

Gender pay

Our mission is to help people live healthier lives and to help make the health system work better for everyone.

Optum is a leading health solution and care delivery organisation. We support global health care systems to solve real health problems and improve health outcomes world-wide.

To do this we need to develop solutions using forward-looking tools and understand the perspective of the people we work with and those we serve. We believe that cultivating an inclusive culture is essential to achieving our mission. Our commitment to inclusion is reflected in our values, creating a workplace where every team member feels respected and valued, and is empowered to perform at their highest level.

As an employer, we believe fair and equitable compensation practices, including providing equal pay for equal work, within a pay-for-performance framework is core to achieving our mission.

We continue to invest across the organisation to create a workplace where everyone feels valued and respected.

We constantly review how we hire, develop, engage and retain our talent, and recognise there is more opportunity for positive change and growth. We appreciate our colleagues' support and involvement as we continue to look at which of our initiatives are working and where we have opportunities for improvement. Thank you for your trust and for helping us build towards a more inclusive future.

What are we reporting?

This report presents the gap in average hourly pay and bonus compensation between men and women across our organisation in Ireland, shown as percentages and reported using both mean (average) and median (midpoint) values.

It's important to clarify that the figures do not measure whether men and women are paid equally for the same roles. Each year, we conduct a comprehensive enterprise analysis of pay practices and can confirm that Optum compensates all employees the same for comparable work, regardless of gender.



A handwritten signature in black ink, appearing to read 'Kristi Hummel', written over a light yellow background.

Kristi Hummel

Chief People Officer,
Optum

Our results

The first table shows gender pay comparisons and bonus pay comparisons for Optum for the reporting period 1 July 2024 to 30 June 2025 calculated in accordance with the Irish government's regulations.

Since our last report in 2024, we are pleased to see that our median gender pay gap decreased from 36% to 33% for hourly pay and from 39% to 36% for bonuses.

Our median pay gap offers a clearer view of the typical employee experience and is a more reliable indicator of our progress towards closing the gender pay gap.

Our mean gender pay gap has increased from 20% to 25% for hourly pay gap.

Optum regularly reviews pay to ensure women and men are paid the same for comparable work.

The figures continue to be driven by the positioning of male and female employees within the organisation. There is a higher number of women in less senior roles, where pay tends to be lower, while men take up a higher number of more senior roles where pay tends to be higher.

This table shows gender pay comparisons for part-time employees and temporary employees for the reporting period 1 July 2024 to 30 June 2025 calculated in accordance with the Irish government's regulations. This year, while the mean pay gap for part-time employees increased, we are pleased to see that the median pay gap, which better represents the overall figures, decreased. The mean and the median pay gap for temporary employees also decreased, reflecting changing demographics in that population.

The Benefit-in-Kind chart shows the proportion of male and female employees who receive taxable benefits in Ireland.

At Optum, the levels of men and women receiving these benefits remain very similar. This year we have seen a slight increase for both men (from 90% to 92%) and women (from 90% to 91%).

Pay and bonus gap

	Mean	Median
Hourly	25%	33%
Bonus	48%	36%

Proportion of employees receiving a bonus



Part-time and temporary employees

	Mean	Median
Part-time	22%	39%
Temporary	-3%	-2%

Benefit-in-Kind (BIK)



Optum's approach to inclusivity and diversity

At Optum, we believe the extraordinary happens when we value, include and learn from diverse perspectives and backgrounds, which includes gender. We remain committed to building an innovative culture where every team member is empowered to do their best work, where our diversity fuels strong performance and generates more creative solutions and better results, and where we leverage our collective power to help people live healthier lives and make the health system work better for everyone. Our pursuit of a more diverse, equitable, and inclusive culture at Optum is grounded in our values of integrity, compassion, inclusion and relationships.

Our commitment to fair and equitable pay

Fair and equitable compensation, within a pay-for-performance framework, is central to our culture and essential to fulfilling our mission of improving health outcomes. By recognising and rewarding all employees fairly, we foster greater engagement and encourage innovative solutions, ultimately delivering better results for those we serve.

To uphold these standards, we regularly engage independent, third-party experts to assist us in our review of our compensation practices and to assess pay equity. Our annual review of our integrated global workforce found that women and men earn comparable/the same pay for performing similar work at comparable levels.

What do these results mean?

Our results continue to be driven by our workforce profile, summarised by the quartile breakdown below. There is a higher number of women in less senior roles, where pay tends to be lower, while men take up a higher number of more senior roles where pay tends to be higher. This is consistent with previous years.

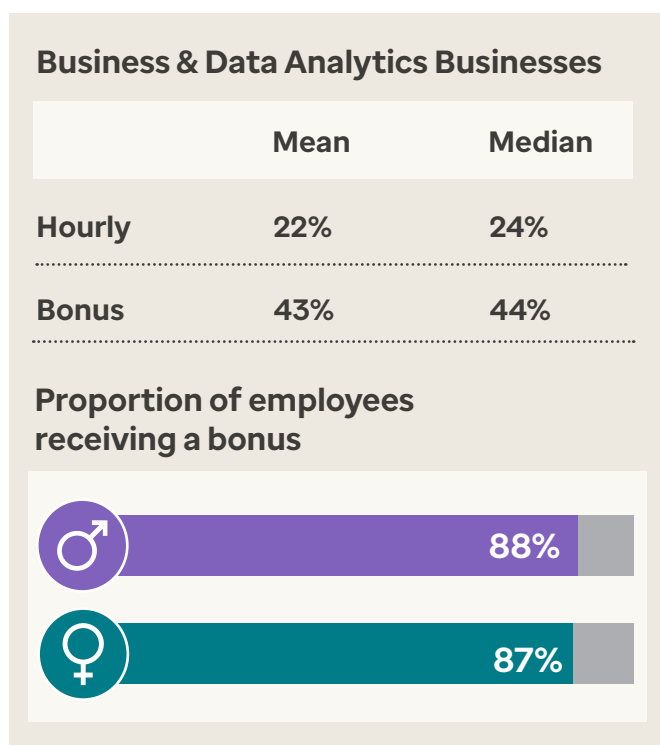
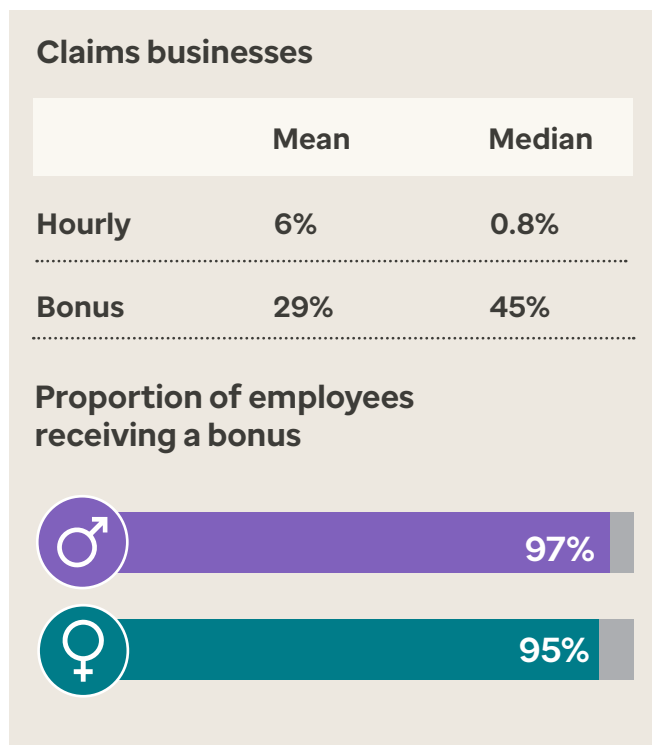
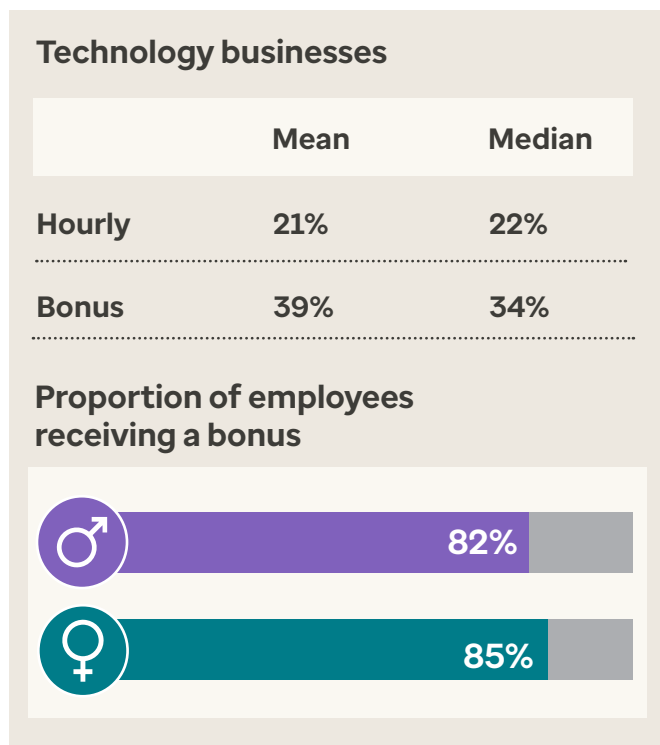
This analysis ranks men and women from the lowest to highest earners, based on hourly pay rates. The population is then divided into four equal groups to show the proportion of men and women in each group. Men make up 58% of employees, while women make up 42% of employees in Optum. However, there is a higher proportion of women (54%) in the lowest pay band compared to the proportion of women in the highest pay band (27%).

Optum Services Ireland Ltd, Quartiles

	Men	Women
Band A (<25%)	46%	54%
Band B (26% - 50%)	48%	52%
Band C (51% - 75%)	64%	36%
Band D (>75%)	73%	27%

As with last year, we have also analysed the gender pay gap in specific functions across our business. This year, in addition to looking at the breakdown of our Claims and Technology business units, we have also looked at our Business & Data Analytics unit to provide a more comprehensive view across the organisation.

Our claims business, which is majority female, had a 6% mean gender pay gap and a 0.8% median gap, while our technology division, which is majority male, reported a 21% mean gender pay gap this year, and 22% median gender pay gap. Our business & data analytics business had a 22% mean pay gap, and 24% median pay gap. When looking at the data at a business unit level, we can see a significant reduction in the gender pay gap for hourly pay. This additional data, and other data we have on pay and employee experience, help us understand the nuances of the gender pay gap and inform our next steps to work toward narrowing the pay gap.



Next steps

We remain committed to understanding the factors contributing to our gender pay gap and to addressing them. This is part of our overall commitment to delivering our plans and programmes to create a culture and environment that is diverse, equitable, and inclusive, where everyone feels valued, connected, and safe to be themselves.

As our gender pay gap continues to be largely influenced by workforce composition in terms of both role type and seniority, we are focused on how we can support talent throughout their career. We strive to be a company that people can enter and where they can grow their careers through the support and professional development opportunities we provide.

Our Employee Resource Groups are an important part of our inclusive culture at Optum. In 2025, our Women LEAD Employee Resource Group (ERG) launched the MentorHER Programme, a nine-month initiative pairing emerging female talent with senior leaders. The programme has since become a cornerstone of professional development and cross-functional collaboration, amplifying leadership visibility and building a thriving community of support.

These efforts culminated in the Women LEAD group being shortlisted for Outstanding Women's Network of the Year at the European Diversity Awards 2025, a testament to its transformative role in advancing gender equity across Optum.

We continue to drive forward our other initiatives, including Hiring Manager Training, and continue to implement diverse interview panels to increase representation and address unconscious bias in the interview process. We also continue to partner with our ERGs for Pride and Disability Inclusion to further expand on our resources and commitment for inclusivity.

Feedback on these initiatives continues to help us build on the momentum of our ongoing programmes, including flexible working and family-friendly policies. We look forward to continuing to narrow our gender pay gap and creating a more equitable and diverse Optum.

