

Carelon Global Solutions in Ireland

Gender Pay Report



December
2024

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.



Diversity, equity, and inclusion

Our commitment to Diversity, Equity, and Inclusion (DEI) is vital to improving health and makes us a stronger organization and community partner.

The diverse insights and experiences of our associates allow us to relate to and connect with people from all backgrounds. Combined with an inclusive environment where all ideas are welcome, a strong DEI strategy propels the innovative whole health solutions we seek. As a result, we respect and value our differences globally across the company.

Our DEI framework focuses on four key areas: **Talent, Work Environment, Community, and Health**. We support our commitment to DEI by partnering with external organizations, colleges, universities, our Business Resource Groups (BRGs), and other internal associates to recruit, retain, and develop a diverse workforce at Elevance Health, both globally and locally in Ireland. Additionally, our DEI strategy includes a goal to increase the number of women in leadership roles, supported by programs like our She-Suite Brand Leadership Institute. Our 2023 cohort included participants from Ireland, and helps high-potential women develop new mindsets, skillsets, and relationships to further their career aspirations and personal goals. As our gender pay gap data shows, these initiatives take time, and we are committed to supporting women at all levels to progress their careers in our organization.

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 Carelon Global Solutions Ireland.

About the Ireland binary gender pay gap report

The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024 requires employers in Ireland with 150 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) provides cutting-edge technology, business operations services, and unique solutions to make healthcare easier for health plans and providers.

Our 2024 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.

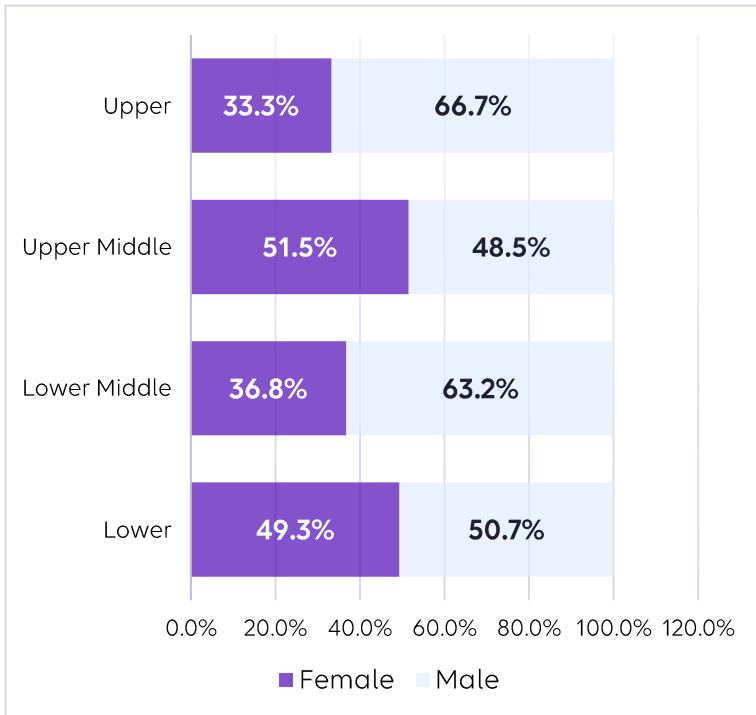
Note: The binary gender pay gap analysis does not account for differences in roles nor how the compensation for roles may vary across salary and bonus.

Our results

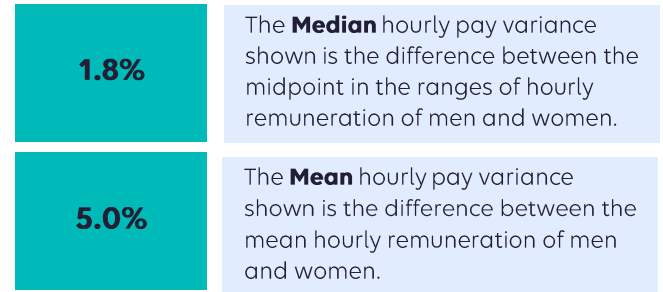
The Act also requires employers to report gender pay gap information within six months of a date in June chosen by the employer. Pursuant to the requirements of the Act, we are sharing gender pay gap information based on the government's methodology for Carelon Global Solutions (CGS) Ireland.

We selected June 30, 2024, as the 'snapshot' date for this report. The analyses reported is based on the associate population (i.e., associates employed on June 30, 2024) 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, 2024.

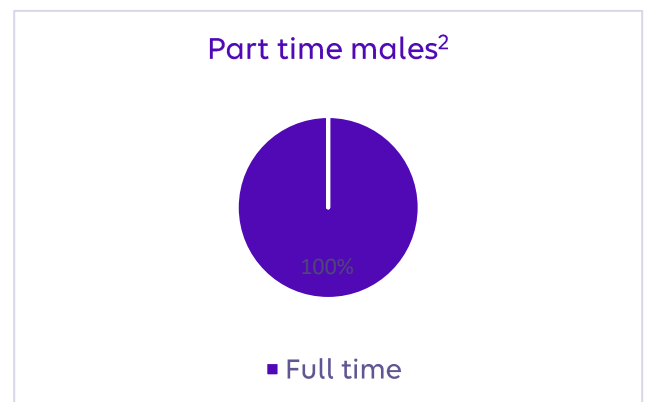
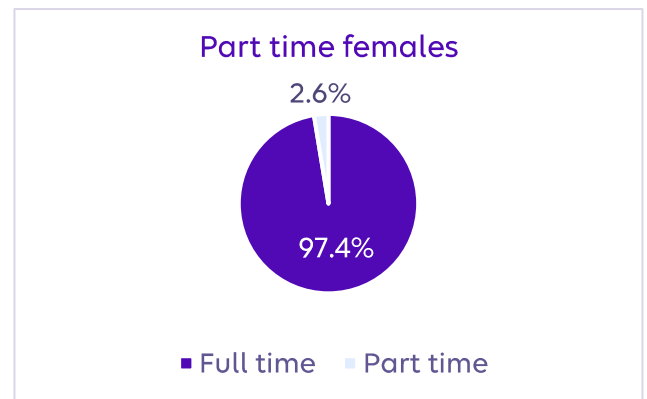
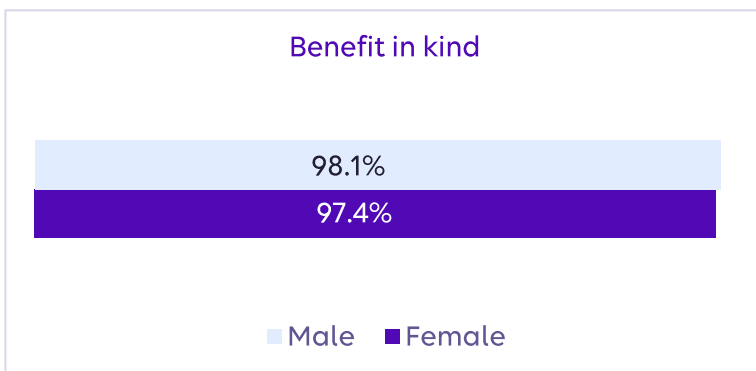
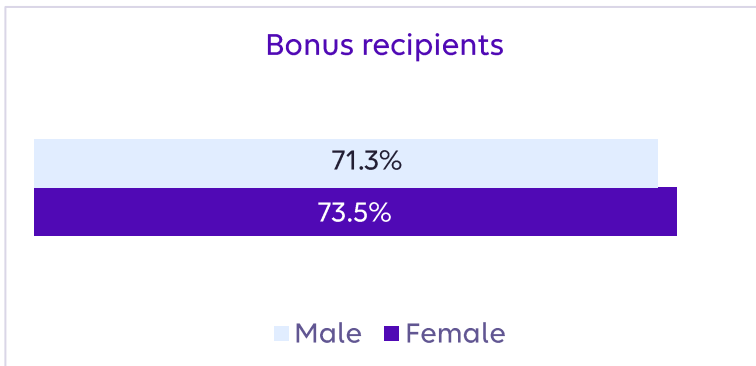
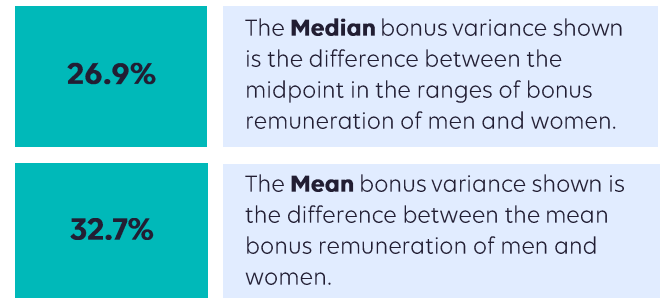
Proportion of associates in each quartile



Median and Mean hourly pay ¹



Median and Mean bonus



Notes:

¹ Our mean and median variances are skewed by a higher representation of men and a lower representation of women

² For Carelon, there are no male part-time staff and no associates on temporary contracts. So, it is not possible to make these calculations.

Reasons for our binary gender pay gaps

The mean pay gap of 5.0% for Carelon Global Solutions Ireland is primarily driven by a higher proportion of men in our workforce, where men represent 57% of our workforce in Ireland. It is also impacted because we have a higher representation of men and a lower representation of women in our senior technical roles, which have higher market rates of pay. Finally, we had a higher number of women who began employment later in the fiscal year impacting bonus eligibility and payouts. Considering the mean pay gap includes bonus, a higher bonus gap can also impact mean pay gaps.



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 remain 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 as described below.

Given the methodology and size of the data set, we anticipate small swings each year. Our goal is to close these gaps over the long term via our representation efforts.

Measures underway to reduce the gender pay gap

Our internal programs to promote representation of women at all levels includes:

1. Increasing the pipeline of women in our hiring efforts through specific candidate pool diversity goals ensures that the hiring pipeline for every role and level is representative of the external talent pool. We continue to work to drive equity into every stage of the hiring process, from our initial candidate engagement to monitoring each stage of the process through the actual hire. In recent years we've put in place measures to mitigate bias, drive inclusive hiring practices, and help ensure a diverse talent pool. We continue to invest in inclusive recruiting and established inclusive recruiting practices for positions at the Director level and above in 2022. Inclusive recruiting includes best practices to source diverse candidate slates, we follow a structured interview process and ensure objectivity in calibrating and selecting candidates.
2. We are passionate about creating an inclusive culture where women can thrive, and we know that our internal culture is a key driver of success. Specifically, improving the retention and progression of women in the workplace. We celebrate and support the diverse communities within our organization with Business Resource Groups (BRGs). Over 19% of our workforce belongs to a BRG and our BRG Women's Inspired Network Business Resource Group (WIN) is the oldest and largest BRG, with more than 7,000 members. WIN was established to boost the representation of women in leadership roles at Elevance Health, fostering an environment that attracts, retains, and actively engages women, while leveraging their contributions for both personal and professional success. Additionally, each of our Ireland leaders are accountable for their team's DEI progress and have a portion of their performance measured on the steps they're taking to attract, promote, and retain women and other underrepresented groups. Our workforce is our greatest asset, and we prioritize attracting, retaining, and nurturing diverse talent.

3. Considering our industry efforts to increase women’s representation in technology, we acknowledge that Carelon Global Solutions Ireland cannot solve the representation issues alone, and a concerted industry level effort is required to ensure more pathways into technology fields for women in Ireland. As a result, we are exploring options to invest in external programs that highlight and promote STEM education for women and girls, through workshops, networking events, and partnerships with external organizations.

Conclusion

Carelon Global Solutions Ireland embeds diversity, equity, and inclusion 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.

Attracting, retaining, and developing diverse talent who reflect the world in which we live, and work is a priority. Our associates’ diversity helps us as we seek to ensure access to high-quality, affordable, accessible, and culturally relevant healthcare for those we serve. You can learn more about our approach to diversity, equity, and inclusion at <https://www.elevancehealth.com/annual-report/2023/engaging-a-talented-diverse-workforce.html>