

Carelon Global Solutions in Ireland

Gender Pay Report



November
2025

Executive Summary

Our commitment to purpose and mission

Our purpose – improving the health of humanity – is at the core of what we do. It's who we are. Our purpose unifies us and serves as the reason we work relentlessly each day to pursue a simpler, more affordable, and more effective healthcare experience for all those we serve. This work enables us to focus on our mission – improving lives and communities – while delivering results with care and compassion.



Culture, Engagement and Inclusion

Each year we conduct internal associate engagement surveys that provide our associates with an opportunity to share their opinions and experiences with respect to their roles, their teams and the Company, and we also offer online feedback tools. In 2024, associates shared more than 40,800 comments and more than 250,600 sentiment submissions on Elevance Health's always-listening digital Vitals platform. Our management team reviews, monitors and analyzes associate feedback and acts on responses to identify opportunities to adjust our policies and benefits to improve our associates' experiences. In addition, in 2024, over 20% of our U.S. workforce participated in our Business Resource Groups, or BRGs, which provide associates meaningful opportunities to connect, collaborate and grow. These voluntary, associate-led communities, which are open to all of our associates, help to foster an environment of inclusivity, respect and collaboration. To further engage and reward our associates, we have an associate recognition program called IMPACT that empowers all associates to recognize their colleagues for their contributions to our Company and to celebrate both personal and professional milestones, whether recognition is for going "above and beyond" or simply to express thanks.

A commitment to fair pay

We are committed to a fair pay workplace. When we calculate associate pay, we consider variables such as the market rate for a role, the level within the company, the location, and an associate's knowledge, skills, experience, and performance. While our systems are designed to be fair, we add an extra layer of scrutiny to ensure we're being fully equitable. We search for any unexplained discrepancies by gender and if we find any, we complete the necessary remediation. We take this action to prevent pay disparity, remove bias from our rewards system, and make sure that remuneration packages accurately reflect the individual efforts of our associates. Ensuring fairness is an ongoing process, and our internal pay equity analysis is just one part of a larger effort to improve our diversity, equity, and inclusion at Caredon Global Solutions Ireland.

About the Ireland binary gender pay gap report

The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025 requires employers in Ireland with 50 or more associates to publish and report specific figures about their binary gender pay gap. This report sits alongside Elevance Health's more extensive internal pay equity review process, conducted in the U.S. to identify any differences between groups of associates who are doing the same or similar work at the same level. Elevance Health's analysis in the U.S., considers job-related factors that should legitimately impact pay like role, performance, and tenure.

A note about Elevance Health in Ireland

The Elevance Health Ireland associate population sits within our subsidiary Carelon Services and Carelon Global Solutions (CGS) Ireland is a division within this subsidiary. Established originally as Legato Health Technologies in 2017 and rebranded in 2023 as Carelon Global Solutions (CGS). Carelon Global Solutions (CGS) provided cutting-edge technology, business operations services, and unique solutions to make healthcare easier for health plans and providers. However, in early 2025, Carelon Global Solutions Ireland, after carefully considering alternatives and conducting a consultation process with employee representatives, cited the need to cease operations and close operations by December 31, 2025.

Our 2025 binary pay gap data

The binary gender pay gap looks at two parameters: the mean and median hourly pay for men and women. We use the mean and median pay of men as the baseline and compare the pay for women against this.

- The **mean** gender pay gap calculation shows the difference between the average hourly rates of pay for men and women.
- The **median** gender pay gap tells us more about the variation in pay between men and women by stacking our pay data and comparing the midpoint of pay for men and women.

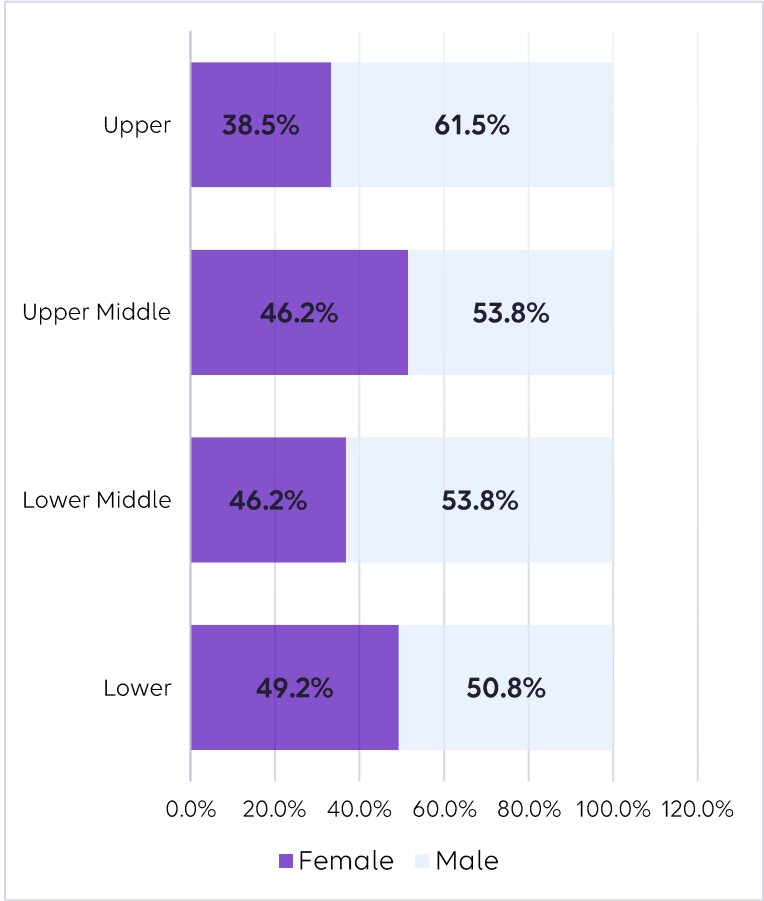
Note: The binary gender pay gap analysis does not account for differences in roles nor how the compensation for roles may vary across salary and bonus.

Our results

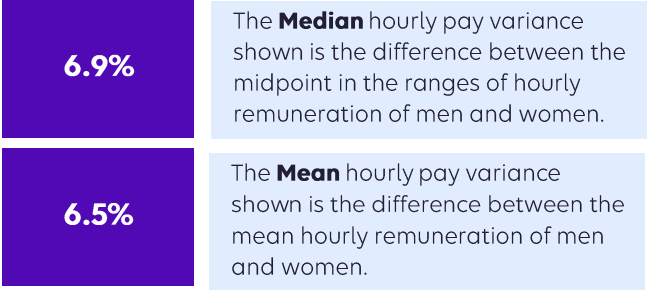
The Act also requires employers to report gender pay gap information within six months of a date in June chosen by the employer. Pursuant to the requirements of the Act, we are sharing gender pay gap information based on the government's methodology for Carelon Global Solutions (CGS) Ireland.

We selected June 30, 2025, as the 'snapshot' date for this report. The analyses reported is based on the associate population (i.e., associates employed on June 30, 2025) and the components of remuneration [as required under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) in accordance with both regulations (2022 and 2024) for the period of 12 months ending on June 30, 2025.

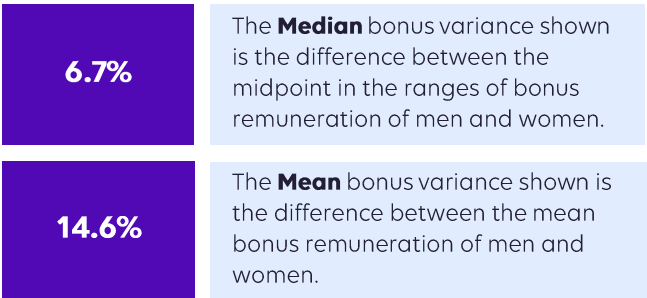
Proportion of associates in each quartile



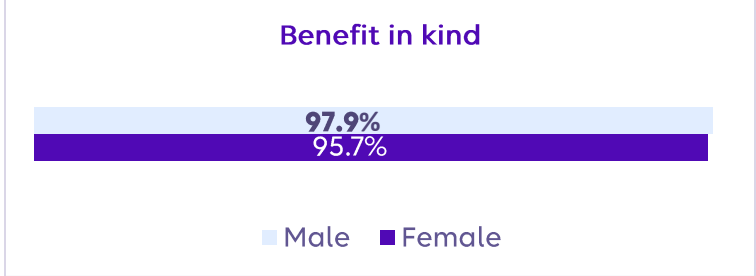
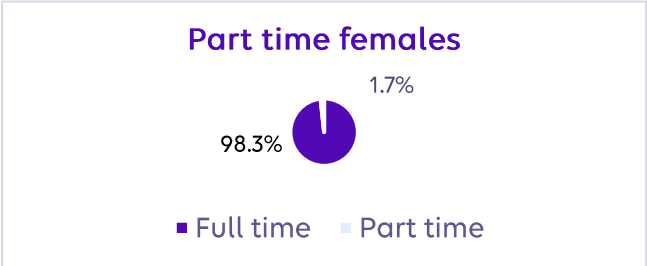
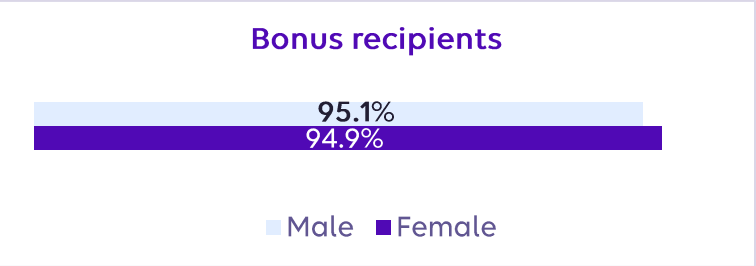
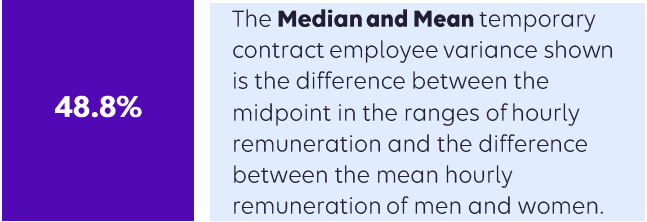
Median and Mean hourly pay ¹



Median and Mean bonus



Median and Mean temporary contract employees ²



Notes:
¹ Our mean and median variances are skewed by a higher representation of men and a lower representation of women in higher paid jobs.
² For Carelon, the median and mean hourly remuneration gap for temporary contract employees is the same, as only 2 males and 2 females are in this category. This category includes both fixed term contracts and interns.
³ For Carelon, there are no part-time men and 2 part-time women, so the pay gap does not apply for part-time employees

Reasons for our binary gender pay gaps



1. Role/salary grade mix and representation:

Women make up 45% of the relevant employee population (117 of 260). Representation charts and quartiles show a gendered distribution across the pay structure, with men more prevalent toward the upper end in higher pay grades and/or roles. This structural mix depresses both women's mean, and median pay relative to men.

2. Bonus pay amount differences, not eligibility:

Bonus eligibility rates are similar for women and men at approximately 95%, so the driver for pay gaps is bonus amounts, not bonus eligibility. The mean bonus gap is 14.6%. Because hourly remuneration includes bonus,

these differences widen the pay gaps. As the **mean** is pulled by higher bonus amounts at the top—where men are more represented—so bonus differences lift the mean gap.

Additionally, the **median** is slightly larger because the typical man is in a higher grade than the typical woman, so even without extreme outliers, the middle-of-distribution comparison favors men. Finally, a review of salary-only is also smaller (mean 4.2%, median 2.9%), indicating that bonus amount variances for women widen both the mean and median hourly gaps.

However, we did experience improvements in bonus gap percentages this year, where the **mean bonus gap** fell from **32.7%** to **14.6%** (-18.1 pp) and the **median bonus gap** dropped from **26.9%** to **6.7%** (-20.2 pp), coinciding with bonus receipt rates converging at ~95% for both women and men (up from ~72–74% in 2024).

Lastly, we realize a larger representation of men and a lower representation of women working in technology roles is not unique to us and is not unusual in the technology industry. Therefore, we have remained committed to reducing the binary gender pay gap by ensuring we have effective initiatives to support female recruitment and progression at Carelon Global Solutions Ireland.

Measures underway to reduce the gender pay gap

As previously stated, Carelon Global Solutions Ireland plans to cease operations in Castletroy, Limerick by the end of December 2025, following a review of the business and a consultation process with employee representatives. Due to the impending closure, the company will not implement typical multi-year pay gap reduction measures such as targeted advancement programs or long-term reward initiatives, as these are not considered feasible or proportionate for a site scheduled to close.

During the wind-down our focus is on supporting impacted associates, engaging with their representatives, and adhering to all statutory obligations, while maintaining fair and non-discriminatory pay practices until closure.

Conclusion

Carelon Global Solutions Ireland embeds belonging and inclusiveness throughout our business and culture by attracting, retaining, and developing diverse talent, cultivating a fair and inclusive workplace, creating whole health solutions that advance health equity, and extending these values to our suppliers and communities.

We cultivate a workforce that reimagines healthcare solutions and experiences for all people. The varied backgrounds, perspectives, and experiences of our associates spark innovation and enhance our ability to serve members and communities effectively. We are dedicated to providing all associates with opportunities to thrive in their careers alongside people who care, collaborate, and drive meaningful change in healthcare. Learn more at: <https://www.elevancehealth.com/who-we-are/our-workforce>