Cover-More Blue Insurance Services Limited

Gender Pay Gap Report 2025

Cover-More Blue Insurance Services Limited is regulated by the Central Bank of Ireland

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Cover-More Blue Insurance Services Limited (Cover-More Blue) is committed to ensuring that all our employees can realise their full potential regardless of their gender. This is the first year that we have published our Gender Pay Gap Report.

- The Gender Pay Gap Information Act 2021, which was published into law on the 13th July 2021, requires organisations to report on their hourly gender pay gap across a range of metrics
- The Regulations under the Act set out the methodology to be used in the calculation of each of these metrics
- Organisations in Ireland with over 50 employees are now required to report on their Gender Pay Gap
- This reporting is completed by reference to employee cumulative earnings on the snapshot date of 30th June 2025. The reporting period covers all employees in employment at any time between 1st July 2024 and 30th June 2025.

What is the Gender Pay Gap and the methodology used to calculate the gap

The Gender Pay Gap (GPG) is the difference between the average hourly wage of male and female employees within our workforce

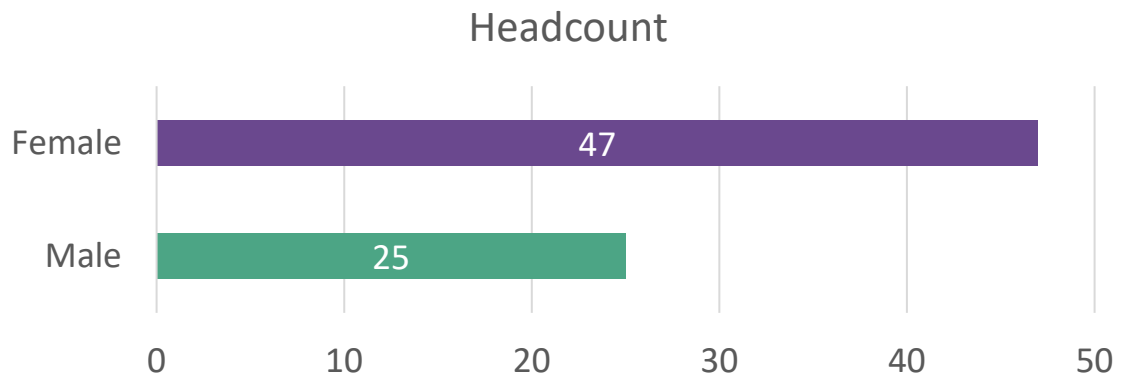
In accordance with the statutory regulations, the detail in this report includes information on:

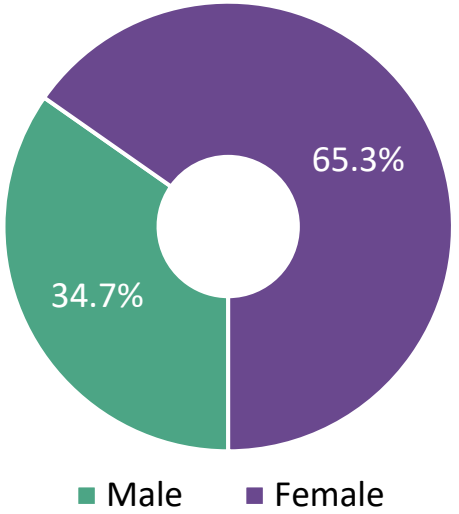
- The difference between the hourly remuneration of male and female employees (mean and median)
- The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands
- The percentage of male and female employees who were paid bonus remuneration
- The differences between bonus remuneration of male and female employees (mean and median)
- The percentage of male and female employees who received benefits in kind
- The differences between hourly remuneration of male and female employees on temporary contracts (mean and median)
- The differences between the hourly remuneration of male and female part-time employees (mean and median)

Relevant employees 72 relevant employees:	**Gender Bonus Gap (GBG)**	**Hourly Remuneration**	**Benefits in Kind**
3 of which are **part-time employees** None of which are on **temporary contracts**	All bonuses paid to relevant employees in the relevant period have been included for the **Gender Bonus Gap** metrics. **Bonuses included**: Annual incentive bonus Voucher awards Awards (extra mile, long service, game changer) Incentive payment	To determine the **Gender Pay Gap** mean and median, the following pay elements have been used: **Ordinary Pay:** basic pay, income protection, allowances, travel insurance, overtime payments, top-up for statutory leave **Bonus:** annual bonus, voucher awards, awards (extra mile, long service, game changer) and incentive payment.	The only benefit provided subject to benefit in kind is Health Insurance

Hourly Remuneration and Quartiles – All employees

Hourly Remuneration Analysis





GPG Mean **31.2%**

GPG Median **6.2%**

GPG Mean is the average value of the data snapshot

GPG Median is the middle value of the data snapshot

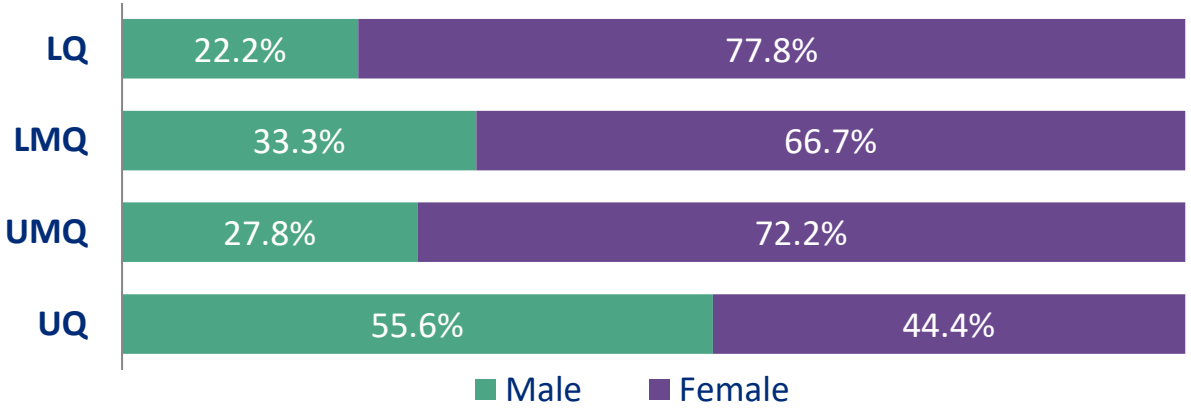
There are more females (65.3%) than males (34.7%) at **Cover-More Blue Insurance Services Limited**

The mean GPG is 31.2% and **the median GPG** is lower at 6.2%, **both favourable towards males**.

There is a higher proportion of females in all **remuneration** quartiles except the Upper Quartile. The most significant deviation relative to overall representation is in **the Upper Quartile**, where males make up 55.6% and females 44.4%.

55.6% of employees in senior levels (which includes job grades attracting highest level of remuneration) are male.

Overall Gender split



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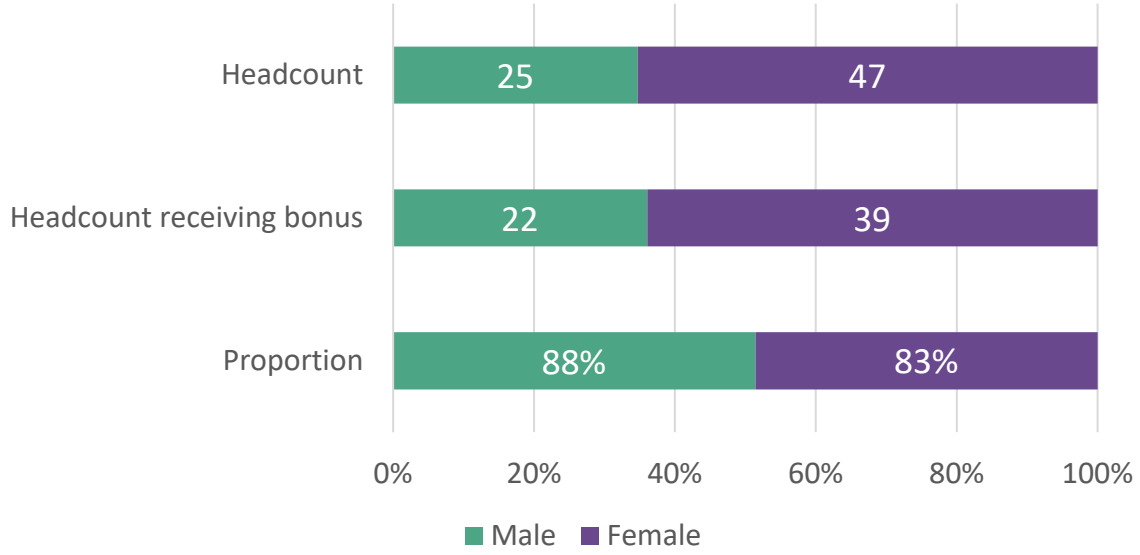
Gender Bonus Gap – All employees



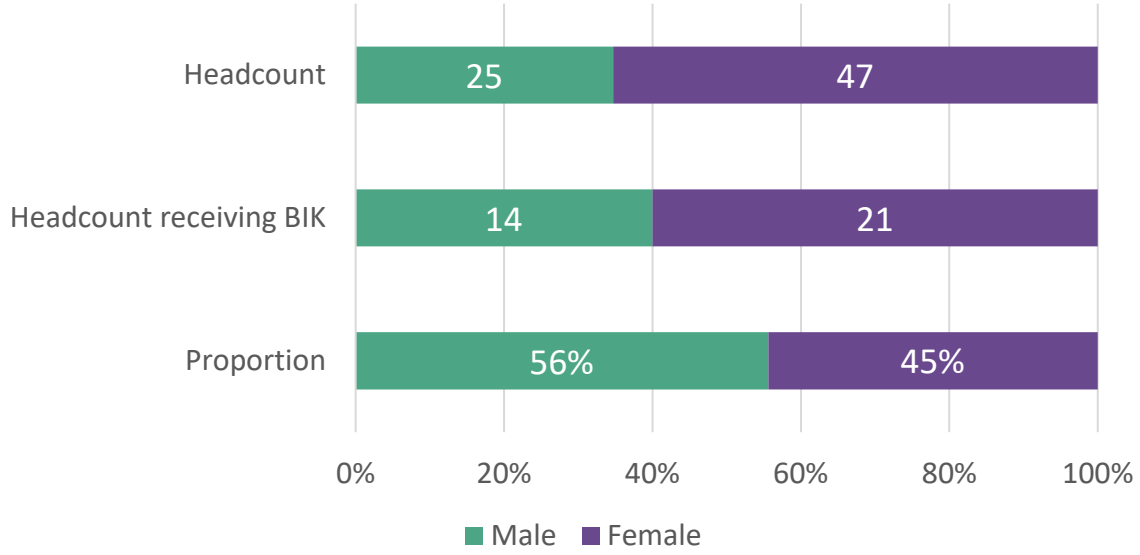
GBG Mean **66.1%**

GBG Median **59.8%**

The mean GBG for **Cover-More Blue** is 66.1% and **the median GBG** is lower at 59.8%, **both favourable towards males**. When mean **GBG** values are considered, bonus for males is almost 3 times as high as bonus for females.

There is a higher proportion of males receiving bonuses than females (88.0% and 83.0% respectively).

Benefit in kind – all Employees



There is a **higher proportion of males** receiving **BIK** than females (56.0% and 44.7% respectively).

The **BIK** category included in the report is Health Insurance, a benefit available to all employees.

Reasons for the Gender Pay Gap

• Cover-More Blue has a higher representation of female employees in each of the lower, lower middle and upper middle quartiles

• The roles that fall into the lower quartiles are predominantly entry level roles compared to management and senior management roles which predominantly fall in the higher quartiles

• The male to female gender split in the upper quartile includes more senior roles in the organisation during the reporting period of which 55.6% of employees are male

• Staff turnover: Average (annualised) turnover for the reporting period is 11.3% with highest turnover at the lower and lower middle quartiles. Turnover impacts the Bonus gap at the mean and median level as bonuses are paid on a pro-rata basis. In addition, being a new employee, they generally join at the entry level salary (industry based) with earnings pro-rated from the time of joining

• Healthcare Benefit (BIK reported) is available to all employees on an equal basis, however, a higher percentage of males have selected this benefit than females

• There is higher representation of males during the reporting period in the upper quartile with no turnover in this quartile during this time