

UK Gender Pay Gap

FDR Limited LLC
2023

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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 2022 report in April 2023, this strategy has not changed, and remains our main focus in 2024.

We continually review our pay practices to ensure fair and equitable compensation, whilst setting ourselves ambitious targets for filling vacancies with internal candidates. This has resulted in improvements on many gender pay gap measures since 2020.

On behalf of Fiserv we are committed to promoting gender equality, diversity and inclusion throughout our UK business to continue these improvements in the gender pay gap.

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

Caroline Dobson
VP Human Resources

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GPG% Mean <u>Hourly Pay</u>	30%
GPG% Median <u>Hourly Pay</u>	44%

GPG% Mean <u>Bonus Pay</u>	53%
GPG% Median <u>Bonus Pay</u>	63%

Quartile (Hourly Pay)	Male HC	Female HC	Total HC	Male HC %	Female HC %	GPG% (Mean)	GPG% (Median)
Quartile 4	228	85	313	73%	27%	2%	5%
Quartile 3	211	102	313	67%	33%	2%	2%
Quartile 2	132	180	312	42%	58%	5%	8%
Quartile 1	110	202	313	35%	65%	-0%	-1%
Grand Total	649	571	1220	54%	45%	30%	44%

Proportions	Male	Female	Grand Total
Total HC	757	740	1497
Bonus Pay HC	686	703	1389
Bonus Pay HC Proportion %	93%	92%	92%

2017 – 2023 GPG % (Mean)

