

GENDER PAY REPORTING

Here at Ingenico UK we are committed to ensuring we have a diverse workforce supported in the pursuit of their career development through the provision of equal opportunities and flexible working in our workplace.

We believe the data compiled in this report is similar to that of other sectors in our industry. However, the Pay Gender Gap Report has provided us with a number of opportunities to understand more about the drivers of this report and to build an action plan to address these. Our actions in support of addressing the Gender Pay Gap are clear:

- Increased transparency of rewards including salary, bonus and flexible benefits
- Transparency of our employment policies to support ongoing progression and flexible working
- Focus on attracting more females in team leaders, managers and in our senior leadership team
- Continually review our bonus arrangements to ensure a good mix of company and personal performance objectives

I confirm the data reported is accurate.

Susan O'Donnell

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HR Director

2 April 2018



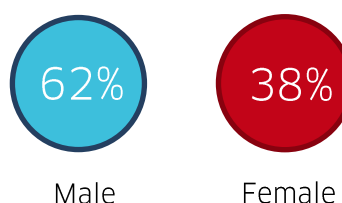
The gender pay gap shows the difference between the average (mean or median) earnings of men and woman within the population of the company. The data will provide the company with an opportunity to identify key trends and areas for action around the promotion of equality in the workplace, male and female representation and the promotion of talent/development opportunities. The gender pay gap varies by occupation, age group and working patterns.

This is different to equal pay, which deals with pay differences between male and female pay for carrying out the same, similar or equivalent work or work of equal value. It is clear from Ingenico UK's data we are underrepresented in females in senior roles which we are actively addressing.

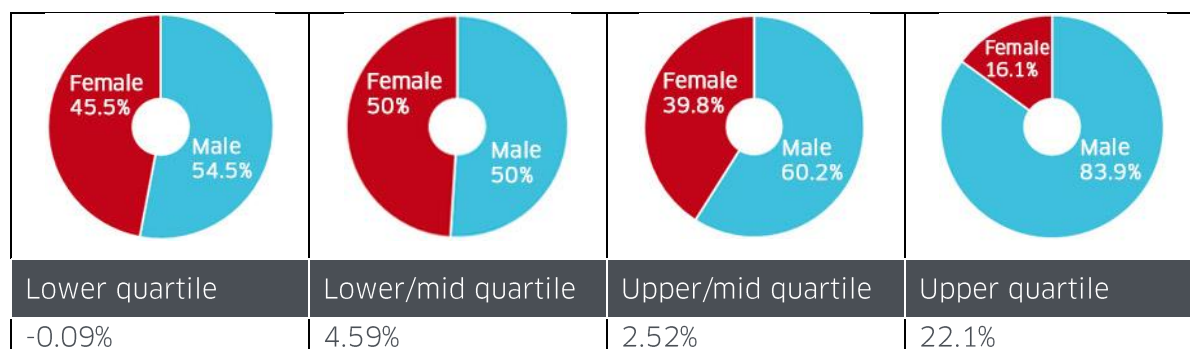
Mean and Median Pay and Bonus Gap

Item	Mean	Median
Pay gap	39.4%	35.2%
Bonus Gap	75.8%	33.8%

Proportion of Male/Female employees



Quartile Pay Band information with proportion of Male/Female and Mean pay Gap



Underlying Causes of difference in Data

Our overall profile as an employer has 38% Female employees with 62% males. When we reflect the mix per pay quartile this is more balanced in the lower two quartiles with an increasing number of males in Q3 and a high number in our highest quartile. We therefore have a fewer number of females in senior, higher paid roles and higher number of females in more junior, lower paid roles. This is reflected in our key data with our bonus arrangements changing dependent on the role carried out and the mix between company and personal objectives.

As noted earlier in this report, we do aim to attract/promote more females into our business which has traditionally been viewed as manufacturing but is moving to financial technology (FinTech). Our recruitment profile is therefore changing and we will continue to focus on this and other areas in addressing the pay gender gap.