

UK Gender Pay Gap

2026



Methodology

UK legislation requires employers with over 250 employees to report on their gender pay gap annually. Only employees under Badoo Ltd are reported in the pay gap

Hourly Pay Calculations

- April 1 – April 30, 2025 is the pay period in review
- Only employees who received full pay during this pay period were included
- Hourly pay includes ordinary pay, which is the employee's gross pay (after any reduction for a salary sacrifice scheme and before deductions), as well as bonus pay, prorated over the pay period

Bonus Pay Calculations

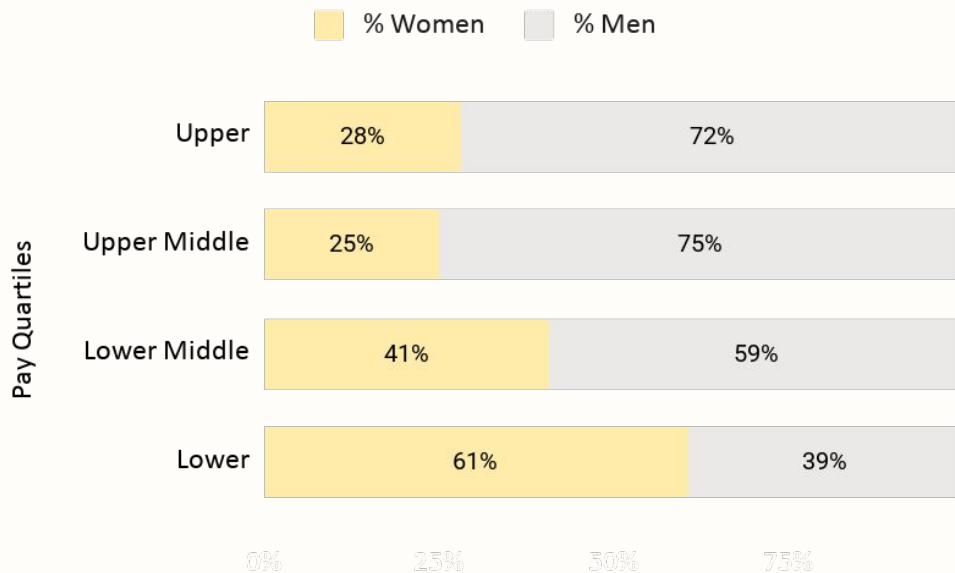
- For employees employed during the pay period April 1 – April 30, 2025, total bonus pay was collected for each employee for the 12 months ending on snapshot date of April 5, 2025
- Bonus pay includes any rewards related to profit sharing, productivity, performance, incentive, commission, and securities (only if they led to an income tax charge that occurred during the 12 months)
- Bonuses not included are overtime pay, redundancy pay, pay related to termination, payments for untaken annual leave, loan schemes provided by employer, and benefits in kind



Hourly Pay Quartiles

This calculation shows the proportion of men and women within each pay quartile. Employees are ranked from highest to lowest hourly pay and then divided into four equal groups. The upper quartile represents the top 25% of earners, while the lower quartile represents the bottom 25%.

Our pay gap is primarily driven by a higher concentration of women in the lower and lower-middle quartiles. This reflects the distribution of roles within the organization, where women are more represented in non-technical positions and men are more represented in technical roles.



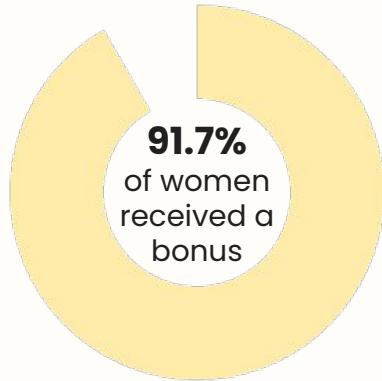
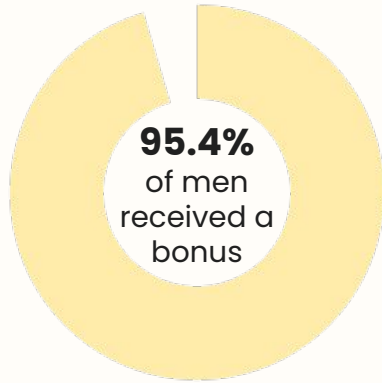
Hourly Pay Gap

Our mean hourly pay gap is **14.9%**, which means for every £1 a man receives in bonus pay, a woman receives 85p

Our median hourly pay gap is **17.6%**, which means for every £1 a man receives in bonus pay, a woman receives 82p



Bonus Pay Gap



Bonus pay includes any rewards paid in the last 12 months ending on the snapshot date related to: profit sharing, productivity, performance, incentive, commission, and long service awards with a monetary value (cash, vouchers, or securities)

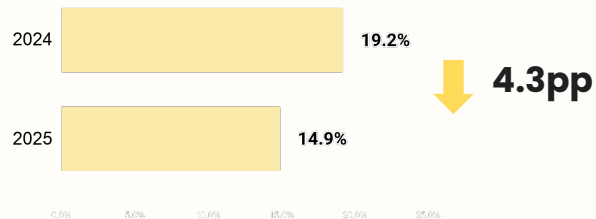
Our mean bonus pay gap is **28.2%**, which means for every £1 a man receives in bonus pay, a woman receives 72p

Our median bonus pay gap is **46.8%**, which means for every £1 a man receives in bonus pay, a woman receives 53p

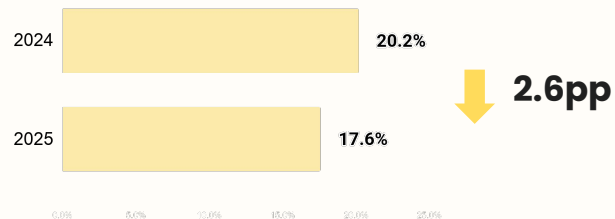


YoY Review

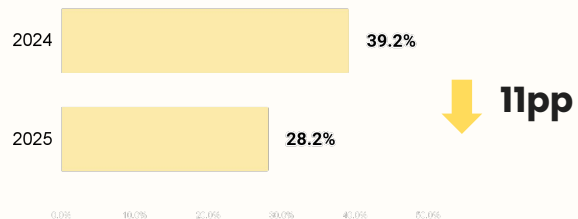
Mean Hourly Pay Gap



Median Hourly Pay Gap



Mean Bonus Pay Gap



Median Bonus Pay Gap

