CVS Health

Ireland Gender Pay Gap Report 2026



This report relates solely to DDAT Ireland and is published to meet statutory obligation under the Gender Pay Gap Information Act 2021. The information, actions and commitments described should be understood in the context of DDAT Ireland's operations and applicable Irish law.

Introduction

At CVS Health® we are guided by our purpose to simplify health care, one person, one family and one community at a time. Through the expertise, innovation and dedication of our colleagues, we create more connected, personalized and accessible health care experiences, with quality, compassion, accountability and safety at the heart of everything we do.

Our people are fundamental to this ambition. We strive to create an environment where everyone can contribute, develop their skills and reach their full potential. By investing in our colleagues, we support stronger outcomes for our business, our customers and the communities we serve.

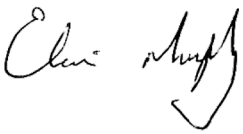
This is our first Gender Pay Gap report for our Digital, Data, Analytics and Technology (DDAT) entity in Ireland, following the integration of Signify Health Ireland and DDAT Ireland Limited into DDAT Ireland Technology Limited (DDAT Ireland) in 2025. The report provides an overview of the government's requirements under the Gender Pay Gap Information Act 2021 and sets out our Gender Pay Gap figures and the actions we are taking to reduce any gap. The information, actions and commitments set out in this report are specific to our Irish operations and are provided to meet our statutory obligations under Irish law.

We remain committed to creating an inclusive workplace where colleagues have equitable access to opportunities to grow, develop and succeed. Our approach is supported by:

- Transparent hiring practices and pay and reward structures
- Investment in professional development
- An environment that fosters well-being, belonging and innovation

We are encouraged by the positive representation of women in senior leadership roles within the organization and remain committed to continuously broadening representation across our workforce. 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 their careers to pursue STEM subjects and careers, as well as attracting, retaining and developing all colleagues, is a key area of focus. By maintaining transparency through the publication of our Gender Pay Gap results and continuing to invest in the attraction, development and progression of all talent who have a broad range of experiences, backgrounds and perspectives, we aim to create an environment where every colleague can thrive and contribute to our shared purpose.





Elaine Murphy
Vice President, Site Lead
DDAT Ireland

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A reminder of the Gender Pay Gap

In 2021, the Irish government introduced the Gender Pay Gap Information Act (the Act), which 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 a Gender Pay Gap report annually, around November.

This year's report reflects the integration of Signify Health Ireland into DDAT Ireland, which was completed after the 2025 reporting period and was therefore not reflected in last year's results. As of the June 30, 2026, snapshot date, DDAT Ireland had 144 relevant employees and was the only CVS Health® entity in Ireland required to report under the Act.

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.

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 differences in the pay of men and women who perform the same role, a similar role or work of equal value. It is an individual comparison that highlights whether there are any differences in pay related specifically to gender.



Fair Pay (a concept distinct from the statutory reporting requirements of the Act) measures whether employees are paid appropriately for the work they do, taking into account factors such as skills, experience, performance, responsibilities and the market. It is a broader concept than equal pay and focuses on ensuring that pay practices are consistent, transparent and aligned with role requirements.

CVS Health maintains robust practices and processes to audit our colleagues' pay — which is determined by job, level, tenure, experience and performance — and to support the delivery of 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 impacted the progression of women in the workplace, such as historically larger male representation in senior positions.

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

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Measuring Gender Pay

The Act requires DDAT Ireland to report on a number of statistics when measuring our Gender Pay Gap. These are:

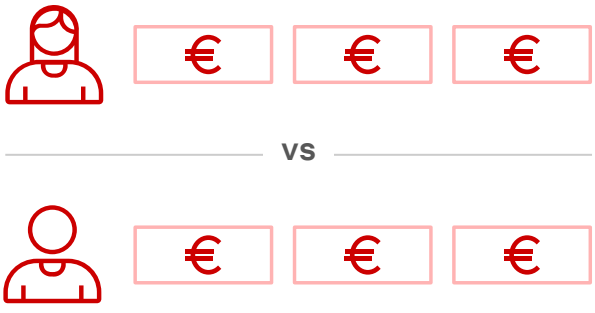
- The mean hourly pay gap
- The median hourly pay gap
- The bonus pay gap
- % of colleagues receiving bonus
- % of colleagues receiving BIK (benefit in kind)
- Our pay quartiles

What do we mean by the term 'pay'?

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

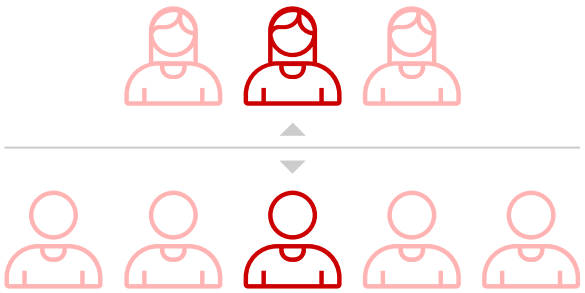
What is the mean hourly pay gap?

The mean hourly pay gap is the difference between the average hourly rate of pay for all men and the average hourly rate of pay for all women, expressed as a percentage of men's average hourly pay. A negative percentage indicates that women earn more on average; a positive percentage indicates men earn more on average.



What is the median pay gap?

The median pay gap compares the hourly pay of the woman in the middle of the female pay distribution with the hourly pay of the man in the middle of the male pay distribution.



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.

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Our 2026 Results
DDAT Ireland

Gender Pay Gap

Hourly Pay Gap — all colleagues

Mean

-3.3%

vs

Median

7.3%

vs

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

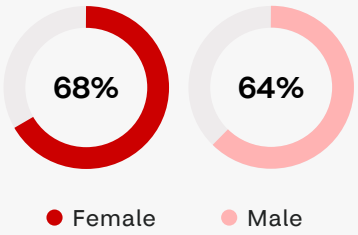
Mean

-12.8%

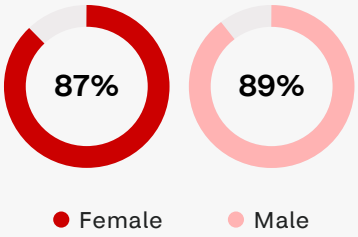
Median

30.2%

Proportion of female and male colleagues receiving a bonus

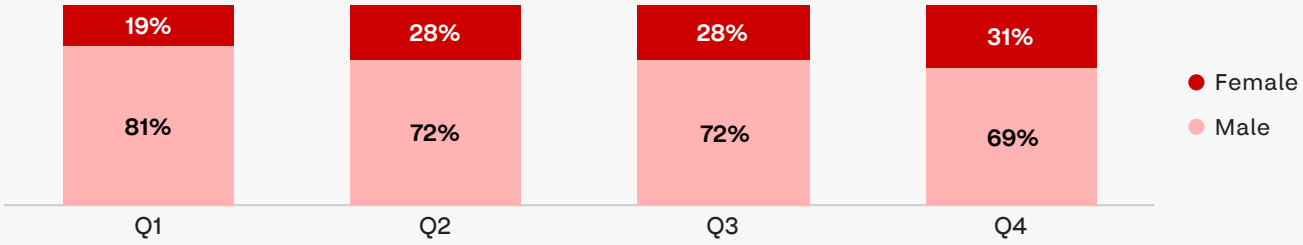


Proportion of female and male colleagues receiving a benefit in kind



Pay Quartiles

Proportion of female and male colleagues in each pay quartile



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

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Understanding our results

Last year's report covered only Signify Health Ireland. This year, however, the report reflects the combined Signify Health Ireland and DDAT Ireland population following the integration in 2025. Business changes like this can influence the figures, and although many metrics have improved since last year, the results cannot be directly compared.



The pay of a few colleagues significantly influences the results

The DDAT Ireland entity has a mean hourly pay gap of -3.3%, meaning that women earn more than men on average, and a median pay gap of 7.3% in favor of men. This reflects the impact that a small number of women in the most senior positions, such as Vice President–level roles, can have on average pay outcomes within a relatively small workforce. The assessment shows that the median pay and bonus gaps are influenced by the higher proportion of men in higher-paying roles compared with women and by the larger male population in the workforce as a whole. Although the mean pay gap compares favorably with both the Ireland average (10.9%) and the Irish technology sector average (13.1%), increasing the representation of women in higher-paying and senior roles across the organization will help reduce pay gaps over time. This remains a key focus of our attraction, retention and development initiatives.

The gender distribution in favor of men reflects broader industry trends and societal challenges. Nationally, women make up 24% of Information and Communications Technology specialists and 42% of the science and technology workforce,* contributing to gender imbalances in industries such as specialized technology. Although these broader industry trends influence the available talent pool, we remain committed to attracting, retaining and developing women in technology roles and supporting opportunities for career growth and advancement.

Bonus participation reflects changes in the reporting population

The proportion of colleagues receiving a bonus is lower than reported in 2025. This appears to be largely driven by an increase in new hires who did not meet the eligibility criteria for a bonus during this snapshot period. Given the level of hiring activity toward the end of the reporting period and its impact on bonus eligibility, year-over-year comparisons should be interpreted in this context.

Roles requiring niche skill sets that attract pay premiums have predominantly been filled by men*

Hard-to-fill roles that require a specific skill set may require more competitive compensation packages to attract talent, which can result in outliers within the pay data. Given the size of the organization, such outliers may continue to influence our overall Gender Pay Gap. Expanding talent pools and supporting equitable access to career growth and advancement opportunities across all levels of the organization remain key factors in narrowing these gaps over time.

All colleagues are eligible for benefits in kind — but not all choose to receive them

The figures show that not all employees receive benefits in kind. Although all colleagues are eligible for benefits, some may choose to opt out of certain benefits because they have existing coverage outside the company benefits program (through a spouse or partner) or to maximize take-home pay.

*Source: Institute of Materials, Minerals & Mining. "Ranking support for women in STEM across Europe." 10 February 2026.

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Actions to reduce our gap at DDAT Ireland

Attracting, retaining and developing our female colleagues



Attracting

Inclusive hiring is a foundational principle of how we attract top talent. At DDAT Ireland, recruitment processes are designed to attract talent from a range of backgrounds, provide equitable opportunities for all applicants and support objective hiring decisions. Every candidate who progresses through the hiring process participates in a Culture Contribution Interview with a senior leader. This structured approach reduces subjectivity in how cultural fit is assessed, establishes clear expectations regarding our Ambition, Purpose and Values, and gives candidates an opportunity to better understand our strategy, culture and ways of working. By embedding inclusion, transparency and belonging from the outset, we aim to create a strong and more diverse talent pipeline for the future.



Retaining

Creating an inclusive culture is essential to retaining talented colleagues. The Irish team plays an active role in the global CVS Health® Women in Technology (WIT) forum, which promotes mentorship, networking, professional development and the advancement of women across technical disciplines. CVS Health continues to strengthen transparency around career progression and reward by providing colleagues with access to information about pay practices, pay ranges and promotion guidelines. This enables employees to better understand development opportunities and supports a culture of openness and fairness.



Developing

Supporting the progression of women into senior and higher-paying roles is a key component of our long-term approach to reducing gender imbalances. The majority of female managers within the Irish entity have participated in sponsored development opportunities, including programs such as Women in Global Leadership and Emerging Leaders. We have also made our first dedicated site-level investment in a Learning & Development function, reflecting our commitment to making professional growth a structural part of the employee experience rather than something accessed only through external nomination. These initiatives are designed to support leadership development, career progression and equitable access to growth opportunities across the organization.

The progression of women into leadership positions is already visible across the entity. Notably, the two most senior executives at the Vice President level within DDAT Ireland are women. Although further work is required to improve gender representation across the broader workforce, particularly within technology roles, female representation at the highest levels of the organization demonstrates the opportunities available for women to progress and succeed within CVS Health.

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An inclusive workplace design that drives outcomes and fosters flexibility

As part of our commitment to fostering an inclusive and equitable workplace, we recognize that colleagues at DDAT Ireland have diverse needs. The Galway offices feature a modern, welcoming design that encourages relationship-building and sensory variety throughout the day. We offer a range of benefits to support colleagues' overall well-being, including mental health counseling, neurodivergence awareness and female-focused wellness support such as Women's Health Week. All colleagues also have access to an Employee Assistance Program, which provides 24/7 access to confidential counseling, parenting and career coaching, and cognitive behavioral therapy resources.

As we continue to create a flexible and inclusive working environment, we recognize that this is an evolving journey. Our hybrid working practice gives colleagues the opportunity to work in a way that best suits their needs while sustainably driving business outcomes.

While we are pleased with the successful initiatives we have in place, we know we have more work to do

Each year, as we publish our results, we will remain transparent around our numbers and the reasons behind them, and we will continue to provide updates on ongoing and new initiatives taking place to address our gap and improve the recruitment and progression of women at DDAT Ireland.

Attestation

I confirm that the information set out in this report is accurate and has been prepared in accordance with the requirements of the Gender Pay Gap Information Act 2021.

Elaine Murphy
Vice President, Site Lead
DDAT Ireland
November 2026

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