



Gender Pay Gap Report 2024

Global Payments

Introduction

At Global Payments, our vision is clear: we want to enrich lives around the world by making commerce effortless for business and consumers.

Strengthening global commerce starts with diversifying it and at Global Payments, it all starts with our people. We believe a diverse workplace that is connected to the markets we serve is key to delivering the highest level of service to our customers and to making a positive impact on our communities.

Our commitment to our people is evidenced through our diversity, equity, and inclusion (DEI) vision: “Champions of Inclusion for Everyone” To achieve this vision:

- **We are champions of diversity**, committed to recognising and valuing all team members, regardless of background (including races, ethnicities, genders and identities, religions, ages, sexual orientations, abilities, socioeconomic status and backgrounds).
- **We build a fair and equitable workplace**, aspiring to give our team members fair treatment and access to career advancement opportunities.
- **We foster a culture of inclusion**, encouraging our team members to be authentic to help create a culture of belonging we are proud to be a part of.

External recognition serves as a positive reminder of the hard work we are doing to promote DEI in the workplace. Notable awards since the beginning of 2023, demonstrating our commitment to creating a welcoming workplace for all, include the Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion and earning a place on Fair360’s 2024 Noteworthy Companies List for the second consecutive year.



We are pleased to be reporting our Irish gender pay gap for the first time and intend to use this data as we work towards building a more diverse, equitable and inclusive culture than the day before. Because true innovation is best delivered with all perspectives reflected.

“We are committed to creating an inclusive environment for ALL our team members.”

Jackie Parker

Senior Vice President, Chief Diversity Officer



What is the gender pay gap?

The Gender Pay Information Act 2021

In 2021, the Irish government introduced the Gender Pay Gap Information Act 2021 (the Act), following similar UK and global legislation. The Act aims to highlight the progression of women in the workforce into more senior, better paid roles and holds employers accountable for the progression of their female employees.

When it was first introduced, the Act enforced employers to disclose their gender pay gap on an annual basis for any Irish legal entity with 250 or more relevant employees (typically those who ordinarily work in Ireland and whose contracts are governed by Irish legislation). The threshold for reporting in 2024 has now decreased to 150 or more relevant employees within each legal entity.

In accordance with the Act, employers are required to report on six statistics in the year from 1 July 2023 to 30 June 2024:

1. The hourly pay of all full-time employees
2. The hourly pay of all part-time employees
3. The hourly pay of all temporary employees
4. The bonus pay for all employees
5. The percentage of men and women in receipt of bonus pay
6. The percentage of men and women in receipt of benefits in kind

The Act also requires employers to report on the percentage of male and female employees in each pay quartile.

We confirm the content of this report is true to the best of our knowledge and belief.

Defining gender pay

When analysing our gender pay gap results, it is very important to be clear about what they are – and are not. Notably, it's important to make the distinction between gender pay and equal pay.

Gender pay measures the difference between the pay of all men in the workforce and the pay of all women in the workforce, regardless of the type or level of role. It is a *collective comparison* that highlights any differences in the distribution of men and women across the workforce.

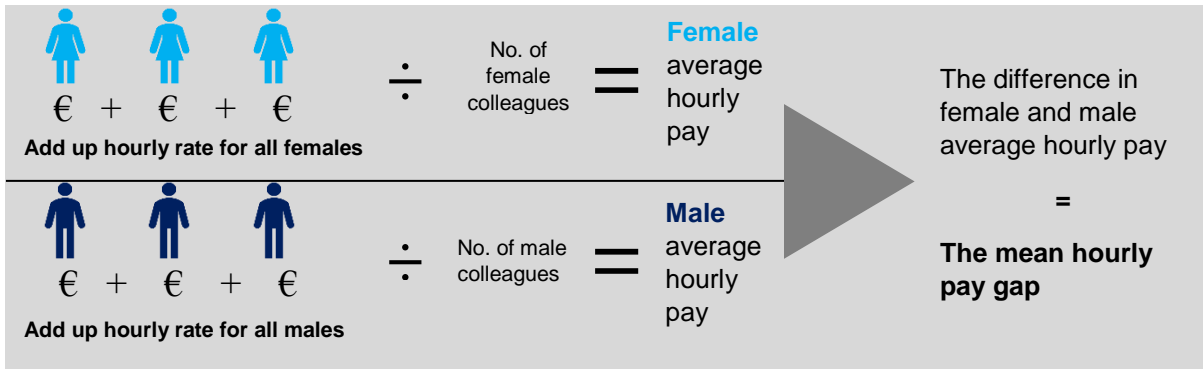
In contrast, **equal pay** measures the difference in the pay of men and women doing the same role, similar role or work of equal value. It is an *individual comparison* that highlights if there are any differences in pay related specifically to gender.

It is possible for an employer to have a gender pay gap even if men and women doing the same role are paid exactly the same. For instance, this could occur if there is larger representation of male employees in senior positions. **This report and the figures provided will focus on gender pay.**

Measuring gender pay

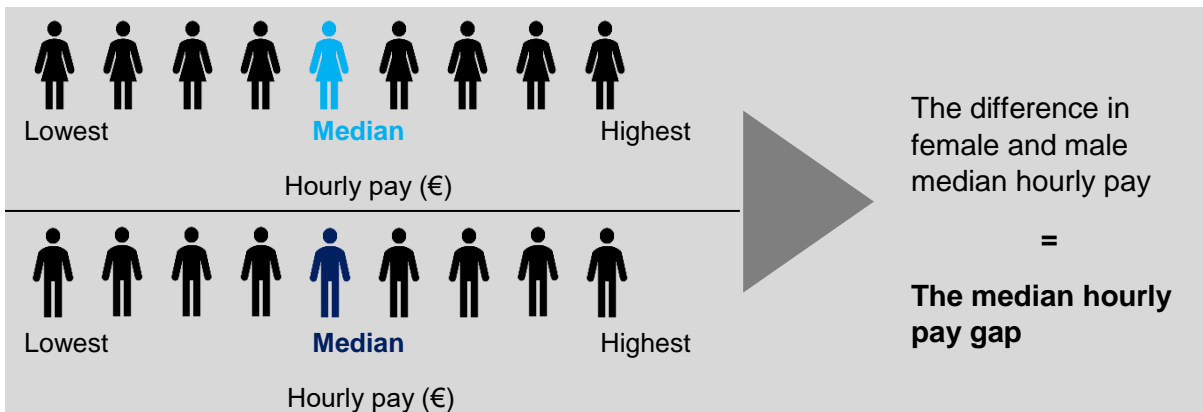
What is the mean pay gap?

The mean pay gap is the difference between the average hourly rates of pay for all female employees, compared to the average hourly rate of pay for all male employees.



What is the median pay gap?

The median pay gap is the difference in hourly pay between the middle female employee, compared to the middle male employee if you lined them up from the lowest to the highest hourly pay.



What are pay quartiles?

Under the Irish legislation, all companies are required to publish the results of their gender distribution across their range of hourly pay rates. This is achieved by ranking employee pay rates from highest to lowest and dividing the range of pay into four equal-sized groups that cover all employees. These groups are referred to as pay quartiles. Employees are then positioned in their respective pay quartile, regardless of their gender.

Our 2024 gender pay gap results

As previously detailed, Irish legalisation requires employers to disclose their gender pay gap results for any Irish legal entity with 150 or more relevant employees.

Global Payments currently includes two Irish legal entities – GP Payments Acquiring International GmbH (which had 145 relevant employees during the reporting period) and Pay and Shop Limited (which had 164 relevant employees during the reporting period). This year, we’re pleased to have gone beyond the legislative requirements by producing an overall report for the entirety of Global Payments. In the appendix of this report, you can find details of the statutory information for Pay and Shop Limited, noting the number of relevant employees exceeded the reporting threshold. We also ran an analysis for GP Payments Acquiring International GmbH, which has not been published as the employee headcount does not meet the reporting threshold of 150.

Pay gap

	Mean	Median
Hourly pay gap – All employees	3.1%	-0.2%

Note – due to an insufficient sample size of part-time employees and with no temporary employees, we have not disclosed hourly pay gap data for these employee groups.

Our mean hourly pay gap shows the average hourly pay of men at Global Payments is 3.1% higher than the average pay of women. This statistic falls significantly below a recent reported average mean pay gap of 11.2%¹ across all Irish companies. In contrast, our median hourly pay gap is very slightly in favour of women by 0.2%.

¹This data point was sourced from website: <https://www.pwc.ie/media-centre/press-releases/2024/gender-pay-gap-report-2024.html>

Pay quartiles

	Men	Women
Upper quartile	68%	32%
Upper middle quartile	66%	34%
Lower middle quartile	70%	30%
Lower quartile	65%	35%

Our pay quartiles show there is a higher proportion of men across all levels of the organisation, including within the upper pay quartile. Roles within the upper pay quartile are often positions of leadership and typically command higher market salaries and opportunities for greater financial incentives. In contrast, while the level of disproportion remains largely consistent across the pay quartiles, the highest proportion of women are found in the lower pay quartile.

Bonus gap

	Mean	Median
Bonus gap – All employees	-3.8%	11.0%

Our mean bonus gap shows the average bonus pay of women at Global Payments is 3.8% higher than it is for men. In contrast, our median bonus gap is 11.0% in favour of men. The contrasting results suggest the bonus pay of a small number of employees has a large influence on the overall results which is not surprising when considering our relatively small sample size.

	Men	Women
% of employees receiving a bonus	66.3%	61.4%

	Men	Women
% of employees in receipt of benefit in kind	81.3%	84.2%

Our data indicates near equal proportions of men and women received a bonus during the reporting period, which reflects our consistent approach to bonus eligibility across the organisation.

There is also a very small gap between the proportion of men and women in receipt of benefit in kind. We offer Private Medical Insurance to all employees, with the option for individuals to choose whether to utilise it. Additional benefit in kind is dependent on an employee's role, such as equity eligibility being available for employees at Director level and above.

Explaining our results

While we are pleased to see our statistics reflect low pay and bonus gaps, we acknowledge, due to our relatively small size, our numbers are subject to volatility year-on-year and can go up despite improvement in progression of female talent. A few people joining or leaving the organisation, particularly within senior roles, could have a significant impact on some of the results set out above. This is evidenced through contrasting results for our pay and bonus gap data, with a small pay gap in favour of men and similar-sized bonus gap in favour of women. Our pay quartile data confirms a higher proportion of men occupy senior, higher-paid roles compared to women, contributing to a slight pay advantage overall. However, our bonus gap suggests women may be concentrated in roles with more performance-related incentives or bonuses even if their base salaries are lower.

As a values-based employer, we strive to take the right steps to reduce any existing gaps over time. You can read about the actions we are taking today below.



Our commitment to closing the gap

At Global Payments, we hold ourselves accountable to meeting the evolving needs of our team members. Recognising equity is essential for fostering an inclusive workplace where everyone feels accepted, valued, and empowered to be their authentic selves, we strive to demonstrate our commitment to people, access, and belonging. Through providing a strong foundation, our DEI strategy seeks to ensure fair treatment, access, opportunity, and advancement exist for all team members at Global Payments.



Critical to our DEI strategy, we are proud of our eight Diversity Business Action Teams (DATs) and seven Employee Resource Groups (ERGs) that are positively impacting our culture.

Diversity Business Action Teams

Our DATs play a key role in driving organizational change by focusing on inclusiveness, accessibility, belonging, and people-centred initiatives. Championed and sponsored by business leaders, the mission of these teams is to build and leverage a diverse and inclusive workforce for Global Payments.

One of the primary responsibilities of our DATs is to identify DEI barriers that impact team members, helping to ensure access and belonging across our business units and functions.

Employee Resource Groups

Our ERGs are open to all team members, providing those who join with unique networking opportunities and participation in professional development programming. Through creating a culture where all our team members can be their authentic selves, each ERG makes significant effort related to the attraction, development, promotion, and retention of team members.

For example, the Global Payments Women’s Network strives to develop a diverse group of engaged women and allies empowering women at Global Payments to achieve their personal and professional goals. Recent activity within the Women’s Network has included supporting the professional development of women through participation in the PayTech Summit, an annual conference held by PayTech Women, a professional organisation for the advancement of women in payments. The Women’s Network also hosts enterprise-wide events, including the celebration of International Women’s Day which featured Lisa Sun, CEO of GRAVITAS and best-selling author of “Embracing Equity: 5 Pillars for Opportunity and Advancement.”

We are proud to further our commitment to developing talent, including the career progression of female team members, through the enrolment of multiple unique initiatives to support the development of talent.

CEO Action for Diversity and Inclusion

We are a proud participant in the [CEO Action for Diversity and Inclusion™](#) – a CEO-driven commitment to advance DEI in the workplace. The purpose of this coalition is to foster workplace environments that promote diversity, equity, and inclusion by encouraging leaders to share best practices, collaborate, and implement sustainable change.





Speed Networking: Building Connections, Expanding Network

Speed Networking, a signature program for our ERGs, was rolled out in 2023. The program is designed to build connections, expand the professional network, and promote a sense of belonging for all ERG members. The Global Payments Women's Network helped to promote the professional development of women through three Speed Networking events during the first year of the program being available.

Inclusion 365

As we work to deliver formal and informal learning to improve inclusive capabilities, Inclusion 365 is our hub for all team members to access everything related to DEI at Global Payments. Inclusion 365 aims to create an environment where team members feel empowered to be their authentic selves, share their unique perspectives and experiences, and learn from one another. This is achieved through:



- Offering self-paced learning paths to continue to learn about DEI.
- Recognising the value of belonging through programs hosted by the ERGs sharing our team members' journeys.
- Creating spaces that bring us together and help us harness the unique talents of our team.

Investing in tomorrow's leaders

Through partnerships with universities and other institutions, we play a pivotal role in developing the skills needed in the workforce of the future. Examples include:

- **Coding Hackathon** – Collaborative coding events uniting programmers of diverse backgrounds to develop innovative software solutions.
- **Center for Cybersecurity** – A \$2.4 million initiative aimed at enhancing global networks and the skilled workforce responsible for their security and maintenance.
- **Future Scholars** – Seven hundred scholarships totalling \$1.5 million to support higher education for the children of our team members.
- **Internships** – Opportunities for diverse candidates from HBCUs to foster connections and strengthen our diversity, equity, and inclusion initiatives.

“Championing DEI benefits everyone. It makes us a better business—more alert to empathy, problem-solving and innovation. All traits we thrive on.”

Bob Cortopassi
President and Chief Operating Officer

Appendix

Gender Pay Gap Reporting for Pay and Shop Limited

During the reporting period, Pay and Shop Limited had 164 relevant employees, surpassing the reporting threshold of 150 relevant employees, set by the Gender Pay Information Act 2021.

Pay gap

	Mean	Median
Hourly pay gap – All employees	11.8%	7.0%

Note – due to an insufficient sample size of part-time employees and with no temporary employees, we have not disclosed hourly pay gap data for these employee groups.

Pay quartiles

	Men	Women
Upper quartile	73%	27%
Upper middle quartile	66%	34%
Lower middle quartile	71%	29%
Lower quartile	59%	41%

Bonus gap

	Mean	Median
Bonus gap – All employees	10.9%	13.2%

	Men	Women
% of employees receiving a bonus	89.1%	81.5%
% of employees in receipt of benefit in kind	90.9%	85.2%

Pay and Shop Limited, which makes up over half of the overall Global Payments employee population, has a pay gap in favour of male employees, falling slightly above a recently reported average mean pay gap of 11.2%¹ across all Irish companies. The result reflects the fact that there are a greater proportion of female employees in lower-paying roles, compared to those in higher-paying roles.

This also impacts the bonus gap results, as higher-paying roles are more likely to receive larger amounts in the form of a performance bonus or other incentives. Given our overall size, these results are also highly volatile.

We look forward to reviewing our pay and bonus gap data next year as we continue to monitor our progress and see the impact our DEI strategy and initiatives have on reducing our gender pay gap.

¹This data point was sourced from website: <https://www.pwc.ie/media-centre/press-releases/2024/gender-pay-gap-report-2024.html>