

**UNITEDHEALTH GROUP**  
**BOARD OF DIRECTORS**  
**COMPENSATION AND HUMAN RESOURCES COMMITTEE CHARTER**  
**(November 7, 2023)**

**INTRODUCTION AND PURPOSE**

UnitedHealth Group Incorporated (the “Company”) is a publicly held company and operates in a complex, dynamic, highly competitive and regulated environment. In order to assure the kind of informed decision making beneficial to the Company, much of the Board of Directors’ oversight occurs through its standing committees, such as the Compensation and Human Resources Committee (the “Committee”). The Committee’s primary purpose is to carry out and perform the responsibilities and duties set forth in this charter.

**COMPOSITION**

The Committee shall comprise three or more directors as determined by the Board, each of whom the Board has determined meets (a) the Company’s Standards for Director Independence, (b) the independence requirements of the New York Stock Exchange (“NYSE”) and (c) the requirements of a “Non-Employee Director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934. The members of the Committee are appointed by the Board and serve until their successors are duly appointed or until their retirement, resignation, death or removal by the Board. Unless a Chair is elected by the full Board, the members of the Committee may designate a Chair by majority vote of the full Committee membership.

**MEETINGS**

The Committee shall meet at least four times per year at a place and time determined by the Chair, or more frequently as necessary. To the extent practicable, each Committee member shall attend each regularly scheduled Committee meeting in person. A majority of the Committee members currently holding office constitutes a quorum for the transaction of business. The Committee shall take action by the affirmative vote of a majority of the Committee members present at a duly held meeting or by written action signed in the manner and by the number of Committee members required under the Company’s Certificate of Incorporation and Bylaws and applicable law. The Chair shall convene and chair meetings of the Committee, set agendas for meetings and determine the Committee’s information needs. In the absence of the Chair at a duly convened meeting, the Committee shall select a temporary substitute from among its members.

The Committee will meet in regularly scheduled executive sessions without any members of management. The Committee may invite to its meetings any member of management and such other persons as it deems appropriate in order to carry out its responsibilities, including, but not limited to, consultants and attorneys. All other Board members have a standing invitation to attend meetings of the Committee.

## **RESPONSIBILITIES AND DUTIES**

The Committee has the following responsibilities and duties:

### **1. Compensation and Human Capital Management**

- Oversee the Company's policies and philosophy related to total compensation for executives.
- Approve annual and long-term performance goals and objectives for the Company's Section 16 executive officers.
- Review and approve the compensation practices for the Chief Executive Officer ("CEO") and other Section 16 executive officers, including base salary, short-term incentive compensation and long-term incentive and stock plan awards, taking into account such factors as the Committee deems appropriate.
- Establish the Company's employment arrangements with its CEO and other Section 16 executive officers.
- Conduct the annual performance reviews for the CEO and oversee the performance evaluations of other executive officers. The Committee shall consider the input of all non-management directors of the Board when performing its annual performance review of the CEO. The performance review shall involve the review and approval of corporate goals and objectives relevant to compensation and an evaluation of the performance in light of these goals and objectives. The Committee shall determine and approve the CEO's compensation level based on this evaluation. In determining the long-term incentive component of compensation, the Committee shall consider, among other factors, the Company's performance, the value of similar incentive awards to executive officers at comparable companies and the awards given in past years.
- Review and assess risks arising from the Company's compensation policies and practices for its employees in accordance with SEC rules.
- Assess the results of the Company's most recent shareholder advisory vote on executive compensation ("say-on-pay") and the frequency of such votes.
- Review the Company's strategies, programs, practices and performance outcomes related to human capital management, including with respect to talent development, education and training, retention and experience and workforce demographics.
- Review the Company's strategies, initiatives, programs, practices and performance outcomes related to the support and advancement of diversity, equity and inclusion.

- Review and approve a group of relevant peer companies for the purpose of benchmarking executive compensation plans and practices.
- Review the form and amount of director compensation at least annually and make recommendations to the Board.
- Make recommendations to the Board regarding the approval or modification of any compensation plan in which a director is eligible to participate and approve or disapprove any modifications as delegated by the Board.
- Oversee the adoption or amendment of any policy providing for the recovery of incentive-based compensation received by current or former executive officers, as necessary and as required by applicable law or NYSE requirements.
- Monitor compliance of directors and Section 16 executive officers with the Company's program of required stock ownership.

## 2. Incentive Plans

- Make recommendations to the Board with respect to the adoption or amendment of the Company's incentive compensation or other plans in which the Company's Section 16 executive officers participate.
- Oversee and make recommendations to the Board with respect to the approval of any new stock-based compensation plan or any material change to an existing plan subject to receipt of shareholder approval, if necessary.
- Oversee the administration of the Company's incentive and stock-based plans, including employee stock purchase plan and perform the functions of the Committee outlined in such plans, including the determination of whether to grant any stock plan awards under such plans.
- Review, at least annually, the Company's policy regarding stock plan awards and monitor compliance with the Company's policies regarding stock plan awards.

## 3. Compensation Consultants, Independent Legal Counsel and Other Advisers

- Select a compensation consultant, independent legal counsel or other adviser, if any, only after taking into consideration all factors relevant to that person's independence from management, including those factors set forth in the NYSE Corporate Governance Listing Standards.
- Appoint, determine the compensation of and oversee the work of any compensation consultant, independent legal counsel or other adviser retained by the Committee.

## 4. Disclosure

- Review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") and recommend to the Board that the CD&A be included in the Company's annual proxy statement or other applicable SEC filing.

- Prepare a report for inclusion in the Company's proxy statement or other applicable SEC filing in accordance with SEC rules and regulations.

#### 5. Other Responsibilities

- Report regularly to the Board on Committee actions and any significant issues considered by the Committee.
- Perform such other functions as assigned by law, the Company's Certificate of Incorporation or Bylaws, or the Board.

#### **DELEGATION**

The Committee may, in its discretion, form and delegate authority to subcommittees, including a single member, when appropriate and consistent with applicable law.

#### **PERFORMANCE EVALUATION**

The Committee shall conduct an annual performance evaluation of the Committee, which evaluation shall compare the performance of the Committee with the requirements of this charter. The performance evaluation shall also include a review of the adequacy of this charter and shall recommend to the Board any revisions to this charter deemed necessary or desirable, although the Board shall have the sole authority to amend this charter. The performance evaluation shall be conducted in such manner as the Committee deems appropriate.

#### **RESOURCES AND AUTHORITY**

The Committee shall have the resources and authority to discharge its duties and responsibilities, including retaining any compensation consultant, independent legal counsel or other adviser as the Committee may deem appropriate in its sole discretion. The Committee shall have sole authority to retain and terminate any such consultant, counsel or adviser, including sole authority to approve that person's fees and other retention terms.