

2025 Pay Gap Report

AYVENS Insurance





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① Foreword

Foreword

AYVENS Insurance is a specialist motor insurance company within the Ayvens mobility group, a global leader in sustainable mobility, long-term leasing and fleet management. Operating across dozens of countries and insuring more than a million vehicles, Ayvens Insurance supports corporate, SME and private customers with integrated insurance solutions that are fully imbedded into fleet and mobility services.

At AYVENS Insurance, we are committed to building a workplace where everyone has the opportunity to thrive. It highlight the need for continued focus on improving representation of women across senior roles.

The primary driver of these gaps is the distribution of men and women across the organisation. Women are more strongly represented in the lower and lower-middle quartiles (48% and 65% respectively), while men make up the majority of the upper-middle (65%) and upper quartiles(70%). This imbalance at senior and higher-paid levels has a significant impact on overall averages.

We acknowledge that our gender pay gap reflects structural imbalances in representation rather than unequal pay for equal work. By focusing on progression, recruitment, and career development, we are committed to creating a more balanced workforce and reducing our gender pay gap over time.

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Pay Gap Reporting

Introduction

This report sets out gender pay gap data for 2025.

The gender pay gap measures the difference in average earnings between men and women across the workforce, regardless of role or seniority.

It is distinct from equal pay, which refers to paying men and women equally for the same work.

Our aim is to be transparent about our results, explain the factors influencing them, and outline the actions we are taking to drive progress.

As required, we selected a date in June, 26th June and focused on the 12 months prior. The reporting period is from 26th June 2024 to 26th June 2025.



Headline Results

Our data shows that while the overall mean gender pay gap (11.20%) is moderate, the median gap of 17.34% indicates that typical female employees earn less than their male counterparts at the midpoint of the distribution. The significant imbalance in representation within the higher pay quartiles is the main driver of this outcome.

The part time gender gap is the result of an upper quartile male skewing the results of a much smaller pool of employees. The females that make up this segment of the report are in the lower and lower middle categories as outlined in the graph: Gap by Quartile. The Mean for temporary contracts is: - 112.47% and a median of -151.35%.

• **11.20%**

• Mean Gender Pay Gap

• **17.34%**

• Median Gender Pay Gap



• **39.49%**

• Mean Part Time Gap



• **38.32%**

• Median Part Time Gap

Headline Results

Bonus Gap

The bonus gap is smaller on a mean basis (5.60%), suggesting that bonuses are distributed relatively evenly overall. However, the median bonus gap of 23.05% reflects the same structural challenge: a higher proportion of men occupy the senior roles where larger bonuses are concentrated.

5.60%

Mean Bonus Gap

23.05%

Median Bonus Gap



Employee Profile

45% Female
(41)

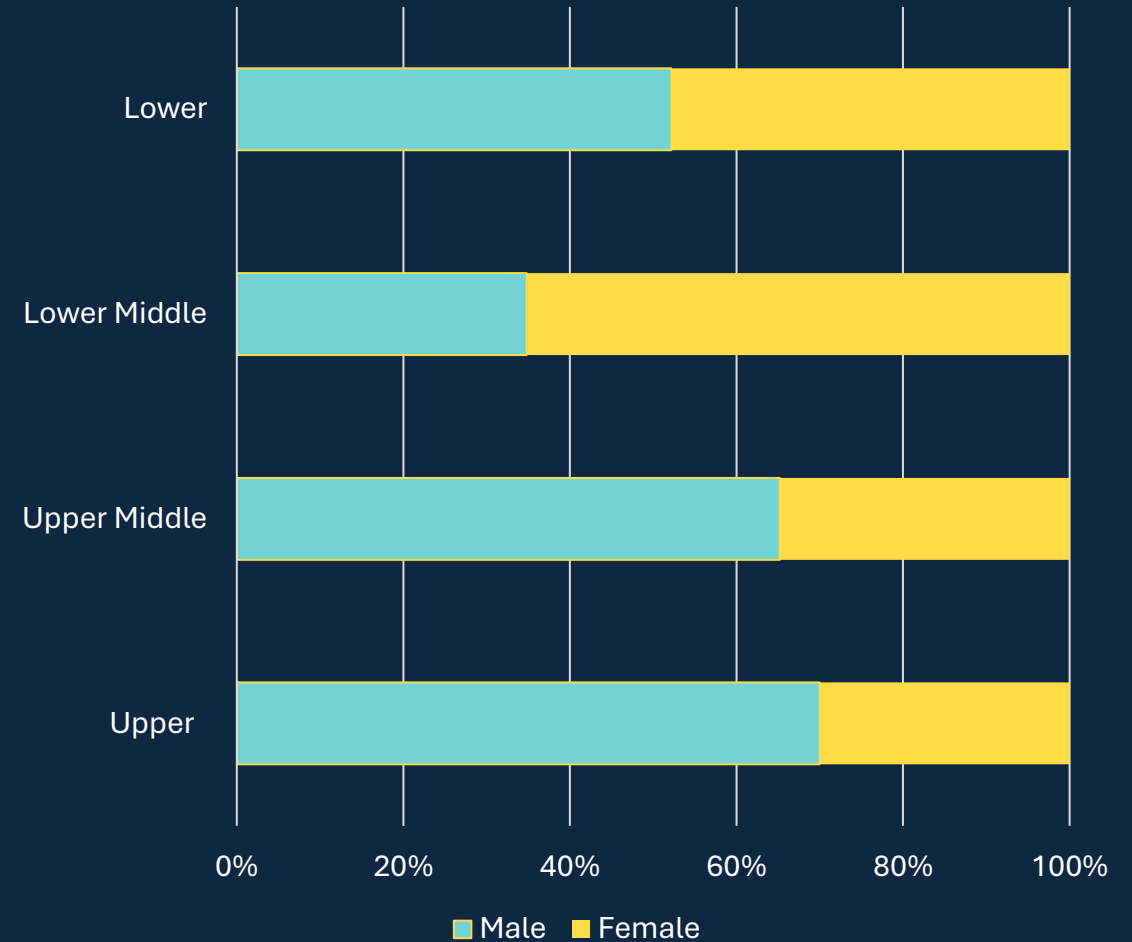


55% Male
(51)

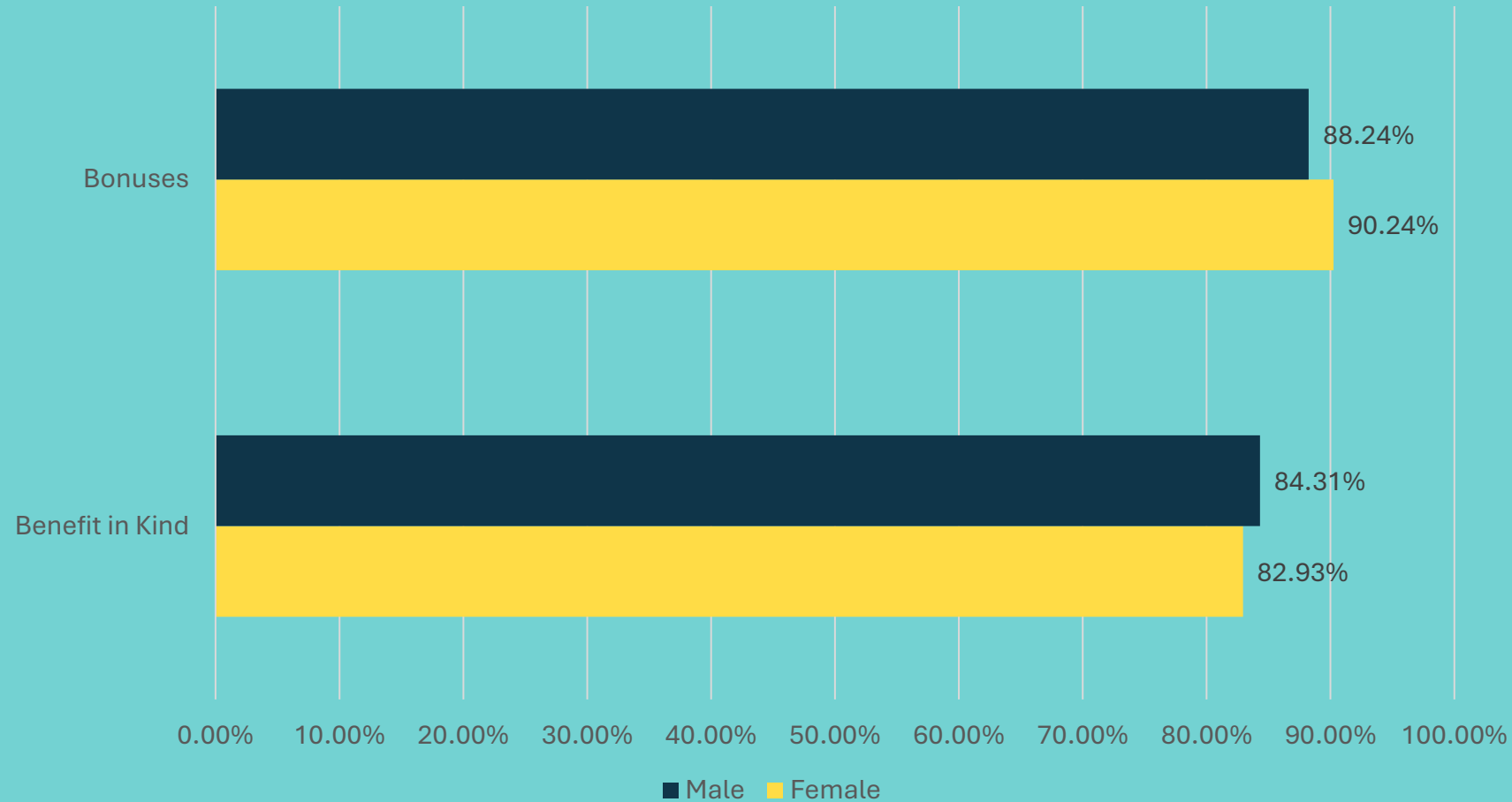
The primary driver our gender pay gap is representation across different levels of seniority and job functions. We currently have a higher proportion of men in senior roles, which are higher paid, and a higher proportion of women in support/early career roles. This structural imbalance influences our overall averages.

Legacy recruitment practices did not focus on gender diversity. This structural imbalance is consistent with the data reported for female representation at senior levels in the diversity survey for Insurance Ireland Diversity survey 2022.

Gap by Quartile



Bonuses and BIK



The bonus results show the percentage of each sex that received a bonus. This graph shows little to no deviance in terms of the percentage that received the bonus.

The BIK results show the percentage of each sex that received Benefit in Kind. This graph also show little to no deviance in terms of who received the benefit. These metrics are balanced as there is less than 1 percentile of a margin.

③ Our Actions

Actions and Commitments

Reducing the gender pay gap requires a long-term focus on representation at senior and higher-paid levels.

Progression

Increasing the proportion of women in upper-quartile roles through targeted career development and leadership programmes. Encourage women to grow in business.

Recruitment

Reviewing recruitment and promotion processes to ensure balanced shortlists and consistent evaluation criteria.

Ongoing monitoring

Continuing to monitor bonus allocation and performance review processes to ensure fairness.

Support

Supporting flexible working and career progression pathways to enable broader access to senior opportunities.



④ Notes



Useful Notes

Pay gap v equal pay

A pay gap is a measure of the difference between the average earnings between two groups. For gender this means between men and women employees (irrespective of roles or seniority).

Equal pay is our legal obligation as an employer to give equal pay for equal work. Our pay gap is not a result of equal pay issues, as we have a gender and ethnicity neutral approach to pay across all levels of the organisation. We regularly monitor this to make sure we meet this legal and moral obligation

Mean and median explained

The mean pay gap is the difference in the arithmetic average hourly pay for one group compared to the other, within our organisation (men compared to women or ethnically diverse compared to white).

The median represents the middle point of a population. If you lined up all our females and all our males in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle female compared to that of the middle male.

The mean and median are important metrics and need to be looked at together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.

Bonus pay

Bonus pay includes all bonuses awarded to an employee for the period in question. This includes bonus payments in the form of money, vouchers, or securities, which relate to productivity, performance, incentive or commission.

Bonus pay does not include any ordinary pay, overtime pay, or redundancy or termination of employment payments.

Any payment in the form of securities should be treated as if they were paid to the employee at the time the remuneration is provided, and at the nominal value at that point.



Useful Notes

This report is to detail any pay differences by gender and must include:

- Mean and median gender pay gap (based on hourly rate of pay of ‘relevant employees’ on the snapshot date selected).
- Mean and median hourly pay, separately, for part-time and temporary employees.
- Mean and median bonus pay level. • The percentage of male and female employees who have received a bonus and/ or a benefit in kind.
- The percentage mix of males and females across four quartile pay bands.
- The reason(s) for the employer’s Gender Pay Gap, and what measures are proposed or being taken to reduce, or eliminate, any Gender Pay Gap.



