



GENDER PAY GAP REPORT 2024

At Ingenico we have diverse roles from Warehousing to Contact Centre, IT, Testing, Warranty and Service Centre along with more traditional roles such as Finance and HR to name but a few. Our aim is for an inclusive and diverse workforce where people thrive because they can be themselves at work and are valued for the diverse ideas and views they bring to the team, no matter what role they play. That is why gender diversity is one of our key priorities and we continue to look at ways to attract women into our organisation and support their career development.

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



ALISON STEWART
HRBP Ingenico UK Ltd

26th March 2025

OVERVIEW

Ingenico UK Ltd was acquired by Apollo Global Management in 2022 and at the point of preparing this report, are still part of Apollo.

The legal entity has a workforce consisting of 32.9% women and 67.1% men. The median gender pay gap is currently 10.76% and the mean is 10.96%. The increase in the median pay gap is a result of a number of lower paid males leaving the organisation between 2023 and 2024 who were not replaced. Additionally, we saw some promotions from entry level to mid-level posts which has also impacted the median pay gap.

Whilst there has been an increase in the median pay gap, there has been a significant reduction in the mean pay gap since 2023. This is a result of having promoted some female employees from mid-level posts into senior posts as well as increased number of bonuses paid to senior female employees. There is still, however, a gap as a result of bonuses and sales incentives paid to some senior people who are predominantly male.

It is important to understand that this is not an equal pay issue but does show the need for us to continue to focus on the number of female employees in our workforce in senior positions in the organisation.

The median bonus gap is 2.57% while the mean is 25.39%. This includes performance shares which vested in 2023 for some senior employees who were predominantly male. These were allocated a number of years ago and have vested during the 2023/24 tax year.

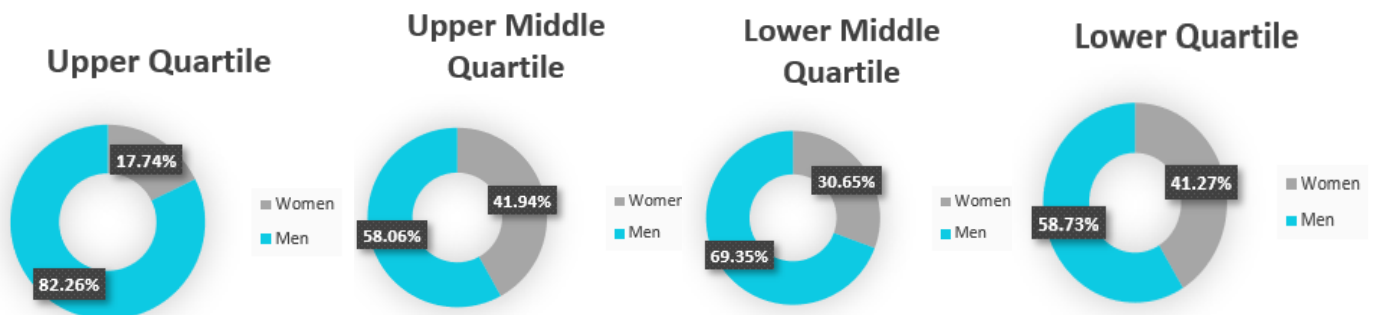
Gender Pay Gap Figures for Ingenico UK Limited

The following shows data as of the snapshot date of 5 April 2024 compared to our 2023 data.

HOURLY WAGES PAY GAP

	2024	2023	2024 vs 2023
Mean Gender Pay Gap	10.96%	17.50%	6.54% reduction
Median Gender Pay Gap	10.76%	5.33%	5.43% increase

PROPORTION OF WOMEN IN EACH PAY QUARTILE



BONUS PAY GAP			
	2024	2023	2023 vs 2022
Mean Gender Bonus Gap	25.39%	51.82%	26.43% reduction
Median Gender Bonus Gap	2.57%	5.52%	2.95% reduction

Proportion of men and women who receive a bonus



WORKING TOWARDS REDUCING OUR GAP

Below are some of the key activities taking place which will help reduce our gap:

- **Inclusive policies and processes** – continual review and improvement of policies.
- **Monitoring and analytics** – qualitative and quantitative data includes Employee Engagement survey to identify areas of improvement.
- **Salary Review** - We monitor the distribution of the pay review to ensure it is awarded equally and fairly by gender.
- **Networks** – we have culture champions from across the business in the UK who actively champion diversity initiatives such International Women's Day whilst also promoting women's health. Goals include aiming to increase the representation of women in the workplace, as well as highlighting areas for improvement.
- **Career/Talent Development** – Managers have career development discussions with all employees to help them achieve their goals. Additionally, the annual Talent Review process encourages managers to fairly consider all genders as part of the succession planning and talent development process.
- **Recruitment/Brand Awareness** – We work with local education providers to increase brand awareness and build relationships, enabling the us to promote role opportunities for Women in Technology.

For Further Information

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