



Gender Pay Gap Report 2025

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 People, Access and Belonging (PAB) vision:

- **People Development:**
 - *Recruitment:* Enhance recruitment processes to ensure a candidate pool with varied backgrounds and experiences and eliminate biases in hiring decisions.
 - *Development:* Offer development programs that cater to the needs of all team members, ensuring all have the opportunity to grow and advance.
- **Access Enhancement:**
 - *Policies and Procedures:* Revise and create policies that promote equity in every aspect of employment, from salary to work-life balance.
 - *Resource Distribution:* Ensure equitable access to critical resources such as training, mentorship, and leadership programs.
- **Belonging Cultivation:**
 - *Inclusive Culture:* Strengthen our organizational culture by actively promoting interactions across different groups and fostering an environment where every voice is heard and valued.
 - *Community Building:* Expand and support our 7 Employee Resource Groups (ERGs) and other initiatives that promote a sense of community and support network within our workforce.

External recognition serves as a positive reminder of the hard work we are doing to promote inclusion 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.



We are pleased to be reporting our Irish gender pay gap 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 2025 has now decreased to 50 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 2024 to 30 June 2025:

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 is 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.

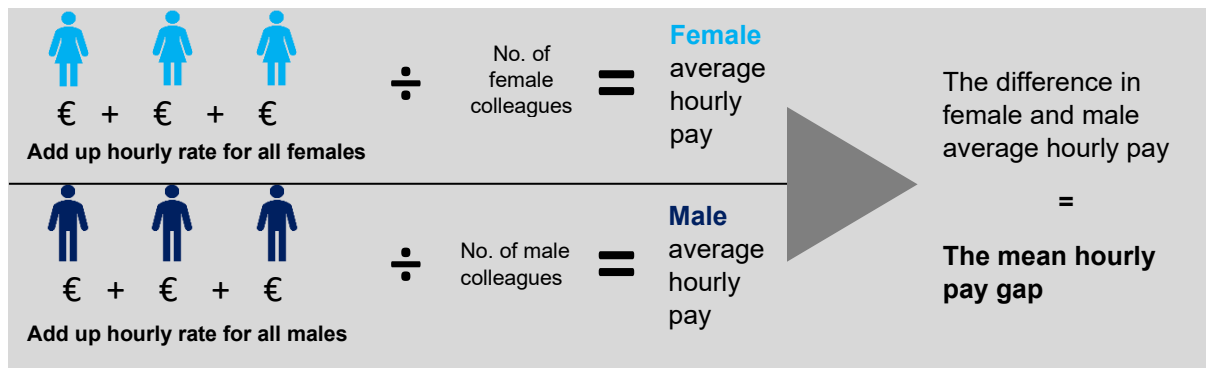
In contrast, **equal pay** measures the difference in the pay of men and women doing the same role, similar role, or work of equal value. It is an *individual comparison* that highlights if there are any differences in pay related specifically to gender.

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 2025 gender pay gap results

As previously detailed, Irish legislation requires employers to disclose their gender pay gap results for any Irish legal entity with 50 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 171 relevant employees during the reporting period). The below data presents an overall report for the entirety of Global Payments in Ireland. In the appendix of this report, you can find details of the statutory information for both Pay and Shop Limited and GP Payments Acquiring International GmbH.

Pay gap

	Mean	Median
Hourly pay gap – All employees	8.5%	11.0%

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.

Our mean hourly pay gap shows the average hourly pay of men at Global Payments is 8.5% higher than the average pay of women. Our median hourly pay gap shows the average hourly pay of men at Global Payments is 11.0% higher than the average pay of women. This statistic falls slightly below the reported average mean pay gap of 11.2%¹ across Irish companies in December 2023.

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	66%	34%
Upper middle quartile	72%	28%
Lower middle quartile	67%	33%
Lower quartile	54%	46%

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 quartiles are often positions of leadership and typically command higher market salaries and opportunities for greater financial incentives. While we observe a slight progression of female workers in the upper quartile and lower middle quartile compared to last year, which are now a close reflection of our overall gender split in Ireland (65% men, 35% women), the level of disproportion remains higher in the upper middle quartile, which sees an overrepresentation of men, and in the lower quartile, which sees an overrepresentation of women.

Bonus gap

	Mean	Median
Bonus gap – All employees	1.6%	16.6%

Our mean bonus gap shows the average bonus pay of men at Global Payments is 1.6% higher than it is for women. Our median bonus gap is 16.6% in favour of men. The difference in 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. Overall, this statistic falls significantly below the reported average mean bonus gap of 23%¹ across Irish companies in December 2023.

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

	Men	Women
% of employees receiving a bonus	71.2%	62.2%

	Men	Women
% of employees in receipt of benefit in kind	84.9%	79.3%

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 bonus gap data, where we notice a noticeable difference between our mean and median results. Our pay quartile data confirms a slightly 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.

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 PAB strategy and initiatives have on reducing our gender pay gap.



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 PAB strategy seeks to ensure fair treatment, access, opportunity, and advancement exist for all team members at Global Payments.

Our seven Employee Resource Groups (ERGs) are critical to our PAB strategy and positively impact our culture.



Employee Resource Groups

Employee Resource Groups (ERGs) Our ERGs are a cornerstone of our inclusion culture.

- Expanding Reach: ERGs address critical issues like mental health, accessibility, and socioeconomic equity.
- Accelerating Growth: Leadership development, mentoring and visibility for underrepresented voices are central to every ERG.
- Powering Data-Driven Impact: ERG programming is intentionally intersectional, global, and accessible—ensuring that every team member can find a space where they feel valued and connected



The Global Payments Pride Network (GPPN) fosters a supportive environment for LGBTQIA+ team members and allies. This year, the group demonstrated its global commitment by participating in major Pride events such as Utah Pride and Atlanta Pride, hosting a Friends of Dorothy webinar on LGBTQIA+ history, and launching unrecorded monthly Coffee Talks for open connection and allyship.



The Global Payments Onyx Network (GPON) celebrates and elevates the Black community and culture. In honour of Martin Luther King Jr. Day, members engaged in service projects across multiple cities, including restoring a historic baseball field, supporting produce distribution in Dallas, and partnering with GPVN for a school beautification project. GPON also advanced professional development through a lunch-and-learn session at the Georgia Fintech Academy.



The Global Payments Lotus Network (GPLN) connects and advocates for Asian and Pacific Islander (API) team members globally. GPLN hosted a webinar on career growth and self-leadership, offering strategies for goal setting and navigating challenges. During API Heritage Month, the group celebrated with a vibrant trivia event that highlighted the diversity of API cultures.



The Global Payments Veterans Network (GPVN) supports veteran team members and honours the service of veterans and their families. For Military Appreciation Month, GPVN led an enterprise-wide celebration featuring a guest speaker and 9/11 survivor Will Jimeno, military trivia, a 5K run, an EAP session and a membership drive—engaging team members in reflection, resilience, and community.



The Global Payments Ability Network (GPAN), launched in November 2024, promotes disability inclusion through awareness, advocacy, and education. The network gained rapid traction, growing to 182 members and enhancing enterprise-wide understanding of accessibility and inclusion.



The Global Payments Somos Network (GPSN) uplifts Spanish, Latin and Hispanic team members and allies while supporting Global Payments' expanding market presence. During Hispanic Heritage Month, GPSN partnered with Anthem for a dialogue on mental toughness and showcased Mexico-based colleagues through *Entrevistas*. The group also collaborated with GPLN during the Worldwide Day of Service to build stronger cross-ERG connections.



The Global Payments Women's Network (GPWN) empowers women and allies to achieve personal and professional growth. GPWN hosted career-focused programs including speaker sessions, speed networking, and a McKinsey-led discussion on women in the workplace. This is the largest ERG at Global Payments with 2,111 members globally. Ireland is one of the 9 chapters with 31 members.



This ERG has delivered a number of events in Ireland, that provide opportunities for learning, development and networking, for example:

- International Women's Day: 4 Waves of Feminism
- Krav Maga
- AI Without the Hype: What Every Woman Should Know
- Positive Psychology in Action: Fast Start

"Championing inclusion 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 171 relevant employees, surpassing the reporting threshold of 50 relevant employees, set by the Gender Pay Information Act 2021.

Pay gap

	Mean	Median
Hourly pay gap – All employees	7.3%	2.7%

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	74%	26%
Upper middle quartile	60%	40%
Lower middle quartile	71%	29%
Lower quartile	60%	40%

Bonus gap

	Mean	Median
Bonus gap – All employees	-1.7%	10.6%

	Men	Women
% of employees receiving a bonus	93.0%	91.2%
% of employees in receipt of benefit in kind	93.0%	91.2%

While Pay and Shop Limited, which makes up over half of the overall Global Payments employee population, still has a pay gap in favour of male employees, we notice a progression compared to last year's results (mean pay gap of 11.8% and median pay gap of 7.0%, both in favour of men). The result reflects the fact that despite our progression, there are still a greater proportion of female employees in lower-paying roles, compared to those in higher-paying roles.

In contrast, the bonus gap results look more favourable to women. However, the difference between the mean and median results suggests that 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. Overall, we also notice some improvement in our bonus gap data compared to last year's result (mean bonus gap of 10.9% and median pay gap of 13.2%, both in favour of men).

Gender Pay Gap Reporting for GP Payments Acquiring International GmbH

During the reporting period, GP Payments Acquiring International GmbH had 145 relevant employees, surpassing the reporting threshold of 50 relevant employees, set by the Gender Pay Information Act 2021.

Pay gap

	Mean	Median
Hourly pay gap – All employees	4.8%	26.4%

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	68%	32%
Upper middle quartile	72%	28%
Lower middle quartile	69%	31%
Lower quartile	42%	58%

Bonus gap

	Mean	Median
Bonus gap – All employees	11.9%	49.5%

	Men	Women
% of employees receiving a bonus	44.0%	31.5%
% of employees in receipt of benefit in kind	74.7%	66.7%

GP Payments Acquiring International GmbH, which makes up about 45% of the overall Global Payments employee population, has a pay gap in favour of male employees, falling slightly below the reported average mean pay gap of 11.2%¹ across Irish companies in December 2023. These results reflect the fact that, while we see a good representation of women in the upper quartile (32%, when women make up 37% of the headcount), there are a greater proportion of female employees in lower-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.

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