

Global Payments 2020 Gender Pay Report

About Global Payments

Global Payments Inc. (NYSE: GPN) is a leading pure play payments technology company delivering innovative software and services to our customers globally. Our technologies, services and team member expertise enable us to provide a broad range of solutions that allow our customers to operate their businesses more efficiently across a variety of channels around the world.

About Our Pay and Bonus Gap Data

We have used the calculations set out in the government regulations to report our mean and median gender pay and bonus gap numbers. The figures below take into account pay data from our UK entities - Global Payments UK Ltd ("GPUK"), Total System Services Processing Europe Ltd ("TSYS UK") and TSYS Managed Services EMEA Ltd ("TMS UK"), which employed 1,989 team members as of 5 April 2020.

Our Pay and Bonus Gender Pay Gap

	Global Payments		TSYS UK		TMS UK	
	Mean	Median	Mean	Median	Mean	Median
Difference in Pay	22.6%	18.5%	12.3%	14.5%	6.6%	0.9%
Difference in Bonus	52.3%	46.6%	37.1%	17.4%	13.29%	0.00%

Proportion of Team Members Awarded a Bonus

	Global Payments	TSYS UK	TMS UK
Percentage of Men who received a bonus	88.7%	54.6%	15.1%
Percentage of Women who received a bonus	94.6%	48.2%	14.1%

An almost equal proportion of men and women received a bonus for their performance in 2019; we are confident that both men and women have an equal opportunity to earn a bonus.

Pay Quartiles

The proportion of men and women in each pay quartile:

	Global Payments		TSYS UK		TMS UK	
	Men	Women	Men	Women	Men	Women
Lower Quartile	54.7%	45.3%	56.0%	44.0%	41.5%	58.5%
Lower Middle Quartile	62.8%	37.2%	66.1%	33.9%	48.4%	51.6%
Upper Middle Quartile	59.3%	40.7%	77.4%	22.6%	50.9%	49.1%
Upper Quartile	70.9%	29.1%	73.6%	26.4%	50.0%	50.0%

More About the Data

- Our gender pay gap results are driven by our workforce profile and do not imply that individuals in the same/similar level roles are paid differently, but rather that our higher paid roles (e.g. executive roles) currently have more male incumbents, which is a reflection of market forces.
- This point is reinforced by the TMS UK results, which are very positive due to an even distribution of men and women through the income brackets, as shown in the pay quartile analysis.
- Our mean gender pay results for TSYS UK and TMS UK are favourable compared to the UK average of 12.3% for the information and communications industry, and 29.5% for financial service organisations. We recognise that we need to make more progress to better align GPUK with our technology focused future, but are pleased to see an overall decrease in the mean pay gap since 2017.

Our Commitment

- In our first gender pay gap report, we **committed to taking meaningful action** to drive an inclusive workforce and;
- To increase our efforts to create **a work environment that fosters inclusion and equality of opportunity** at all levels, and help close our gender pay gap by attracting and nurturing female talent in technology and sales roles.

Taking Action

- We have reviewed the **policies and practices** that we already have in place, such as flexible working and equal pay, to ensure they support our culture and our commitment to inclusion and equality of opportunity.
- We have **explored views on progression and development** within the workplace and **introduced a number of tools** to help educate our people leaders and team members on development opportunities.
- We **continue to monitor and evaluate our pay** to make sure our male and female team members are treated equally.

I can confirm the data provided in this report is accurate.

A handwritten signature in blue ink, appearing to read 'Danella'.

Danella Snashall
VP HR Europe

**Source: The Office of National Statistics (ONS) as at October 2020*