

## **Remuneration Committee**

### **Description**

The Remuneration Committee assists the Board of Directors in fulfilling its responsibilities related to the oversight of CIGNA Europe's human resources.

### **Purpose**

The Remuneration Committee reviews compensation and benefit programs and plans. The Remuneration Committee is also involved in the design of CIGNA Europe's remuneration policy.

### **Membership**

The Remuneration Committee consists of a minimum of three members which are appointed by the Board of Directors. At least one member is an independent non-executive director.

Other managers and employees shall be invited at the discretion of the Remuneration Committee to attend the Remuneration Committee meetings, except if his or her own remuneration is involved. External specialists will be invited to attend meetings of the Remuneration Committee as required. The compensation consultant's partner with HR generalists and managers may be invited as required when the Market Values are to be determined.

### **Responsibilities**

The Remuneration Policy will be reviewed and updated annually by the Remuneration Committee to ensure that it evolves in order to meet the changing requirements of CIGNA Europe.

The Remuneration Committee reports back to the European Executive Committee who will ensure the implementation of the remuneration policy on an annual basis.