

# MAWDY

## Gender Pay Report 2025

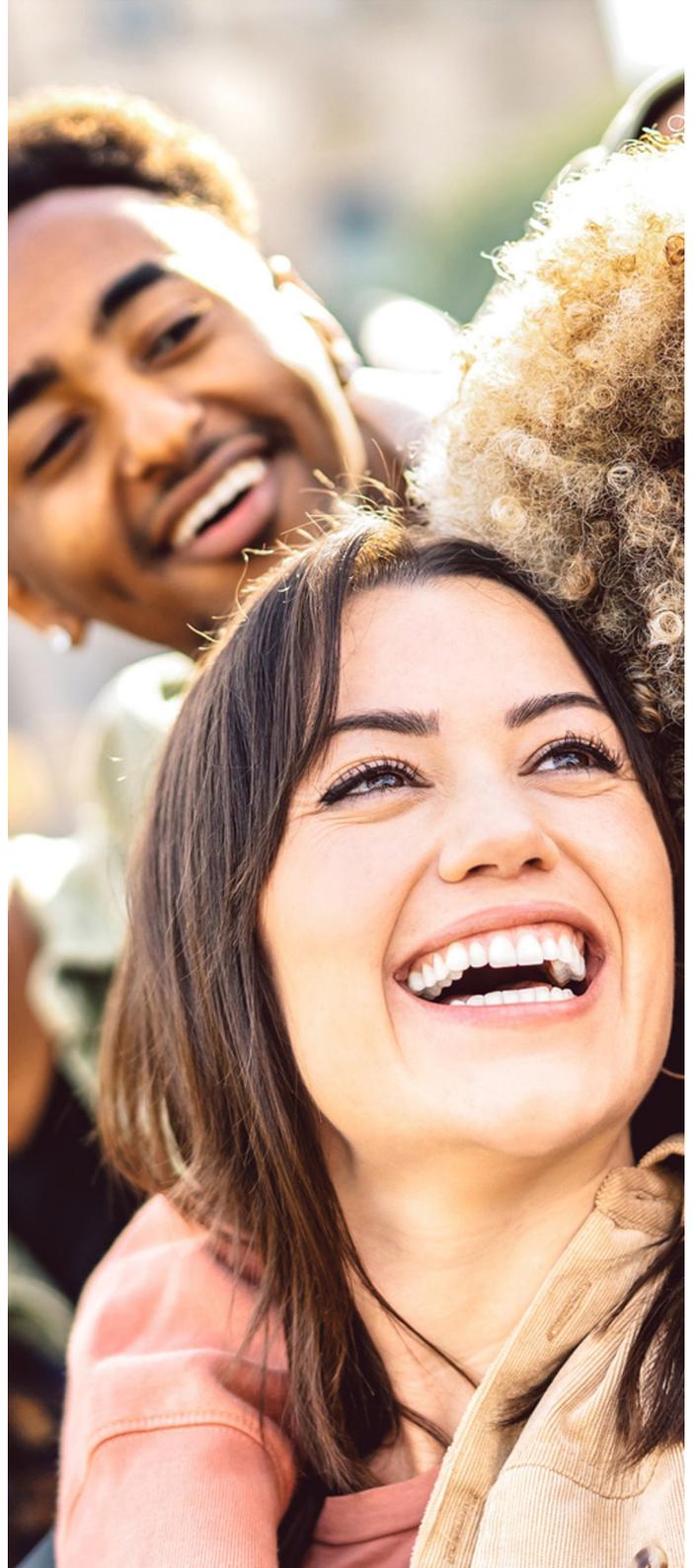
**MAWDY is one of Ireland's largest travel insurance and breakdown assistance providers, operating in 23 countries and supporting over 50 million people worldwide. In Ireland, MAWDY has served the market for 35 years.**

## **Our Commitment to Pay Equity**

At MAWDY, we believe that everyone deserves an equal opportunity to succeed and develop their career regardless of gender. We are committed to building and supporting a workplace where everyone feels respected, supported, and included, and where opportunities are accessible to all.

Fair pay and equal access to career development are fundamental to who we are at MAWDY. We know that building a diverse and inclusive team strengthens our business, drives innovation – helping us to deliver better solutions for our clients and customers.

We work hard to ensure that decisions about hiring, promotion, and pay are based solely on performance, skills, and contribution. This means being transparent in how we make decisions, regularly reviewing our progress, and taking action whenever we identify gaps. This is an ongoing journey, but our goal is clear: to facilitate a workplace where every employee has the opportunity to thrive and develop both personally and



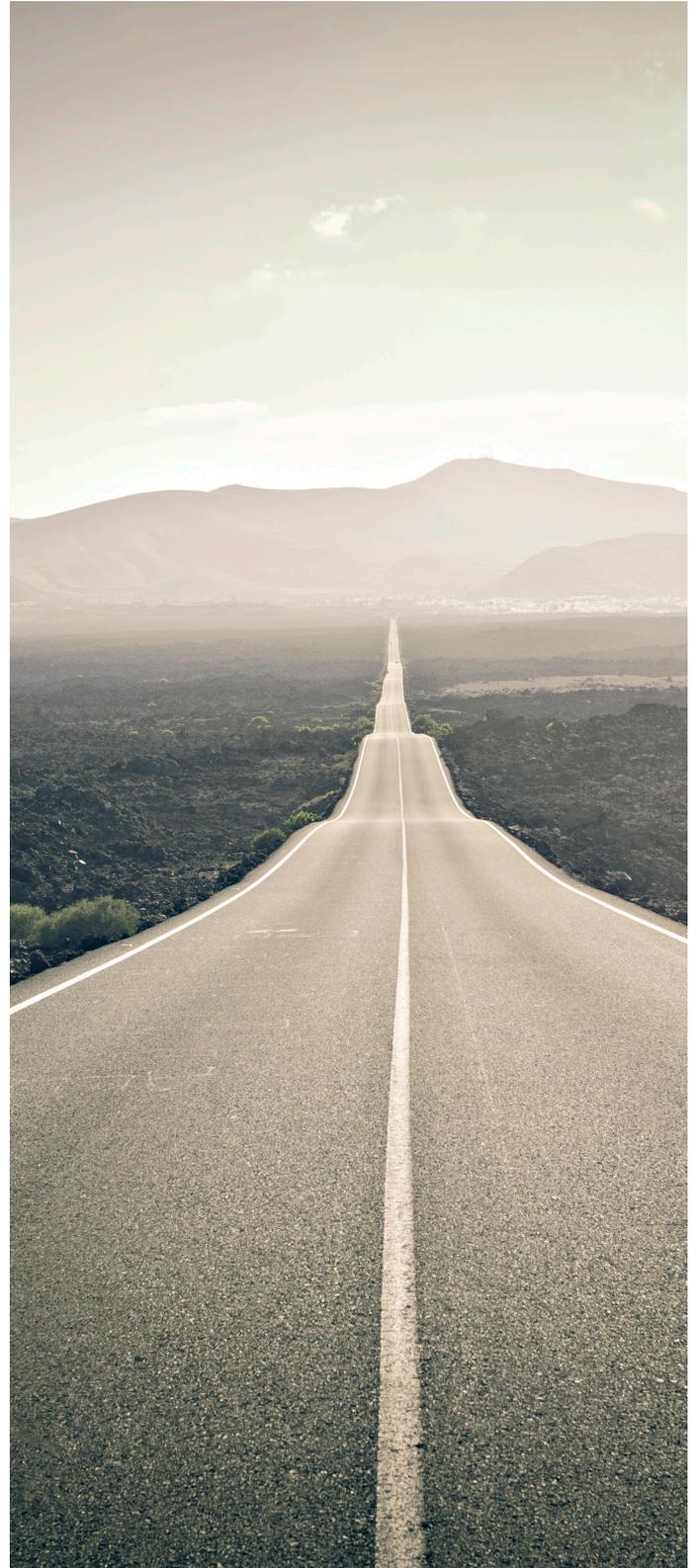
Under the Gender Pay Gap Information Act 2021, Irish employers are required to publish gender pay gap data.

Organisations with 50 or more employees are required to report their gender pay data for the first time in 2025.

The data and supporting analysis must be based on pay data from 12 consecutive calendar months preceding the 'snapshot' date.

The snapshot date is the date at which the data is taken for the analysis. For Mawdy the snapshot date is 20th June 2025.

We are pleased to share our first Gender Pay Gap Report. This transparency helps us understand the factors influencing pay distribution and supports ongoing efforts to promote diversity and inclusion within our company and the broader insurance industry.



In line with the legislation, we have reported on each of the following pay equity ratios.



## Mean Gender Pay Gap

The mean, or average gender pay gap is the difference in the average hourly wage of men and women across a workforce. It is expressed as a percentage of the average men's pay. While widely used, the mean can be influenced by very high or low salaries.



## Median Gender Pay Gap

The median pay gap is the difference between the middle-paid women's hourly wage and the middle-paid man's hourly wage. In other words, if the women and the men were listed separately from the lowest to the highest paid, it is the difference between the middle person in each of these two lists. It is less affected by extreme values and often provides a clearer picture of overall pay differences.

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.



## Mean Bonus

The difference between mean bonus remuneration of men and women expressed as a percentage of mean bonus remuneration of men. Bonus remuneration includes variable bonus, sales bonus and other relevant bonus payments (e.g. long service award, time & attendance etc). It refers to the bonus earned by each employee in the 12 months ending on 20th June 2025..



## Median Bonus

The difference between median bonus remuneration of men and women expressed as a percentage of mean bonus remuneration of men.



## Quartile Pay Bands

Employees are ranked by hourly pay and divided into four equal groups (quartiles) from lowest to highest. We report the gender composition within each quartile to show representation across pay levels.



## Benefits in Kind

The percentage of all men who were paid benefits in kind and the percentage of all women who were paid benefits in kind. Benefits-in-kind (BIK) includes non-cash benefits with monetary value (e.g. health insurance).

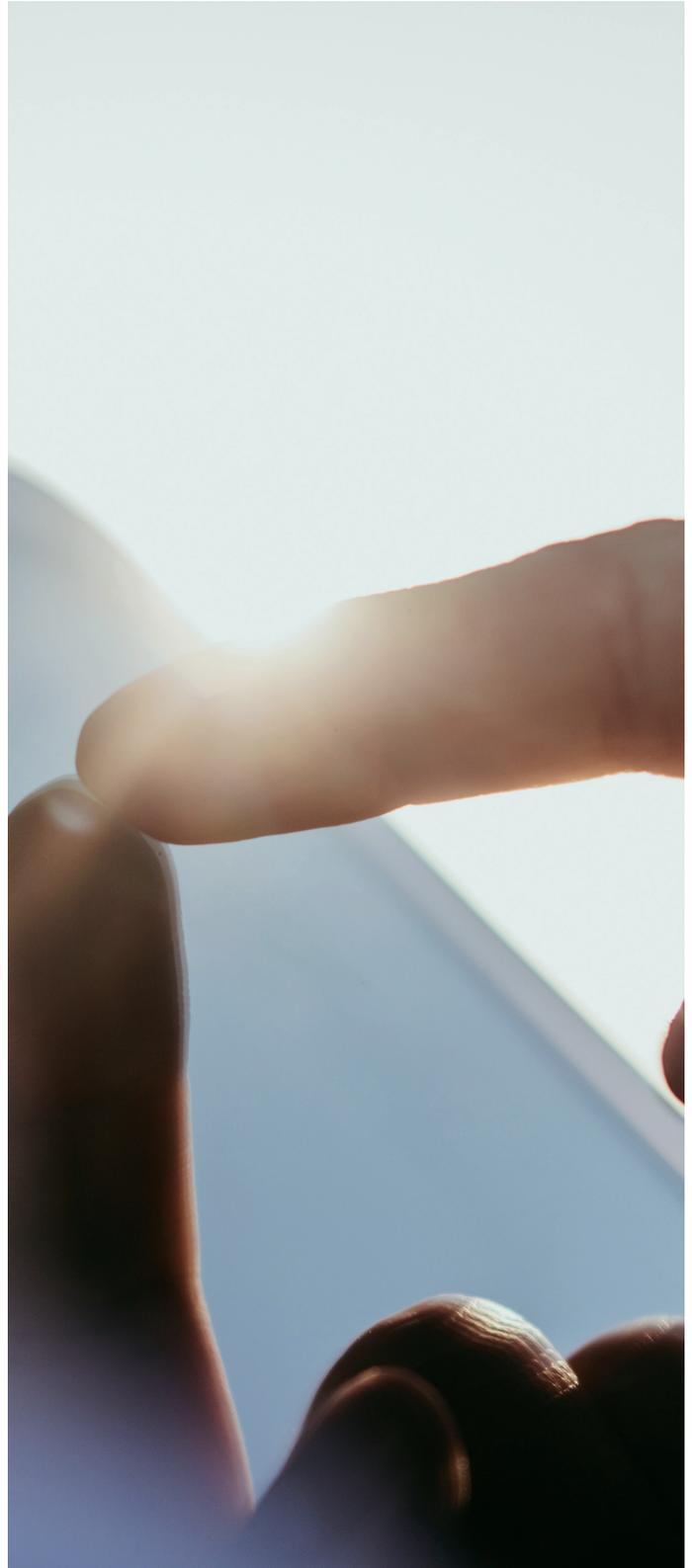
The legislation also requires us to report separately on the mean and median hourly remuneration for temporary and part time employees.

Hourly pay includes base salary, allowances and bonuses earned during the reporting period, divided by contracted hours worked. This ensures a consistent basis for comparison across all employees.

## Pay gap versus equal pay

The gender pay gap is not the same as equal pay. Equal pay refers to the legal requirement to pay men and women equally for performing the same work, considering factors such as experience, performance, and skills. We remain fully committed to equal pay for equal work in line with equality legislation.

The gender pay gap measures the difference in average hourly earnings between all men and all women across the company, regardless of role, level, or working pattern. It reflects the overall distribution of men and women within different positions rather than comparing individuals in the same job. A gender pay gap does not indicate discrimination or bias, nor does it mean that men and women are not paid equally for work.



# OUR 2025 GENDER PAY GAP REPORTING RESULTS

# MAWDY

Mean and Median Pay and Bonus Gap		
	MEAN	MEDIAN
Hourly Pay Gap	12.97%	3.57%
Bonus Gap	34.02%	6.64%
Part Time Hourly Gap	-14.00%	-3.55%

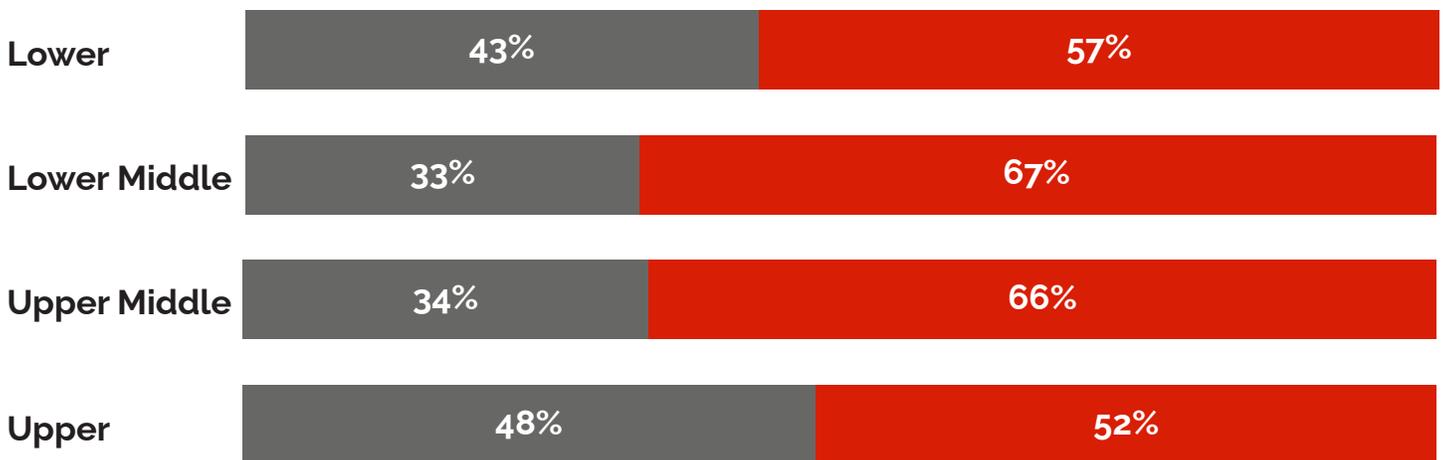


**126**  
employees  
in Ireland

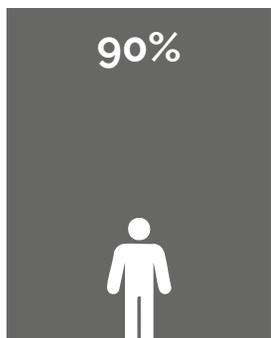


**60%**  
employees  
are female

## Proportions of employees in each pay quartile band



Receiving **Bonuses**



Receiving **Benefit in Kind**



Differences in our gender pay gap are driven for the most part by the following key factors:



## All Employee Pay Gap

The organisational composition rather than unequal pay for comparable roles. A limited number of senior leadership positions which attract higher levels of pay and bonuses and are currently occupied by male employees disproportionately affects the overall pay gap calculations.



## Bonus

- 12% of employees did not meet the eligibility criteria for a variable bonus payment because their start dates fell outside the qualifying period and the reporting period. A higher proportion were female employees (8%) due to the workforce composition. This also influences the figures to some extent.
- Both men and women are equally eligible for and can receive bonuses.
- Similar to the gender pay gap, a limited number of senior leadership positions which attract higher bonuses are currently occupied by male employees and this disproportionately affects the overall bonus gap calculations.
- The bonus gap is exacerbated by the fact that bonuses are pro-rated for part time workers, the majority of whom are women (75%). Although part-time working can negatively impact the bonus gap, we actively support and encourage flexible working as part of our strategy to improve retention and progression, particularly for women.

# ACTION TO ADDRESS OUR GENDER PAY GAP

We are committed to several key actions which are already well underway in our organisation:



We have an **equal pay ethos** and monitor pay equity on an ongoing basis to ensure our male and female employees receive equal pay for equal work.



We have **recruitment strategies** which support the entry and progression of our female employees into senior and specialised roles. All our job openings are advertised allowing for qualified male and female candidates to be considered for open job positions. In addition we continue to focus on diverse shortlist and diverse hiring panels.

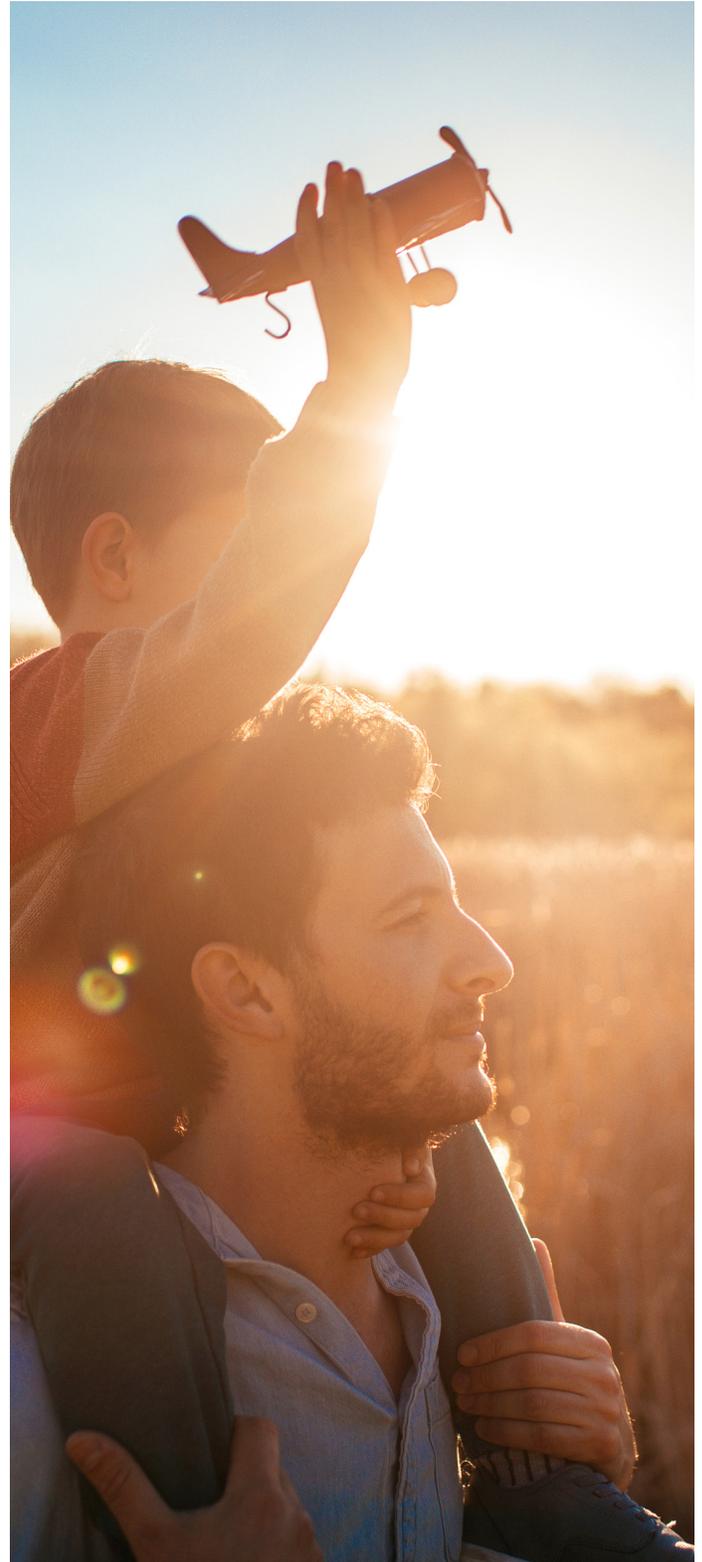


We are committed to **continuous development** of our employees, equipping them with the skills and experience needed to progress their career. We invest in training and development programmes that prepare our employees for future promotion opportunities.



We offer **flexible and family friendly policies** through paid maternity and paternity leave, part time and hybrid working.

We recognise that it will take time for our efforts to improve but we are confident that we are prioritising the right areas to reduce the gender pay gap.



# MAWDY

[www.mawdy.ie](http://www.mawdy.ie)

MAPFRE ASISTENCIA Compañía Internacional de Seguros y Reaseguros, S.A., trading as MAWDY, is authorised by la Dirección General de Seguros y Fondos de Pensiones del Ministerio de Economía y Hacienda in Spain and is regulated by the Central Bank of Ireland for conduct of business rules.

03.2026