

2025

Signify Health Ireland Gender Pay Gap Report



Introduction

At CVS Health®, we're making healthier happen. We are powered by innovative, knowledgeable and caring people who are passionate about delivering solutions that make health care more personal, convenient and affordable.

We are pleased to publish our first Gender Pay Gap report for our Signify Health Ireland entity, for the 2025 reporting period. The report outlines our Gender Pay Gap figures and the actions we are taking to reduce our gap over time. It also provides an overview of the Gender Pay Gap Information Act 2021 and explains key terms referenced throughout.

Our colleagues are our greatest asset, and we are committed to attracting and retaining a talented workforce to support and advance our strategic priorities. Inclusive hiring is a foundational principle of our approach — where both male and female employees are fairly represented and considered throughout each stage of the hiring process.

Our culture is the foundation of our success. We celebrate contributions, nurture growth, and create space for belonging. We offer a wide range of resources, benefits and programs to support colleagues throughout their career and we are committed to maintaining an inclusive and engaging workplace, free from all forms of discrimination.

This includes:

Equitable employment opportunities throughout our recruitment processes.

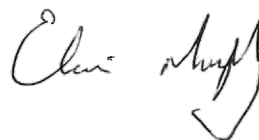
A culture that supports professional and personal development, regardless of background.

Transparent and fair pay and reward structures that reflect the role — not the individual.

We recognize that the representation and availability of female talent across the technology workforce is a contributing factor to our results. Encouraging women early in career to pursue STEM subjects and careers, as well as attracting, retaining and developing all colleagues, is a key area of focus. As an executive board member on multiple boards in Ireland, I am proud to champion gender equity, community impact, and the development of Ireland's tech and healthcare sectors — and bring these values back to CVS Health.

At Signify Health Ireland, every manager receives sponsored professional development, including participation in high-impact programs such as an Emerging Leaders program, Women in Global Leadership, and other skills training.

In addition to this report, we provide colleagues with several resources that support our commitment to equity, including information on their legal rights, expectations and reporting channels to support ethical and responsible business practices. We remain committed to measuring our progress and ensuring the effectiveness of our pay and reward structures.

Elaine Murphy

Vice President, Site Lead, Signify Health

A reminder of the Gender Pay Gap

In 2021, the Irish government introduced the Gender Pay Gap Information Act (the Act), following similar legislation already in place in the UK and globally. The Act aims to highlight the advancement of women in the workforce into more senior, high-paying roles, while holding employers accountable for providing support to facilitate the career growth and professional development of their female colleagues.

Employers with 50 or more ‘relevant employees’ (typically those who ordinarily work in Ireland and whose contracts are governed by Irish legislation) are required to publish their Gender Pay Gap on an annual basis around November. The threshold has reduced from 150 in 2024 and 250 ‘relevant employees’ when the legislation was passed.

During the reporting period in 2025, CVS Health had one legal entity in Ireland – Signify Health – that met the reporting threshold, with 88 relevant employees. This marks the first time the company is required to create this report.



Defining Gender Pay

When looking at our Gender Pay Gap results, it is important to be very clear about what they are – and are not.

We maintain robust practices and processes to audit our colleagues’ pay as is determined by job, level, tenure, experience and performance, and ensure we deliver fair pay.

Even if a company delivers equal pay to men and women performing the same role, it can still have a Gender Pay Gap. This is due to a range of factors that have historically impacted the progression of women in the workplace, such as larger male representation in senior positions.

This report and the figures provided will focus on **Gender Pay**.

Gender Pay

measures the difference between the average pay of all men and women in the workforce, regardless of the type or level of role. It is a group comparison that highlights any differences in the distribution of men and women across the workforce.

Equal Pay

measures the difference in the pay of men and women doing the same role, similar role or work of equal value. It is an individual comparison that highlights if there are any differences in pay related specifically to gender.

Measuring Gender Pay

The Act requires us to report on a number of statistics when measuring our Gender Pay Gap.

The mean hourly pay gap

The median hourly pay gap

The bonus pay gap

Our pay quartiles

% of colleagues receiving bonus

% of colleagues receiving BIK (benefit in kind)

What do we mean by the term 'pay'

The term 'pay' takes into account individuals' total pay and bonuses throughout the reporting period. This includes base salary, benefits-in-kind, one-time payments, allowances, etc. These payments are included in our calculations and influence our hourly pay and bonus gaps.

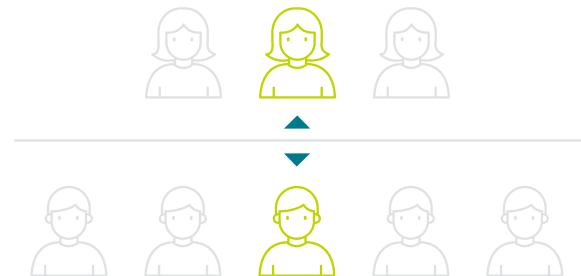
What is the mean pay gap?

The mean pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.



What is the median pay gap?

If you lined up all of the women and all of the men, the median pay gap represents the difference in hourly pay between the middle woman compared to the middle man.



What are pay quartiles?

The Irish gender pay gap legislation requires all companies to report the gender distribution of employees across their hourly pay ranges. To do this, all employees are ranked from highest to lowest based on their hourly pay. The full range is then divided into four equal groups, known as pay quartiles, and employees are positioned within these quartiles regardless of their gender.

2025

Our Ireland Gender Pay Gap Results



Gender Pay Gap

Hourly Pay Gap - All Colleagues*

MEAN

-19.3%



MEDIAN

8.7%

FEMALE



MALE



A negative percentage indicates a gap in favor of females and a positive percentage indicates a gap in favor of men.

Bonus and Benefit in Kind

Bonus Gap

MEAN

-21.7%



MEDIAN

36.3%

FEMALE

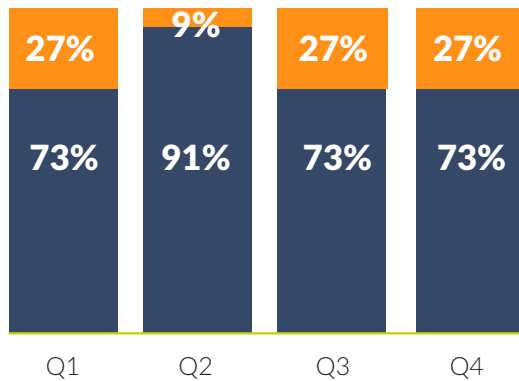


MALE



Pay Quartiles

Proportion of female and male colleagues in each pay quartile:



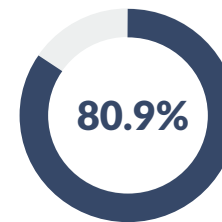
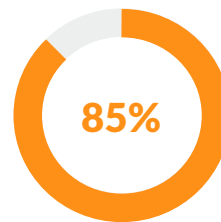
FEMALE



MALE



Proportion of female and male colleagues receiving a bonus:



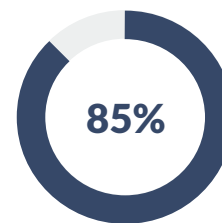
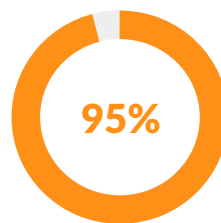
FEMALE



MALE



Proportion of female and male colleagues receiving a benefit in kind:



FEMALE



MALE



*Pay gap for part time and temporary colleagues not reported due to insufficient sample size.

Understanding our results

This is the first time that Signify Health has met the criteria to report gender pay gap results. It is important to note that, with a group of less than 100 people, as with Signify Health Ireland, the figures can be influenced by the pay of a small number of colleagues. This also means that future results may show volatility based on changes in the composition of our team — particularly when one gender joins or leaves the company.

Small sample sizes and the pay of a few colleagues significantly influence our results

The Signify Health Ireland entity has a mean pay gap of 19.3% in favour of women, and a median pay gap of 8.7% in favour of men. We have assessed that both our mean pay and bonus gaps are influenced by the pay of a few senior level colleagues; and the median pay and bonus gaps are influenced by the higher proportion of men in higher paying roles compared to women. This is where we believe our efforts should be focused.

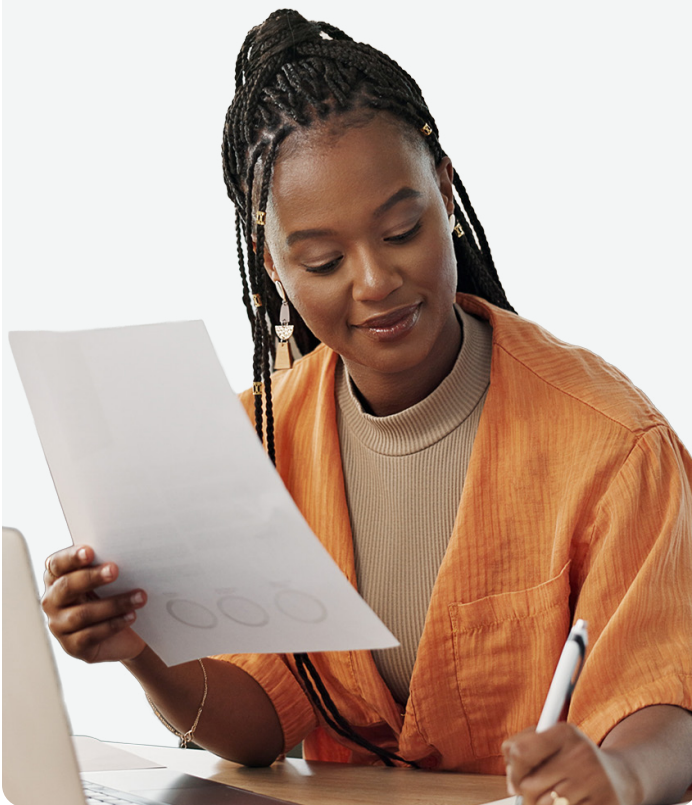
The gender distribution in favour of men is reflective of broader industry trends and societal trends. Nationally, 43% of male students in higher education choose STEM subjects compared to only 19% of female students — contributing to gender imbalance in industries such as specialist technology roles, which make up most roles at Signify Health Ireland. We aim to address this gap through the attraction, retention and development of women in technology jobs.

Roles with niche skill sets where pay premiums are recognized in the market have predominantly been filled by males.

Hard-to-fill roles that require a specific skill set may have more competitive compensation packages to attract talent, which can result in outliers within our pay data. Given our organizational size, such outliers may continue to influence our overall gender pay gap. Increasing the sourcing or talent pools and representation of women in higher-paying roles—and across all levels of the organization—remains a key strategy to narrowing these gaps over time.

All colleagues are eligible for Benefits in Kind — but not all opt to take it

We note that there is a 10% difference in the number of women who opt to receive Benefits in Kind. All colleagues are eligible for benefits however, for a variety of reasons colleagues may choose to opt out of a benefit — for example, if they have existing benefits coverage from a spouse/partner.



Our actions to reduce our gap

Attracting, retaining, and developing our female colleagues



Attracting

Inclusive hiring is a foundational principle to how we attract talent. For example, at the Signify Health Galway site, both male and female employees are fairly represented and considered throughout each stage of the hiring process — reinforcing our commitment to gender-balanced recruitment. The hiring process sets clear expectations around our Heart at Work behaviours, to ensure candidates understand the values that define our workplace and to foster a sense of alignment and belonging from day one of a successful candidate's journey.



Retaining

There is a strong Irish presence and engagement with the global Women in Technology (WIT) forum, which fosters a culture of inclusion and mentorship for women across the technology space. Locally, this community meaningfully contributes to the global efforts to support and advance women in technical roles.

To actively encourage growth and progression we recognise the importance of greater transparency on pay practices and pay levels. This is why we have introduced more clarity on how we deliver fair pay. All colleagues, going forward, have access to information on pay ranges and promotion guidelines for all grades, enabling colleagues to understand and own progression opportunities whilst driving increased transparency.



Developing

As part of our commitment to nurturing and celebrating an engaging and inclusive work environment, learning and development opportunities are available for all colleagues. There are a range of resources available to help colleagues plan and reach their goals, for example, the Tuition Reimbursement program. This program makes job-related degree programs and skill-specialization courses, such as leadership training, more accessible and affordable for colleagues.

Additionally, at Signify Health Ireland, managers have opportunities for sponsored professional development, including participation in high-impact programs such as Women in Global Leadership, Emerging Leaders, and other skills training.

Signify Health Ireland's senior executive team includes female representation — a testament to our commitment to attract, retain and develop women.

This reflects our deep organizational commitment to gender equity at the highest levels of decision-making and demonstrates the impact of talent initiatives, including leadership development programs to support the advancement of women.

An inclusive workplace design that drives outcomes and fosters flexibility.

As part of our commitment to fostering an inclusive and equitable workplace, we recognise that colleagues at Signify Health have a diverse set of needs. This is why we offer a range of benefits to support colleagues' overall wellbeing, including mental health counselling, neurodivergence awareness and female-focussed wellness support such as Women's Health Week. All colleagues also have access to an Employee Assistance Programme, which provides 24/7 access to confidential counselling, parenting and career coaching, and cognitive behavioural therapy resources.

To further our efforts to create a flexible and inclusive working environment, our hybrid working practice gives colleagues the opportunity to work in a style that best-suits their needs to sustainably drive business outcomes.

While we are encouraged with the progress made through our current initiatives, we know continued effort is needed.

Each year, as we publish our gender pay gap results, we will remain committed to transparency — both sharing the data and the context behind it. We will continue to provide updates on actions we are taking, including new and ongoing initiatives aimed at closing any gaps and enhancing the recruitment, development, and advancement of women across Signify Health.





About Signify Health

Signify Health, a CVS Health Company, is a leading health care platform that leverages advanced analytics, technology, and nationwide health care provider networks to create and power value-based payment programs. Our mission is to build trusted relationships to make people healthier. Our solutions support value-based payment programs by aligning financial incentives around outcomes, providing tools to health plans and health care organizations designed to assess and manage risk and identify actionable opportunities for improved patient outcomes, coordination and cost-savings. Through our platform, we coordinate what we believe is a holistic suite of clinical, social, and behavioral services to address an individual's health care needs and prevent adverse events that drive excess cost, all while shifting services towards the home.