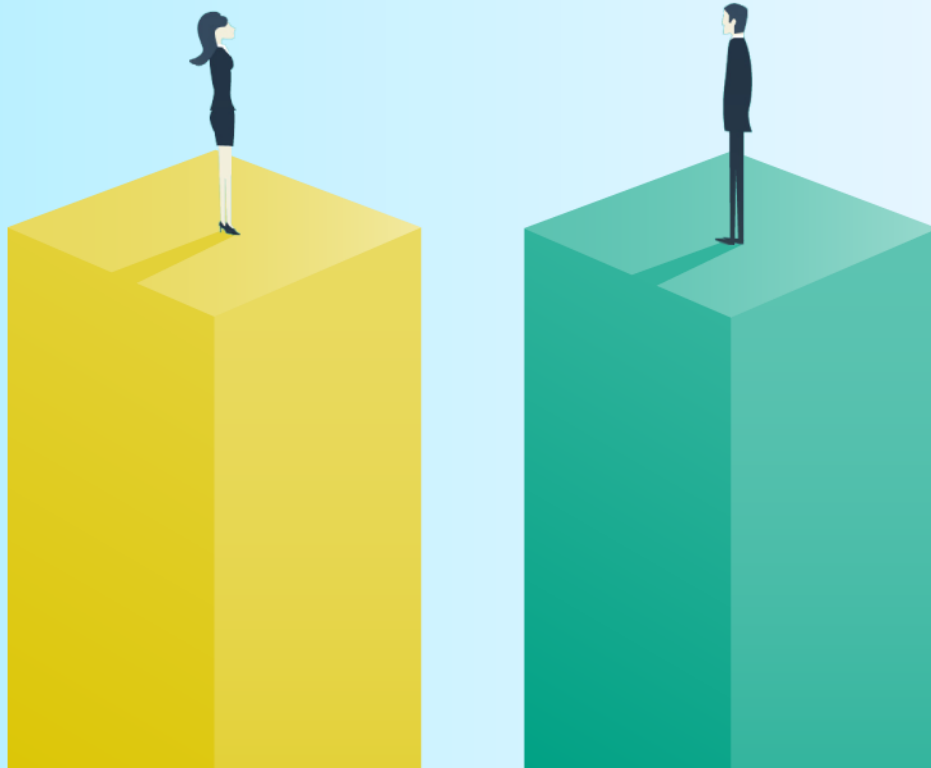


Prepay Technologies Limited Gender Pay Gap Report 2025

Snapshot date: 5th April 2025





Cristina Buonocore

Chief Human Resources Officer

The figures in this report are based on the snapshot date of 5th April 2025. 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 2025 Gender Pay Gap Report marks our third year of reporting for Prepay Technologies Limited. We are pleased to report continued improvements in reducing the gender pay gap compared to the 2024 report.

Our key focus areas have remained consistent and effective, specifically targeting:

- Talent Development
- Attraction Strategies
- Policies and Benefits Enhancement

These initiatives have played a crucial role in advancing gender equality within our workforce.



Gender Split

The 2024 report showed that 37% of employees were female. The 2025 report shows that the levels have remained at the same point.

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

Our mean (average) gender pay gap at the snapshot date was 8.8%. This means that male colleagues are paid an average of 8.8% more than female colleagues.

Our median (middle) gender pay gap at the snapshot date was 20.0%. This means that the salaries of the middle ranking male colleagues are 20.0% higher than female colleagues.

Median

20.0%

Mean

8.8%

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



Mean



Median



Bonus Pay Gap

Our mean (average) bonus gap at the snapshot date was 11.0%. This means that male colleagues received bonuses that are an average of 11.0% more than female colleagues.

Our median (middle) bonus gap at the snapshot date was 6.3%. This means that the bonuses of the middle ranking male colleagues are 6.3% 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