

UK Gender Pay Gap

FDR Limited LLC
2024

2024 UK Gender Pay Gap

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. Recent strategies include our Leading Women Program, a seven-month investment in our female top talent to strengthen the pipeline of women for future leadership roles. Since we submitted our 2023 report in April 2024, this strategy has not changed, and remains our main focus in 2025.

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

2024 UK Gender Pay Gap

Proportions	Male	Female	Grand Total
Total HC	670	648	1318
Bonus Pay HC	640	613	1253
Bonus Pay HC Proportion %	95.5%	94.6%	95.1%

Quartile (Hourly Pay)	Male HC	Female HC	Total HC	Male HC %	Female HC %	GPG % Mean	GPG % Median
Quartile 4	224	88	312	71.8%	28.2%	4.8%	-1.4%
Quartile 3	201	111	312	64.4%	35.6%	4.3%	5.2%
Quartile 2	116	196	312	37.2%	62.8%	5.4%	6.7%
Quartile 1	112	200	312	35.9%	64.1%	-1.0%	-0.8%
Grand Total	653	595	1248	52.3%	47.7%	31.6%	45.1%

GPG% <u>Mean Bonus Pay</u>	60.4%
GPG% <u>Median Bonus Pay</u>	68.2%

GPG% <u>Mean Hourly Pay</u>	31.6%
GPG% <u>Median Hourly Pay</u>	45.1%

2017 - 2024 GPG % (Mean)

