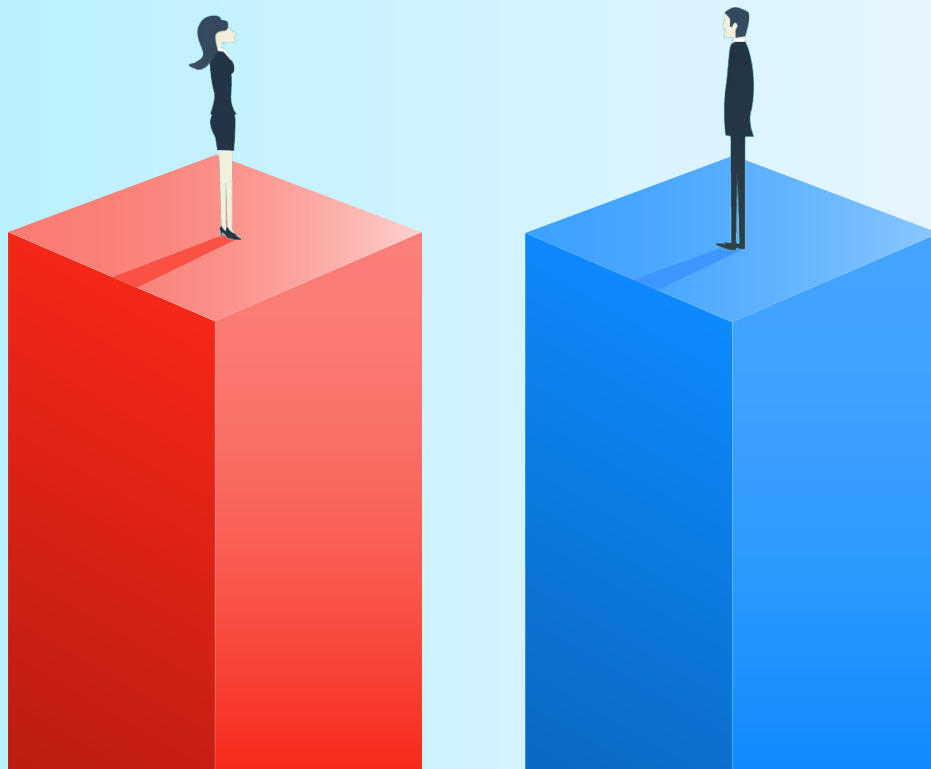


Prepay Technologies Limited Gender Pay Gap Report 2023

Snapshot date: 5th April 2023





Cristina Buonocore

Chief Human Resources Officer

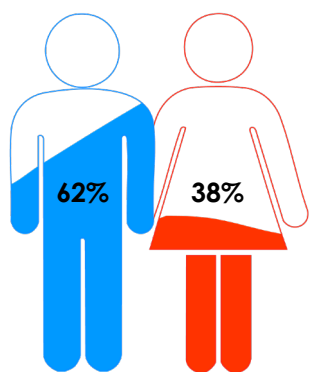
The figures in this report are based on the snapshot date of 5th April 2023. I can confirm that the data reported here is accurate.

Prepay Technologies Limited is a leading provider of payment technology solutions, specialising in prepaid cards and electronic payment services.

The concept of the gender pay gap has always been relevant, regardless of the size of the company however the 2023 gender pay gap report was the first year of reporting official figures as a company.

The report shows that there is a level of disparity; in order to review this our key areas of focus are:

- Talent
- Attraction
- Policies and Benefits
- Performance



Mean

19.4%

Median

26.9%

Gender Split

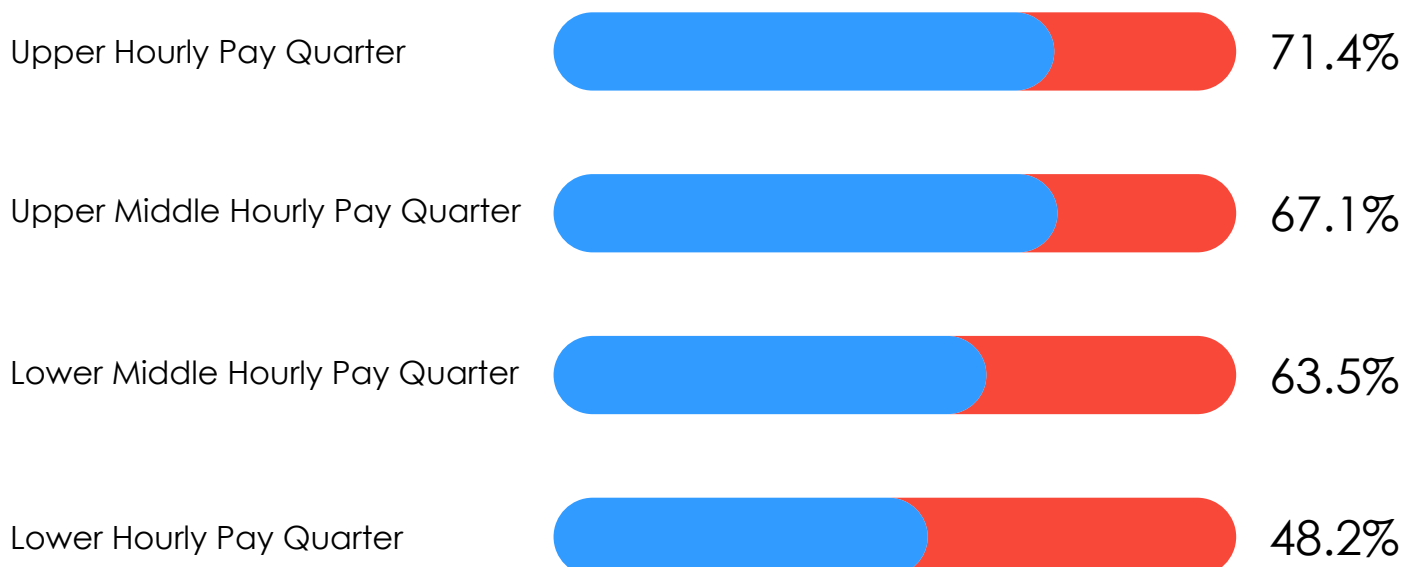
Historically the technology sector has been male-dominated and Prepay Technologies Limited has reflected this trend. We recognise this challenge and are committed to taking proactive steps to address it.

62% of employees are male, and 38% are female.

Our mean (average) gender pay gap at the snapshot date was 22.6%. This means that male colleagues are paid an average of 22.6% more than female colleagues.

Our median (middle) gender pay gap at the snapshot date was 25.9%. This means that the salaries of the middle ranking male colleagues are 25.9% higher than female colleagues.

The below banding illustrates the proportion of males and females within the four pay quarters



Bonus Pay Gap

Mean

37.7%

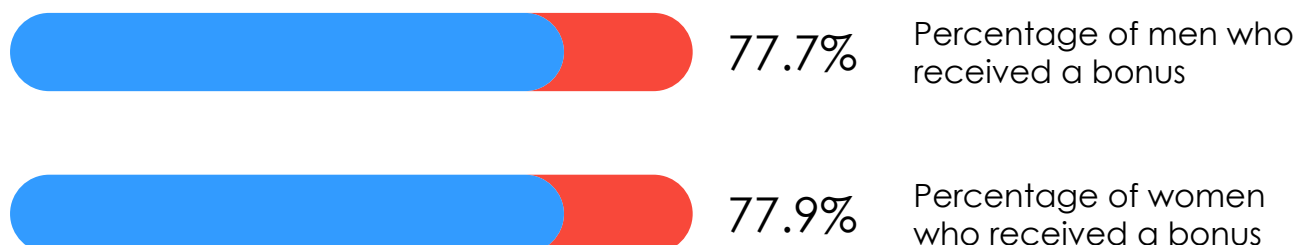
Our mean (average) bonus gap at the snapshot date was 37.7%. This means that male colleagues received bonuses that are an average of 37.7% more than female colleagues.

Median

30.2%

Our median (middle) bonus gap at the snapshot date was 30.2%. This means that the bonuses of the middle ranking male colleagues are 30.2% higher than female colleagues.

The percentage of employees receiving a bonus are listed below split by gender.



Percentage of men who received a bonus

Percentage of women who received a bonus