



Gender Pay Gap Report 2025

American Well Corporation (hereafter ‘Amwell’)

Gender Pay Gap Reporting 2025

At Amwell, we believe in empowering healthier lives by fostering a supportive and inclusive environment for all colleagues. Upholding our core values of One Team, Deliver Awesome and Customer First, we operate with integrity, collaboration, and respect, and strive to ensure fairness and equal opportunities throughout our organization. This inaugural Gender Pay Gap report reflects our ongoing commitment to these principles and serves as an important tool for measuring our progress toward a more equitable workplace.

We champion a culture of respect and inclusion, accountability and integrity, innovation and collaboration. Our culture is built on diverse perspectives that are as unique as the people we serve. Grounded in our collective desire to enrich and give back to our communities, we celebrate our similarities and honor our differences. Equality is at the heart of our values and strategy, and we believe that attaining a gender-equal workplace will result in a better business culture and help us achieve our greatest potential. We will continue to develop a workplace that represents the communities we serve and empowers our employees. Our attitude towards positive change and diversity can be reflected in our company values:



We communicate with respect and honesty, hire and develop exceptional talent, support our communities, cultivate an inclusive culture that fosters belonging, and collaborate to empower others to succeed.



Our culture embraces diverse perspectives to drive innovative digital healthcare solutions that solve problems. We embrace change, hold ourselves accountable and deliver quality in all that we do.



We prioritize our customers by understanding their goals, delivering exceptional service, building strong partnerships, honouring our commitments, and enhancing patient-provider relationships.

Under the Gender Pay Gap Information Act 2021, we are required to publish our Gender Pay Gap (GPG) report for Amwell which includes 58 relevant employees. This is Amwell’s first year meeting the threshold for reporting and we are delighted to publish our GPG report documenting our metrics, along with some of the key factors that feed into our gender pay gap and the initiatives that we, at Amwell, are implementing to help mitigate the gender pay gap over time. We look forward to seeing how our Diversity, Equality and Inclusion (DEI) strategies can help reduce this gap in the coming years.

Amwell Gender Pay Gap Reporting 2025

Explanatory

Overview of the legislative obligations

Organizations with over 50 employees are required to annually report their GPG and the measures they are implementing to address it, in accordance with the Gender Pay Gap Information Act 2021, Regulations 2022, (Amendment) Regulations 2024 and (Amendment) Regulations 2025*.

Employers are required to select a snapshot data in June, and their metrics are calculated based on their data for the preceding twelve months. Amwell has chosen a snapshot date of 27th June 2025.

By the mirror date in November 2025, eligible employers are obligated to publish their report on their website or in another publicly accessible manner. Employers may also choose to disclose their GPG report on the centralized government portal if they wish to do so**. The report must outline their GPG across various metrics, the key reasons for their GPG and the DEI initiatives that they plan to enact to help mitigate any gender pay gap over time. Amwell is required to publish their report by the 27th November 2025.

*S.I. No. 264 of 2022, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) Regulations 2022 and S.I. No. 259 of 2024, Employment Equality Act 1998 (Section 20A)(Gender Pay Gap Information) (Amendment) Regulations 2024 and S.I. No. 212 of 2025, Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025.

** Reporting via the government portal is voluntary in 2025.

Gender pay gap vs equal pay

Gender pay is not the same as equal pay. Equal pay is our legal obligation, as an employer, to give equal pay for equal work.



Gender Pay

Gender pay is the difference between what males and females are paid at all levels. This is measured by calculating the average earnings of both genders.

Equal Pay

Equal pay measures whether males and females are being paid equally for similar work, qualifications, and experience.

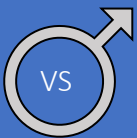
The gender pay gap calculation

The GPG is calculated by adding the remuneration elements of all relevant employees and dividing the figure by the number of employees.

The GPG refers to the difference between what is earned, on average by males and females, based on average hourly earnings of all Amwell employees.

Gender Pay Gap calculation

Sum of male hourly pay rate



Total number of males

Sum of female hourly pay rate



Total number of females

Explaining the Gap & Solutions

Interpreting the data

Explaining our Gender Pay Gap

- The majority of senior staff are male and occupy positions where they are eligible for a higher overall pay as well as performance-related remuneration.
- Females occupy a higher proportion of the entry-level roles within the organization which has resulted in females being positioned in the lower pay quartile, as compared to the overall organization.
- Not all employees are eligible for bonuses within the snapshot period, due to their hire date being after the eligibility date, which can have a significant impact on the % of males and females receiving a bonus which in turn impacts the bonus pay gap metrics.

DEI Initiatives to mitigate our Gap

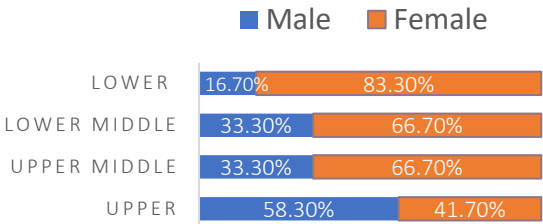
- We will continue to promote career progression for internal colleagues.
- We will continue to monitor the Gender Pay Gap annually to measure our progress.
- We will review our part-time employee pay rates against market and action recommendations.

Metrics

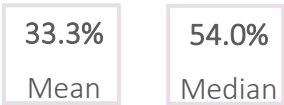
Gender Split



Quartile Pay Bands

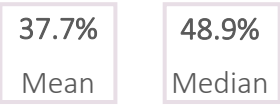


Hourly pay rate



On average, males earn 33.3% more than females per hour.

Bonus Gap



The average bonus gap between males and females is 37.7%.

Part- Time



On average, part-time male workers are paid 1.2% less than part-time female workers.

BIK Received



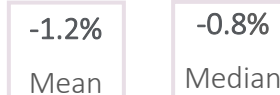
64.7% of males and 71.0% of females received a BIK in the reporting period.

Bonus Received



82.4% of males and 38.7% of females received a bonus in the reporting period.

Temporary



On average, temporary male workers are paid 1.2% less than temporary female workers.

Appendix

Gender Pay Gap Information Act 2021 Reporting Requirements for 2025 (snapshot date 27th June 2025)

Gender pay gap fields	June 2025
1. Mean hourly gender pay gap (all)	33.3%
2. Mean hourly gender pay gap (part-time)	-1.2%
3. Mean hourly gender pay gap (temporary contract)	-1.2%
4. Median hourly gender pay gap (all)	54.0%
5. Median hourly gender pay gap (part-time)	-0.8%
6. Median hourly gender pay gap (temporary contract)	-0.8%
7. Mean hourly performance related bonus gender pay gap (all)	37.7%
8. Median hourly performance related bonus gender pay gap (all)	48.9%
9. Percentage of employees per gender to receive a performance related bonus remuneration	82.4% (M)
	38.7% (F)
10. Percentage of employees per gender to receive benefit-in-kind	64.7% (M)
	71.0% (F)
11. Percentage of employees within lower remuneration quartile	16.7% (M)
	83.3% (F)
12. Percentage of employees within lower middle remuneration quartile	33.3% (M)
	66.7% (F)
13. Percentage of employees within upper middle remuneration quartile	33.3% (M)
	66.7% (F)
14. Percentage of employees within upper remuneration quartile	58.3% (M)
	41.7% (F)