

Merative in Ireland Pay Gap 2025 Results

About Merative

Established in 2022, Merative Healthcare Ireland Ltd. (“Merative”) provides data, analytics, and technology for healthcare and government social services. With focused innovation and deep expertise, Merative works with providers, employers, health plans, governments, and life sciences companies to improve decision-making and performance. At Merative, we believe there is strength and value in bringing together people with diverse backgrounds and perspectives, which is essential to delivering health and social care solutions that better reflect the populations we serve.

About this report

The Irish government introduced the legislative basis for gender pay gap reporting with the Gender Pay Gap Information Act 2021, requiring employers with 50 or more employees in 2025 to report and publish their organisation’s hourly pay gap results. Our 2024-2025 gender pay gap results represent our second reporting year based on active employees as of 30 June 2025 and their compensation received from 1 July 2024 to 30 June 2025.

A gender pay gap is the difference in the average hourly wage of all men and all women in an organisation. It is an average difference in gross hourly earnings of men and of women, expressed as a percentage of the men’s average gross hourly earnings. The calculation of the gender pay gap does not factor in variations in pay attributes to factors such as job role, grade, tenure, or individual attributes such as qualifications and performance. Without factoring in these variables, the gender pay gap results provide a high-level view that – on its own – is not enough to identify areas for improvement.

Our results

Merative has a Gender Pay Gap of 11.4% in its workforce in favour of male employees. 100% of eligible employees received bonus pay, with a bonus pay gap of 33% in favour of male employees. Merative has a very limited number of part-time roles in Ireland, all of which are filled with women incumbents. A vast majority of Merative’s Ireland workforce received benefits in kind (e.g., voluntary insurances).

The bonus gap observed in this reporting period is primarily attributable to one-time cash payments. These payouts can vary based on the value and who vests in a given year - both employees with vesting this reporting cycle were male. In addition, the bonus gap is impacted by the lower percentage of females at the leadership level where the leadership levels at Merative have a significantly higher percentage of their compensation as bonus.

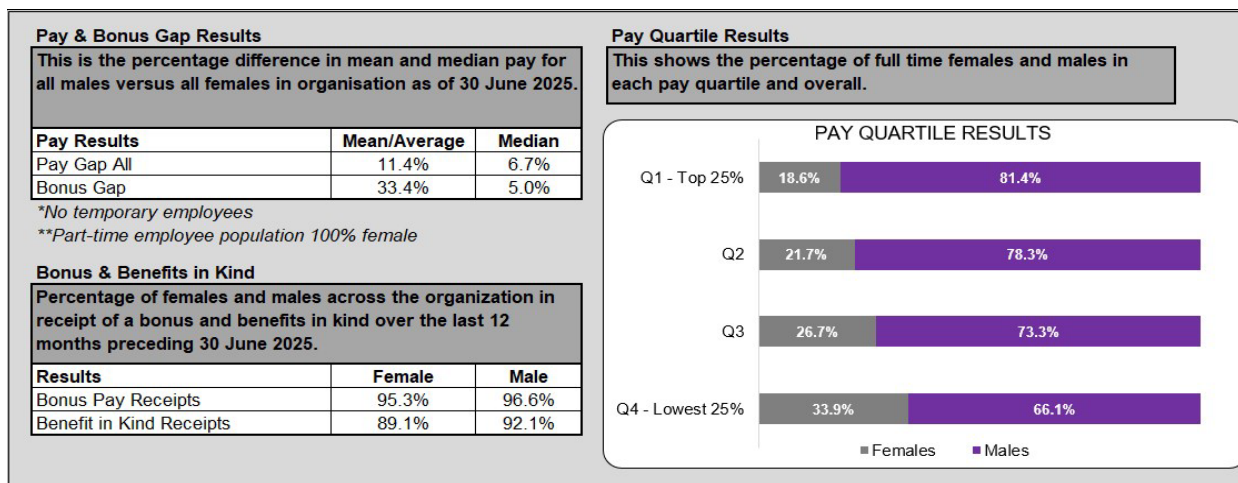


Figure 1. Data is based on active employees as of 30 June 2025, and their compensation from 1 July 2024 to 30 June 2025.

Merative’s pay quartile results provide a high-level overview of full-time employees in Ireland ranked by their hourly pay from highest to lowest, then divided into four groups. Each quartile group represents 25% of Merative’s Ireland workforce on 30 June 2025. The population is further segmented into the percentage of females versus males in each pay quartile. Compared to the prior reporting cycle, female representation in our highest and second highest pay quartiles increased year over year, to 18.6% and 21.7%, while reflecting decreases in female representation in the lower quartiles.

Understanding the results

At Merative, our Human Resources team works closely with leaders and managers to educate, coach, and help ensure our employees are paid fairly, competitively and in line with their performance. It is important to note that the gender pay gap is different from equal pay. Equal pay refers to women and men earning the same amount for equal and/or similar work. A gender pay gap does not indicate an absence of equal pay for equal work. The appropriateness of a compensation package is multi-faceted and is not accurately reflected in an aggregated pay gap measurement.

Availability of women in science, technology, engineering, and mathematics (STEM) roles in the market at all levels continues to be a significant, industry-wide challenge. Like many organisations, our gap is a result of having a lower percentage of women in senior leadership and technology, which tend to be higher paid roles.

Key actions and focus areas to address our gender pay gap

Merative remains committed to fostering an inclusive, diverse, and connected culture where every employee feels heard and able to contribute their unique strengths. In 2024, we introduced our DEIB Mission Statement and organizational commitments — establishing a foundation where belonging is both expected and genuinely experienced.

As we continue our journey, our focus is on attracting and retaining high-performing talent from a wide range of backgrounds and creating an environment where every employee feels respected, encouraged, and confident bringing their authentic self to work.

Our transition to the Merative Job Framework established a consistent structure for classifying roles across the organization, enabling us to use objective, market-based compensation data to support fair and equitable pay decisions. Managers were equipped with training and tools to better interpret this data, make informed decisions, and confidently communicate compensation outcomes with their employees.

Merative remains dedicated to strengthening our recruitment and hiring practices to build a workforce that mirrors the markets and communities we serve and impact every day.

Employees are encouraged to continue partnering with their managers and Human Resources if they have questions about pay equity. This report provides only a high-level view of the gender pay gap and does not capture the full complexity of compensation. Merative remains committed to a comprehensive, holistic approach to pay — reflected in our annual compensation review processes, ongoing analysis, and continuous manager education.