

Global Payments 2025 Gender Pay Report

About Global Payments

Global Payments Inc. (NYSE: GPN) is a leading pure play payments technology company delivering innovative software and services to our customers globally. Our technologies, services and team member expertise enable us to provide a broad range of solutions that allow our customers to operate their businesses more efficiently across a variety of channels around the world.

About Our Pay and Bonus Gap Data

We have used the calculations set out in the government regulations to report our mean and median gender pay and bonus gap numbers. The figures below take into account pay data from two of our UK entities - Global Payments UK Ltd (“GPUK”) and takepayments Ltd (“takepayments”), with total employment of 1,003 team members as of 5 April 2025.

Our Pay and Bonus Gender Pay Gap

	Global Payments		takepayments	
	Mean	Median	Mean	Median
Difference in Pay	14.8%	10.0%	25.9%	39.2%
Difference in Bonus	29.9%	21.4%	53.4%	49.9%

Proportion of Team Members Awarded a Bonus

	Global Payments	takepayments
Percentage of Men who received a bonus	97%	80.6%
Percentage of Women who received a bonus	97%	90.9%

Within each legal entity, there is an almost equal proportion of men and women who received a bonus for their performance in 2024; we are confident that both men and women have an equal opportunity to earn a bonus.

Pay Quartiles

The proportion of men and women in each pay quartile:

	Global Payments		takepayments	
	Men	Women	Men	Women
Lower Quartile	52.6%	47.4%	50.8%	49.2%
Lower Middle Quartile	62.7%	37.3%	55.9%	44.1%
Upper Middle Quartile	54.7%	45.3%	70.9%	29.1%
Upper Quartile	71.1%	28.9%	76.7%	23.3%

More About the Data

- Our gender pay gap results are driven by our workforce profile and do not imply that individuals in the same/similar level roles are paid differently, but rather that our higher paid roles currently have more male incumbents, which is a reflection of market forces.
- We see an overall improvement in our gender pay gap in Global Payments, with both mean and median gaps reducing compared to last year. In takepayments, however, while the mean gender pay gap decreased significantly, we see an increase in the median gender pay gap. This suggests that the typical employee's experience has not improved, despite efforts being made at the higher and/or lower end of the pay scale.
- Meanwhile, we see an increase in the mean gender bonus gap and simultaneously a reduction in the median gender bonus gap in both entities. This indicates that, while the mean bonus pay gap increased slightly, we see a reduction in the median bonus pay gap. This suggests that while a few significant male bonus earners might be pulling the average up, the bonus outcomes have become more equitable for the majority of employees, indicating positive progress for the typical employee experience.
- Our mean gender pay results are favourable compared to the UK average of 27.2% for financial services organisations, and show that we have made progress to better align with our technology focused future, but we understand that we still need to make progress to better align with the UK average of 13.4% for the information and communications industry*.

Our Commitment

- In our first gender pay gap report, we **committed to taking meaningful action** to drive an inclusive workforce and;
- To increase our efforts to create **a work environment that fosters inclusion and equality of opportunity** at all levels, and help close our gender pay gap by attracting and nurturing female talent in technology and sales roles.

Taking Action

- We have reviewed the **policies and practices** that we already have in place, such as flexible working and equal pay, to ensure they support our culture and our commitment to inclusion and equality of opportunity.
- We have **explored views on progression and development** within the workplace and **introduced a number of tools** to help educate our people leaders and team members on development opportunities.
- We **continue to monitor and evaluate our pay** to make sure our male and female team members are treated equally.

I can confirm the data provided in this report is accurate.



Danella
Snashall VP HR
Europe

*Source: The Office of National Statistics (ONS) as at October 2024

End of Report

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