



Nancy Ryan

Vice President, Total Rewards
The Cigna Group

Nancy has served as VP, Total Rewards since October 2023, and is a member of the Company's HR Leadership Team.

Nancy is responsible for all aspects of employee and executive compensation, recognition, benefits, and well-being, ensuring alignment with the Company's talent strategy, a primary component of which is building a sustainable culture of health across Cigna that results in improved vitality, engagement and cost-effectiveness. Nancy joined Cigna in 2017 and has held a series of leadership positions within the Company's HR and Legal functions, including leading the Company's Corporate Impact strategy.

Prior to joining Cigna, Nancy practiced law in law firms in New York and Philadelphia, most recently as a partner in the Employee Benefits and Compensation Group of Blank Rome in Philadelphia.

Nancy is a member of the board of Good360. She holds a bachelor's degree from Duke University and a law degree from Northwestern University.