

PCN

# Worldline Line by Line!

The Story of the Human Side

# Worldline in Numbers

# **04**

Largest PSP worldwide

# **01**

Acquirer in continental  
Europe

# **01**

European payment  
processor

c. **18K**

Employees

€ **4<sup>6</sup> BN**

2024 revenue

€ **250M**

Annual investment in  
R&D



## CSR (Trust 2025)

- 15 measurable CSR targets by 2025
- Recognized by leading CSR rating agencies
- €2.5B revenue from sustainable solutions (2023)
- €388M raised for charities via Worldline tech



## Technology & Innovation

- €250M+ invested annually in R&D
- 7,000+ engineers | 20+ new products/year
- Co-innovation with partners & startups

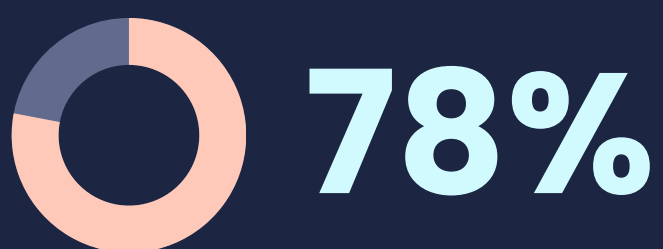


# Employer Branding

## Holistic Approach to D&I

- Support diversity across gender, culture, age, and ability
- 100% countries (10+ employees) have wellbeing plans
- Certified GPTW® in 18 countries
- **Top Employer 2023 – Europe & Asia-Pacific**

## What Employees Say



It's a great place  
to work



Positive on diversity



Gender fairness




Racial/ethnic fairness



# Employer Branding

## Competitor Analysis

Company	Culture	Work-Life Balance	Diversity & Inclusion	Total Score
Braintree	4.1	4.0	Strong (3)	11.1
 Square	4.2	3.8	Strong (3)	11.0
PayPal	4.0	4.0	Strong (3)	11.0
WORLDLINE	3.6	4.0	Strong (3)	10.6
adyen	4.2	3.9	Moderate (2)	10.2
stripe	3.9	3.8	Moderate (2)	9.7





# Worldline Workforce Journey

## 2019–2024

Year	Number of Employees	Year-over-Year Change	Key Milestone
2019	11,877	—	Pre-expansion phase
2020	20,709	74.36%	Acquisition of Ingenico
2021	20,711	0.01%	Workforce stabilization
2022	18,054	-12.83%	Divestment of TSS unit
2023	18,402	1.93%	Mild workforce rebound
2024	17,000	-8%	Launch of power24



# TIMELINE

## YEARLY MILESTONES & MOVES

2020-2021

1

The **2020** Ingenico deal nearly doubled headcount to **20,700**.

Headcount remained relatively stable at around **20,700** employees in **2021**.

2021-2022

2

2022-2023

3

In **2022**, headcount **dropped 13%** to **18,054** due to divestments.

In **2023**, headcount rose to **18,402**.  
In **2024**, following the launch of Power 24, the headcount dropped to **17,000**.

2023-2024

4



# Workforce Breakdown by Region

Region	Numbers
Southern Europe	4065
Central & Eastern Europe	5057
Northern Europe	5646
Asia Pacific & America	3634
Worldline Total	18402

## Europe generates 90% of revenue

Region	FY 2023 (€ million)	% Total
Northern Europe	1628	35%
Central & Eastern Europe	1591	35%
Southern Europe	923	20%
Asia Pacific & Americas	468	10%
Worldline Total	4610	100%



# Job/Function Breakdown

LinkedIn Talent Insights

Job Function	Estimated Workforce	Number of Employees
Technical Roles (Engineering & Operations)	~55%	10,122
Business development & Customer Support	~20%	3,680
Finance and Sales	~15%	2,760
Other Functions (HR, administrative, Marketing)	~10%	1,840
Total	100%	18,402

- Worldline is a tech-first employer, with **~50%** of roles in engineering and operations.
- Strong customer-facing presence reflects a dual culture: **engineer-led, customer-obsessed.**
- Workforce design aligns with CSR goals, innovation focus, and inclusive culture.



# The Future of Hiring

## LinkedIn Job Trends by Company

Company	Total	Engineering	Sales	Product Management	Finance	Legal	Marketing
PayPal	1024	467	146	97	74	45	30
Stripe	737	255	154	60	53	0	42
Worldline	425	183	56	13	17	18	0
Adyen	226	42	61	13	26	23	0
Square	111	41	48	4	3	0	2
Braintree	21	21	0	0	0	0	0

### Key Insights from LinkedIn Job Postings

- **Engineering** is the most in-demand function across all companies.
- **Sales** comes second, showing that growing revenue is a top priority across tech and finance companies.
- **Product Management and Finance** follow, reflecting demand for strategic and business-aligned roles.





# Rebuilding the Line!

## Worldline's Strategic Workforce Shift

01

### Power24: A Strategic Reset

Since **Power24**, Worldline's job postings have heavily skewed toward engineering, product, and tech leadership roles. LinkedIn shows **196** of **425** openings are in engineering and product.

### A Shift from Volume to Precision

Worldline's workforce is now designed for builders, not bureaucrats, with **10,000+** engineers. This aligns with its **€250M** annual R&D spend and **20+** products launched per year.

02

03

### Culture That Keeps Pace

Worldline reports strong internal D&I scores (90% diversity, 85% gender fairness, 88% racial fairness), while Glassdoor ratings are slightly lower at 3.9/5. This gap suggests that internal efforts are strong, but external perception still has room to catch up.



Want to get more insights?  
**Get in touch with us**

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