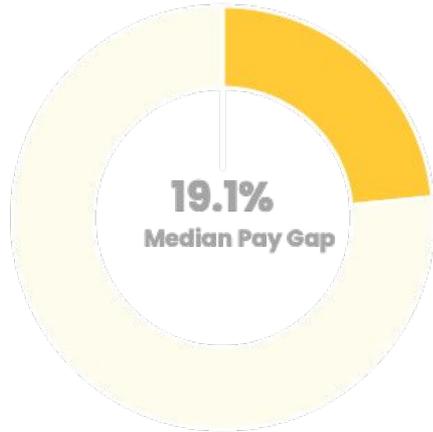


Badoo Ltd.
Gender Pay Gap Reporting
April 2023

[*All Badoo Ltd Results can be found here](#)

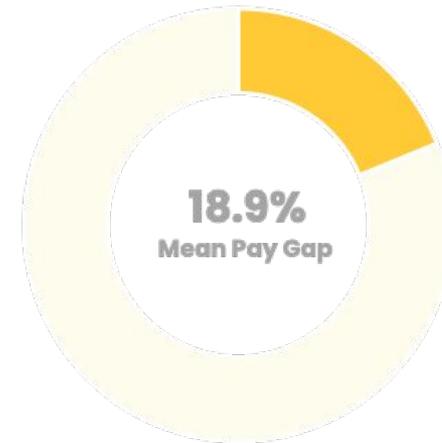
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Median Pay



Women earn 80.9p for every £1 that men earn when comparing median hourly pay.

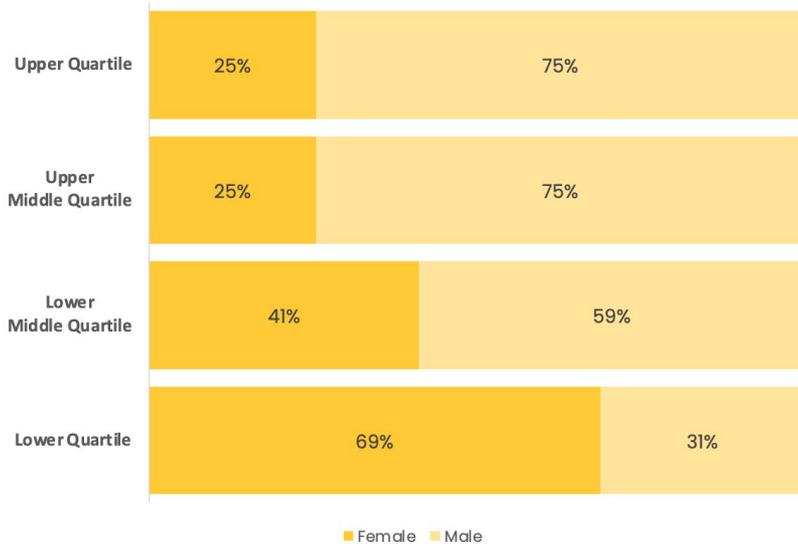
Mean Pay



Women earn 81.1p for every £1 that men earn when comparing mean hourly pay.

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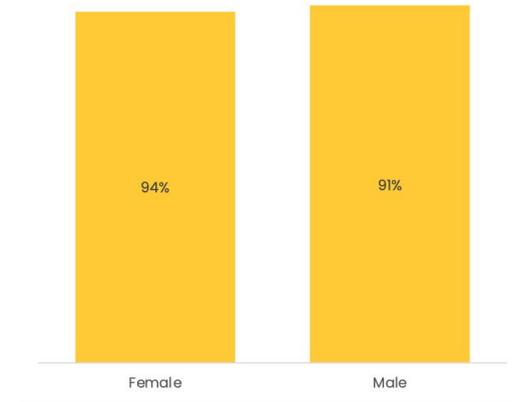
Pay by Quartile



Women occupy 25% of the highest paid jobs and 69% of the lowest paid jobs.

Bonus Pay Gap

Proportion of Men and Women Receiving a Bonus



Women earn 52.1p for every £1 that men earn when comparing median bonus pay.

When looking at mean bonus pay, women earn 73.4p for every £1 that men earn.



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Additional Commentary

Bumble Inc. puts women's experiences at the centre of our mission to create a world where all relationships are healthy and equitable through kind connections. Gender parity in leadership is crucial to helping us achieve our goal of improving the dating experience for women and underserved communities. Globally, over half (57%) of our executive leadership team (ELT) identify as women, and women make up more than half (56%) of the leadership team. In addition, the Bumble Inc. board of directors is 80% women. We remain committed to equality of pay globally and will continue our work in recruiting, developing, and compensating women engineers and other highly-compensated tech talent at Bumble Inc.



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Statutory Declaration

We confirm that the information and data provided in this report is accurate and inline with the requirements of the Gender Pay Gap reporting regulations.

A handwritten signature in black ink, reading "Monica S. Bankston". The signature is written in a cursive style with a large initial 'M' and 'B'.

Monica Bankston
Senior Director, DEI&B

