small population size.

We are committed to introducing the right programming and initiatives to create an even deeper sense of one combined and stronger Optum. We appreciate our colleagues' trust and support in us as we build towards a more inclusive future, together.

Kristi Hummel, Chief People Officer, Optum

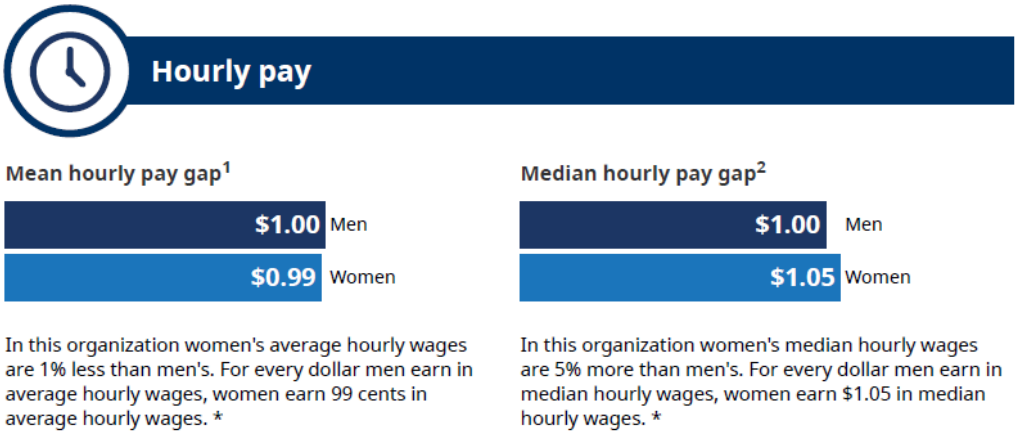
What are we reporting?

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

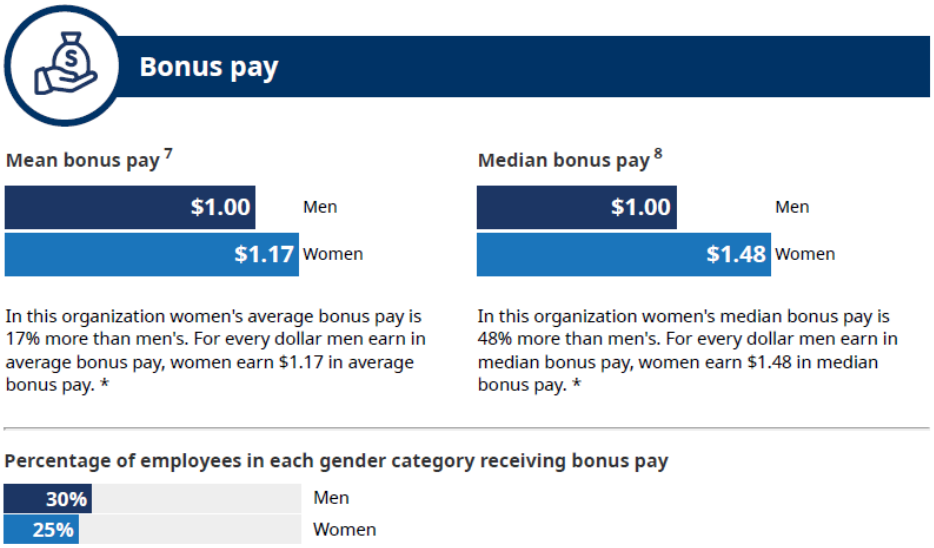
It's important to clarify that the figures do not measure whether men and women are paid equally for the same roles. Each year, we conduct a comprehensive enterprise analysis of pay practices and can confirm that Optum compensates all employees comparably for comparable work, regardless of gender.

Our results

Hourly Pay and Bonus Pay



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.*



7. *"Mean bonus pay" refers to bonus pay when averaged for each group.*
8. *"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 2025 (reportable in November 2026).

The hourly pay results remain broadly stable from the previous year. The figures reflect a mean pay gap (1%) slightly in favour of men and a mean bonus pay gap (17%) in favour of women, driven by the workforce composition and hiring activity during the reporting period. Due to relatively small population sizes, any change will have an outsized impact on the reported figures. 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.

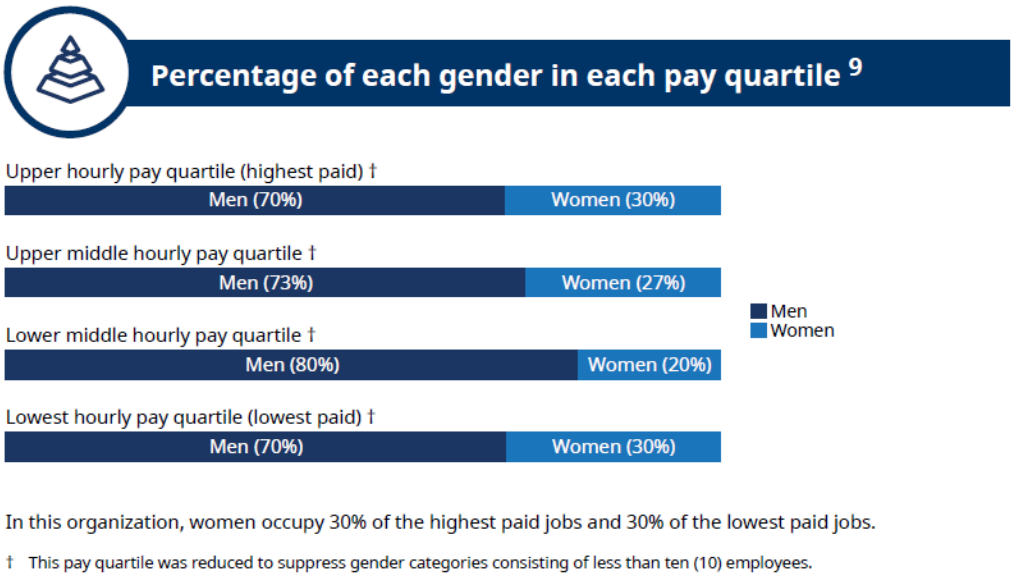
To uphold these standards, we regularly engage independent, third-party experts to assist us in our review of our compensation practices and to assess pay equity across multiple dimensions, including gender and ethnicity. Our annual review of our integrated global workforce found that men and women earn comparably/the same pay for performing similar work at comparable levels.

What do these results mean?

Our results are driven by our workforce profile, summarized 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. Men make up 73% of employees, while women make up 27% of employees overall.

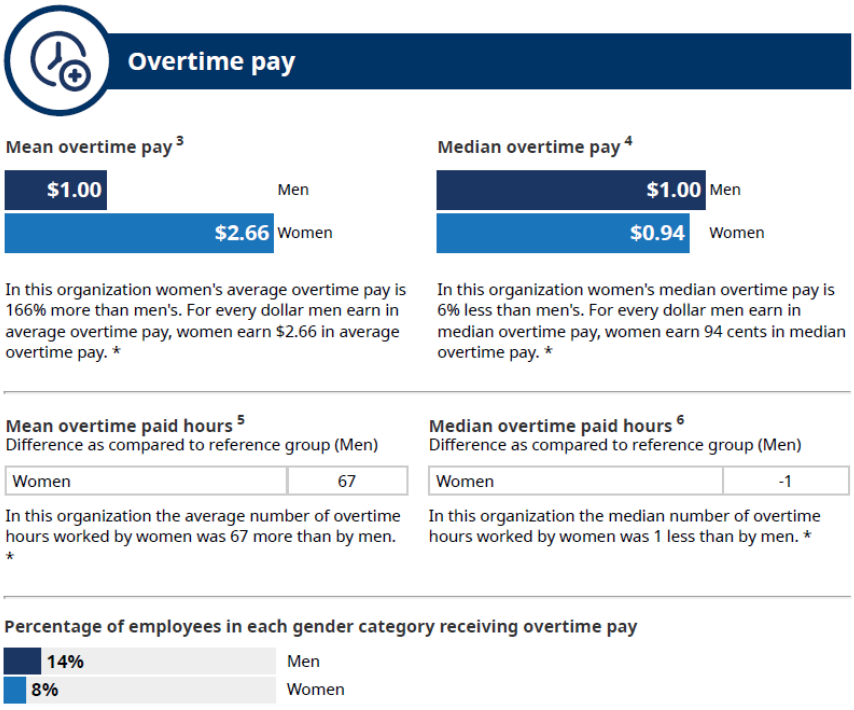
The changes in pay and bonus gaps are driven by two factors. Firstly, this year, women gained proportion in both the highest and lowest quartiles compared to the previous year: this year there is 30% women in both the quartiles, while in 2025 there was 28% women in the upper pay quartile and 21% in the lower hourly pay quartile. Increased representation in the highest quartile reflects career progression and movement of existing employees into higher-paid roles, while representation at the lower end of the pay distribution was driven primarily by hiring.

The second factor is changes in the mix of bonus plans and awards included in the calculations. Bonus participation declined for both men and women compared to last year, largely due to one-time and legacy payments included in the prior reporting period not recurring this year. Women continue to show a bonus pay advantage, as women occupy proportionally more roles that carry bonus eligibility. The split of men and women across quartiles is shown in the table below.



9. *"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 166% in favour of women (2025: 33%), while the median overtime pay gap is 6% in favour of men (2025: 48%). The results are skewed by a relatively small sample size. Metrics for overtime can fluctuate significantly year over year due to changing operational and project requirements, so should not be interpreted in the same way as fixed pay outcomes. This data is shown in full in the below charts.



3. *"Mean overtime pay" refers to overtime pay when averaged for each group.*
4. *"Median overtime pay" refers to the middle point of overtime pay for each group.*
5. *"Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.*
6. *"Median overtime paid hours" refers to the middle point of number of overtime hours for each group.*

Next steps

We remain committed to delivering our plans and programs 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 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:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300-999