

UK Gender Pay Gap

FDR Limited LLC
2021

2021 Gender Pay Gap

<u>Hourly Pay</u>	GPG %
Mean Hourly Pay	34%
Median Hourly Pay	41%

<u>Bonus Pay</u>	GPG %
Mean Bonus Pay	65%
Median Bonus Pay	59%

<u>Hourly Pay by Quartile</u>	Male	Female	GPG %
	Gender %	Gender %	
Quartile 4	75%	25%	9%
Quartile 3	61%	39%	6%
Quartile 2	37%	63%	1%
Quartile 1	35%	65%	0%

<u>Bonus Pay by Quartile</u>	Male	Female	GPG %
	Gender %	Gender %	
Quartile 4	76%	24%	20%
Quartile 3	49%	51%	6%
Quartile 2	37%	63%	1%
Quartile 1	30%	70%	5%

<u>Proportions</u>	Bonus Relevant %
Male	89%
Female	90%

Since our initial reporting commenced, the biggest opportunity to reduce our gender pay gap has been hiring female leadership and supporting career progression for female colleagues at all levels across the organisation. Since we submitted our 2020 report in October 2021, this strategy has not changed, and remains our main focus in 2022.

We continually review our pay practices to ensure fair and equitable compensation, whilst setting ourselves ambitious targets for filling vacancies with internal candidates.

On behalf of Fiserv we are committed to promoting gender equality, diversity and inclusion throughout our UK business.

We confirm that the information contained within this gender pay gap report is accurate.

Caroline Dobson
VP Human Resources