



Aetna Insurance Company Limited

Board Diversity Policy

We are very fortunate to have such a diverse workforce at Aetna, which allows us to offer many different strengths, skills and perspectives. We are keenly aware of the value of diversity, and how an inclusive environment strengthens our business and creates new opportunities for us in the marketplace.

As an international business, we regularly see the challenges and barriers faced by diverse groups of people across the globe, so we are committed to leading by example, by demonstrating and celebrating the clear strengths of a diverse culture, with shared goals and shared values.

Aetna's evolution as a leader in diversity and inclusion reflects the varied needs of consumers in the changing health marketplace. By harnessing the diversity of our employees through inclusion, we consistently seek to create better, more inventive solutions that meet the unique health care needs of many different consumers. The challenge we face to continually increase the value we offer to our customers requires creativity and insight that only a diverse workforce operating in an inclusive culture can deliver.

Driven by the belief that diversity makes us a better organisation, better equipped to serve a diverse society, Aetna's policy is to ensure that there is representation, knowledge and understanding of diverse geographies, beliefs, cultures and backgrounds including race, disability, gender, sexual orientation, religion and age, throughout the Aetna group.

There is also an emphasis on ensuring diversity in senior management roles. For example, whilst 25% of the Aetna group's leadership is currently female, there are a huge number of resources, forums and programmes designed to empower and support women, and to increase the number of women in senior management. We believe that senior appointments should be based on merit as well as expanding the skills and experience of the company as a whole. Our policy is to ensure that an appropriate proportion of senior managers have direct experience of some of our key markets with different ethnic backgrounds and of both genders.

Aetna monitors adherence to this policy and has built it into its performance measures.

The diversity policy applies to the Board of Aetna Insurance Company Limited.

At Aetna, we will continue to collaborate with our many partners to leverage both diversity and inclusion to fulfil our mission: to build a healthier world.

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