



SUPPLEMENT FOR THE YEAR 2025 OF THE OXFORD HEALTH PLANS (NJ), INC.
SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2025

(To be filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes []; or 2) allocation to each insurer: Yes [X].
2. Did any person while an officer, director, or trustee of the reporting entity receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity? Yes [] No [X]
3. Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commissions whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond the period of 12 months from the date of the agreement? Yes [] No [X]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Samuel Thomas George - President	2025	73,055	16,437	0	0	0	0	418	89,911
Samuel Thomas George - President	2024	162,500	22,775	0	0	0	0	0	185,275
Samuel Thomas George - President	2023	87,520	0	0	0	0	0	17,537	105,057
Current:									
2. Richard Michael Hersch - Chief Financial Officer	2025	49,783	11,080	0	0	0	0	274	61,136
Richard Michael Hersch - Chief Financial Officer	2024	36,480	4,529	0	0	0	0	279	41,288
Jeffrey Brian Snelling - Chief Financial Officer	2023	67,795	11,667	0	0	0	0	333	79,795
3.	2025	0	0	0	0	0	0	0	0
Jeffrey Brian Snelling - Former Chief Financial Officer	2024	48,938	10,674	0	0	0	0	214	59,827
Charles Reeves Wayland - Former President	2023	96,651	46,805	0	0	0	0	1,194	144,650
4.	2025	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
Richard Michael Hersch - Former Chief Financial Officer	2023	5,828	1,500	0	0	0	0	15	7,343
5.	2025	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
6.	2025	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
7.	2025	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
8.	2025	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
9.	2025	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0
10.	2025	0	0	0	0	0	0	0	0
	2024	0	0	0	0	0	0	0	0
	2023	0	0	0	0	0	0	0	0

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Samuel Thomas George - Director	0	0	0	0	0	0
Jean M McGann - Director	0	0	0	0	0	0
Gregory Gerald Carnevale M.D. - Former Director	0	0	0	0	0	0
Charles Angelo Cerniglia - Former Director	0	0	0	0	0	0
Thomas Patrick O'Connor - Former Director	0	0	0	0	0	0
	0	0	0	0	0	0

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PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.
Directors (except Consumer, Independent and/or Public Directors) are employees of affiliates of the reporting insurer within the UnitedHealth Group, Incorporated structure and do not receive compensation for their director services.