GENDER PAY GAP REPORT 2025

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 themsevles 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

ALISON STEWART
HRBP Ingenico UK Ltd

26th March 2026

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 36.7% women and 63.3% men. The median gender pay gap is currently 17.14% and the mean is 19.94%. The increase in the median pay gap is a result of a number of lower paid males leaving the organisation between 2024 and 2025 who were not replaced.

In 2025, the general population of employees received no bonus. There was, however, some bonuses and sales incentives paid to senior people who are predominantly male. This has also contributed to the increase in both the mean and median gender pay gap.

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 68.84% while the mean is 39.76%. Again, the increase is as a result of the general population not receiving a bonus in 2025, but bonuses and sales incentive payments being made to senior people who are predominantly male.
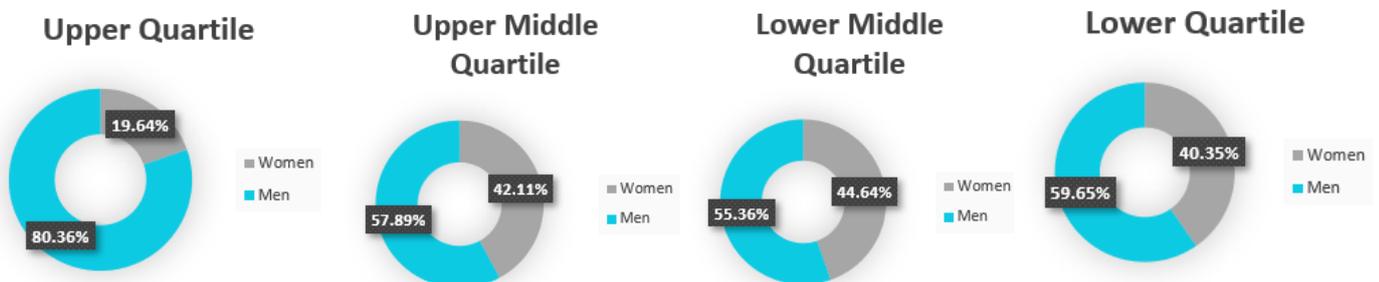
Gender Pay Gap Figures for Ingenico UK Limited
The following shows data as of the snapshot date of 5 April 2025 compared to our 2024 data.

HOURLY WAGES PAY GAP			
	2025	**2024**	**2025 vs 2024**
Mean Gender Pay Gap	19.94%	10.96%	8.98% difference
Median Gender Pay Gap	17.14%	10.76%	6.38% difference

PROPORTION OF WOMEN IN EACH PAY QUARTILE

Upper Quartile

19.64%
80.36%

■ Women
■ Men

Upper Middle Quartile

42.11%
57.89%

■ Women
■ Men

Lower Middle Quartile

44.64%
55.36%

■ Women
■ Men

Lower Quartile

40.35%
59.65%

■ Women
■ Men

BONUS PAY GAP			
	2025	**2024**	**2025 vs 2024**
Mean Gender Bonus Gap	39.76%	25.39%	14.37% difference
Median Gender Bonus Gap	68.84%	2.57%	66.27% difference

Proportion of men and women who receive a bonus

7.06%		6.49%

| Female | | Male |
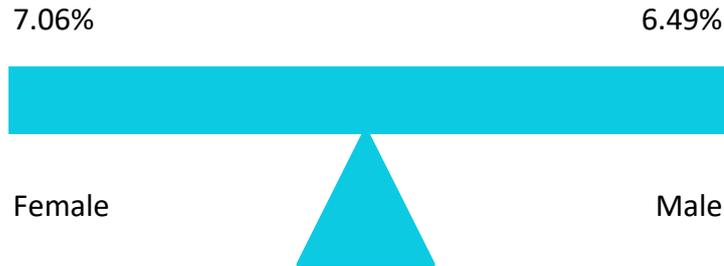
WORKING TOWARDS REDUCING OUR GAP

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

www.ingenico.com

Please consider the environment before printing this document.