

Fiserv Ireland Gender Pay Gap Report 2022

Introduction

Fiserv Solutions Europe Limited (“**Fiserv**”) employed 471 employees on June 30, 2022 (the “Snapshot Date”). We have two main employee locations, Dublin and Nenagh, covering a variety of departments/functions.

As a result of the Gender Pay Gap Information Act 2021, we are required to report on our hourly gender pay gap across a range of metrics. The gender pay gap is the difference in the overall average hourly wage of men and women across a workforce.

In order to conduct this analysis, we counted all employees of Fiserv on 30 June 2022, which included employees not rostered to work on that date and employees on leave.

Our gender pay gap analysis and focus on diversity and inclusion, highlighted that our biggest opportunity to reduce our gender pay gap is hiring more female leadership and further supporting career progression for female colleagues, at all levels across the organisation. This will continue to be a significant focus for the future.

We continually review our pay practices to ensure fair and equitable compensation, whilst promoting internal mobility and supporting career planning and progression for our female employees.

Fiserv is committed to promoting gender equality, diversity and inclusion throughout our business.

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

Gender Pay Gap Metrics

Our mean gender pay gap is 26%. This means that the mean hourly pay for men is 26% higher than the mean hourly pay for women. Our median gender pay gap is 24%.

The main contributor to the gender pay gap is disparity in the proportions of males to females at different levels in the organisation. When we calculate the gender pay gap by quartile or by our levels internally the gender pay gap is always below 10%.

The mean gender pay gap for part time employees is 70%, and the median pay gap 71%. We have a very small group of part time employees and the male female comparison in that group is not like-for-like.

Our mean and median gender pay gap for employees on a temporary (fixed term) contract is -10%. We have a very small group of temporary contract employees. The roles undertaken in this group are slightly different and at different levels creating a small (negative) gender pay gap.

Bonus Pay Gap Metrics

Our mean gender bonus gap is 33%. This means that the mean bonus pay for men is 33% higher than for women. Our median gender bonus gap is 23%.

85% of our male employees received a bonus payment in the measurement period, compared to 82% of our female employees.

All of our employees in Ireland are eligible for an element of bonus pay, regardless of job role or seniority.

We operate a total compensation philosophy, whereby a larger proportion of pay is delivered as variable pay (bonus) for more senior members of staff and the larger proportion is fixed (base pay) for lower-level staff. The gender bonus gap is therefore accentuated because we have a larger proportion of males in the top half of our organisation.

Benefits in Kind

88% of our male employees opted for benefits in kind, compared to 80% of female employees.

Percentage of Employees in Quartiles

When we split our employees into 4 categories based on remuneration, our highest quartile (quartile 4) is 82% male and 18% female. The next quartile (quartile 3) is 84% male, 16% female. Quartile 2 is 64% male, 36% female, and the lowest quartile (quartile 1) 52% male, 48% female.

The top half of our organisation is over 80% male and includes a large technology group, where we typically receive far fewer female candidates in our recruitment process.

We recognise that increasing the proportion of women in the two upper quartiles would help reduce that gap, particularly from middle management up to senior leadership.

The proportion of female employees in the lower quartile provides a large pool of promotable talent for the future. We remain committed to driving internal mobility and supporting female employees at lower levels to progress into more senior roles.

Measures to Address the Gap

Diversity & Inclusion (D&I) - As part of our corporate social responsibility, we are promoting and embedding D&I behaviours across the entire organisation, so it becomes a fundamental part of how we operate, rather than a separate initiative. We have a team dedicated to creating a lasting and more inclusive culture. This includes recruitment, onboarding, collaboration, networking and how we grow careers at Fiserv. The team work very closely with the Women's Impact Network.

Internal mobility - Internal progression is core to Fiserv's culture. We want to be the best place for career development and talent mobility. That's why we are focused on internal mobility as a key approach for filling open positions, fostering career advancement for our employees across the organisation. All jobs regardless of seniority are advertised internally on a weekly basis. Our recruiters are focused on internal mobility and ensuring diversity in our sourcing strategies.

Reward – Fiserv conducts frequent salary reviews to identify initiatives and actions that will improve our gender pay gap and it is a key consideration in all compensation decisions.

Women's Impact Network (WIN) - This employee resource group works to progress women's employment, experience in the workplace and entrepreneurship, to attract and encourage female enterprise. WIN provides a forum for our people to connect and share their perspectives, exchange ideas, receive support and elevate their development and careers.

Data and insights for senior leaders - We are planning the launch of compensation dashboards that will include extensive data analytics on pay and gender. We believe that raising awareness and highlighting gaps and opportunities, will lead to better decisions on a variety of HR matters (including

hiring, compensation changes and promotions), making a reduction in the gender pay gap a part of the organisation's DNA.

Early careers & alternative career paths – We have hired a dedicated lead for Early Career hiring and developing alternative pathways to Fiserv. Our Early careers programme is focused on engaging with third-level education institutions promoting technology roles with a focus on hiring interns and graduates. Although the mix is currently heavily weighted towards males, our focus is on hiring as many suitable females as possible. We launched 4 scholarships over the past 18 months and are supporting 2 males and 2 females on these programmes. We are exploring how we can upskill and hire people who do not come from a traditional IT background. Over time, we will benefit from this approach, increasing our female intake into IT roles.

Recruitment – Our recruiters and agency partners are now more focused on ensuring we have a diverse slate for all roles with particular attention given to Leadership positions. For 2023 we have engaged **Open Doors**, an initiative focused on creating equal opportunities and supporting people from diverse backgrounds to secure roles in the Technology sector.

We continue to maintain our focus and transparency on the gender pay gap, encouraging leadership accountability and making sure that this is front of mind across the organisation.

Definitions

Mean - is the sum of a collection of numbers divided by the number of numbers in the collection to calculate the average. In this report we used the mean to calculate average pay.

Median - a slightly different measure to calculate 'average'. If you place a set of numbers in order, the median number is the middle one. In this report we calculated the median value by ordering both male and female employees' remuneration high to low and selected the middle value for each.

Quartiles – four groups of equal size into which a population can be divided according to the distribution of values. In this report we ordered all our employees based on their remuneration and split into 4 equally sized groups.

Bonus - all bonuses awarded to an employee between July 1 2021 and June 30 2022. This would include bonus payments in the form of money, vouchers, securities, securities options, or interests in securities, or, which relate to profit sharing, productivity, performance, incentive or commission. Bonus pay does not include any ordinary pay, overtime pay, or redundancy or termination of employment payments.

Any bonus payments that relate to periods of time greater than 12 months, have been prorated to be proportionate to the 12-month period (July 21 to June 2022, the measurement period).

Benefit in kind - includes any non-cash benefit of monetary value provided to an employee. This would include for example the provision of a company car or voluntary health insurance.

Part time – Any employee that is working less than 37.5 hours a week for Fiserv Solutions Europe Limited.

Temporary Contracts – Any employee that is employed on a contract that is not for an indefinite period. Fiserv Solutions Europe Limited employs a small number of employees on fixed terms contracts.