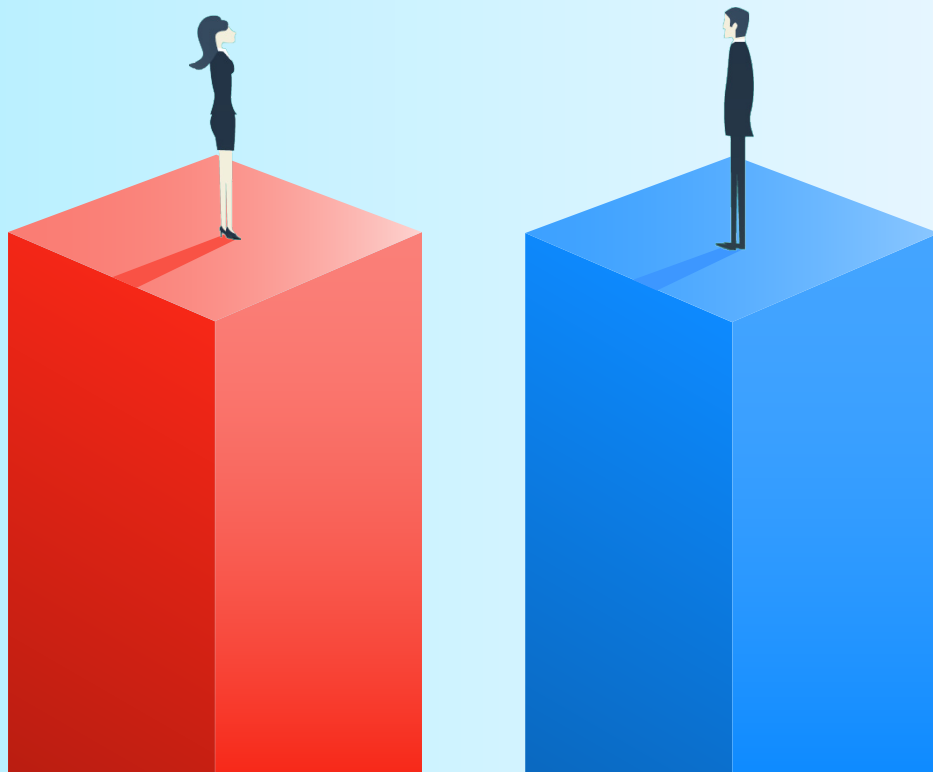


Prepay Technologies Limited Gender Pay Gap Report 2024

Snapshot date: 5th April 2024





Cristina Buonocore

Chief Human Resources Officer

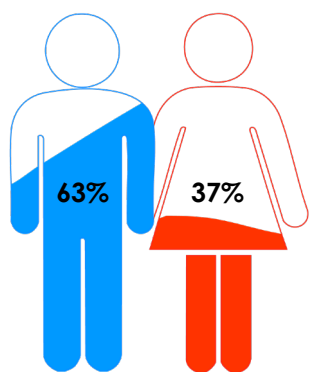
The figures in this report are based on the snapshot date of 5th April 2024. I can confirm that the data reported here is accurate.

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

The 2024 Gender Pay Gap Report is the second year of reporting for Prepay Technologies Limited.

The report shows that there is a reduction in the level of disparity; in comparison to the 2023 report, our key focus areas were:

- Talent
- Attraction
- Policies and Benefits
- Performance



Gender Split

The 2023 report showed that 38% of employees were female. The 2024 report shows that the levels have remained at the same point.

63% of employees are male, and 37% are female.

Mean

12.9%

Our mean (average) gender pay gap at the snapshot date was 12.9%. This means that male colleagues are paid an average of 12.9% more than female colleagues.

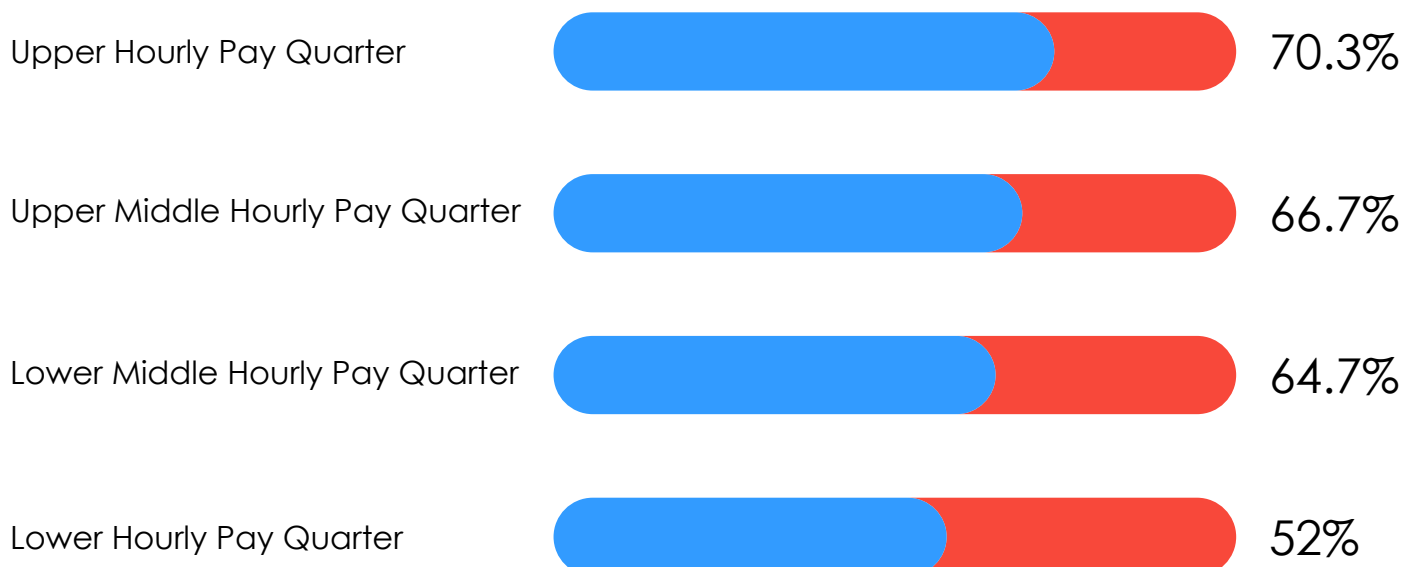
Median

17.7%

Our median (middle) gender pay gap at the snapshot date was 17.7%. This means that the salaries of the middle ranking male colleagues are 17.7% higher than female colleagues.

Both of these figures are significantly improved compared to the previous years reported figures.

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



Bonus Pay Gap

Mean

11.4%

Our mean (average) bonus gap at the snapshot date was 11.4%. This means that male colleagues received bonuses that are an average of 11.4% more than female colleagues.

Median

6.6%

Our median (middle) bonus gap at the snapshot date was 6.6%. This means that the bonuses of the middle ranking male colleagues are 6.6% 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