



FIS

UK GENDER PAY GAP REPORT

FIS® Banking Solutions U.K. Ltd. is pleased to be part of the Gender Pay Gap Reporting for the second year. This legislation came into force on 6 April 2017 to address the difference in average pay across genders. This requirement is designed to encourage large organisations with more than 250 employees to act on the gender pay gap, which is an ongoing U.K.-wide issue. Employers across all sectors must publish their data onto the government website on an annual basis.

FIS is committed to ensuring we not only meet this requirement but are also dedicated to driving change.

Legislative Requirements

To provide you with an overview of the requirements and date we must provide as a company, the key points are summarised below:

- This is not an analysis of equal pay between roles and gender, but an overall indication of the average pay difference between men and women.
- We must report on legal entities with more than 250 employees within FIS.
- The legal entity we are reporting on is **FIS Banking Solutions U.K. Limited.**
- Only employees with a contract of employment are included in the reporting, not contractors or agency workers.
- This provides percentage figures on pay and bonus data, specifically mean and median calculations.
- All pay data is based on hourly rates.
- This report provides percentage figures on the number of men and women who receive a bonus.
- This report shows the distribution of men and women from the highest paid to the lowest paid, based on the hourly pay data.
- Pay calculations taken from employees who were active on the snapshot date of 5 April 2022.
- Bonus calculations taken from the relevant period between 6 April 2021 – 5 April 2022 for active employees as of 5 April 2022.

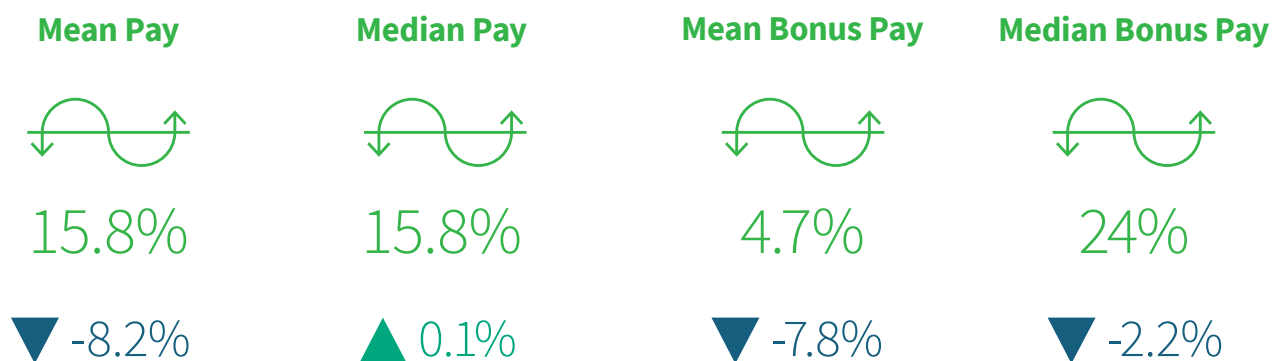
We have provided the gender pay gap data below to the government in respect of FIS Banking Solutions U.K. Limited. To provide some context to the data analysed, this legal entity consists of a population of 455 relevant employees. We are predominantly made up of the below functions within this legal entity:

- Sales
- Customer Services
- Call Centre
- IT
- Analysts

The data below can also be viewed on the government website.



FIS Banking Solutions U.K. Limited 2022 Gender Pay Gap Data





43.8%
of men received a
bonus in relevant period.

▲ 28.4%



52.4%
of women received a
bonus in relevant period.

▲ 40.2%

% of men and women in quartile pay band			
Upper	82.9% ▲ 1.1%	17.1% ▼ -1.1%	
Upper-middle	76.4% ▲ 2.4%	23.6% ▼ -2.4%	
Lower-middle	65.5% ▼ -9.5%	34.5% ▲ 9.5%	
Lower	67.3% ▲ 7.3%	32.7% ▼ -7.3%	

What does this data mean?

1. What is included in the pay data?

- Basic pay
- Pro rata bonus payment
- Allowances (e.g., first aid)
- On-call payments
- Recruitment and retention one-off incentive payment

2. What is included in the bonus data?

- Performance-related bonus
- MICP bonus
- Utilisation bonus
- Commission
- Securities options when income taxed

3. Who is included in the pay data calculations?

- Employees with a contract of employment
- Employees who are on international assignment but have a U.K. contract
- Employees who are on full pay
- Part-time employees are included on their part-time salary
- Employees on reduced pay such as unpaid leave, maternity leave and reduced sick pay are excluded

4. Who is included in the bonus data calculations?

- Employees with a contract of employment
- Employees who are on international assignment, but have a U.K. contract
- Employees who are on reduced pay who receive a pro-rated or reduced bonus

5. What do the percentages mean?

- The calculations for mean and median pay and bonus are expressed as a percentage of men's earnings:
 - Positive percentage result shows female employees having lower pay or bonus than men
 - Negative percentage result shows male employees having lower pay or bonus than women
- The expectation is that all companies will have a positive percentage result, hence why this regulation has been rolled out. You can view the data of other companies at [Gender Pay Gap Data](#)

6. What factors affect the reporting?

- Size of employee population
- High male executive salaries and bonuses
- Total gender population i.e., having fewer women in the population
- Pro-rated bonus data is included with full-time bonus data, so is not like-for-like data
- London weighting and outer London salaries
- Securities are included in calculations
- Salary sacrifice schemes will have an impact

Roadmap to success

As a company, we are continually reviewing the gender pay gap strategy to ensure we are meeting the requirements of an ever-evolving market, but more importantly ensuring our most valuable assets, our people, are empowered and supported throughout their journeys at Worldpay from FIS.

In 2018, we outlined a roadmap to help address this gap which was built on six key areas of focus. This roadmap is our commitment to address the gender pay gap, as part of a combined five-year strategic plan within FIS. During these initial 5 years, we have built a strong and solid foundation with respect to our gender equality efforts. We will continue to build upon as we refresh our strategy for the next five years as we work to further improve our gender pay gap.

OUR KEY AREAS OF FOCUS FOR GENDER INCLUSION



Metrics and analysis



Sourcing and development



Inclusive culture



Transformational leadership



Policies and benefits



External engagement

2018 to 2019

- Assessed current state to identify key priorities and areas of focus
- Developed multi-year strategy to support key priorities and areas of focus
- Implemented Workday and Visier to enable better data collection and analysis
- Developed diversity dashboards to track trends, measure progress and drive accountability
- Established continual review of people/talent processes and policies for bias
- Deployed enterprise-wide succession planning and career and skills development
- Deployed leadership ecosystem for transformation leadership, inclusive of a new hi-potential leadership development program
- Piloted gender-focused mentoring programs
- Launched geo and/or business unit-focused women's inclusion networks
- Set focus on gender balanced candidate pipelines from entry-level to senior-level roles, as well as gender-balanced interview panels
- Deployed new performance process to encourage continual feedback and identify development needs
- Rolled out coaching accreditation rolled to upskill The People Office (TPO) in supporting leadership development
- Introduced "Be Your Own Chief Learning Officer" philosophy and approach
- Launched Manager Excellence Training
- Implemented compensation ranges globally and consistent titling
- Launched employee engagement survey
- Transformed from traditional performance management to continuous feedback with the introduction of Performance365

2020

- Refreshed our organizational values and introduced culture champions
- Embedded awareness of common biases in people processes
- Launched new I&D education, including WeLearn to Be Inclusive microsite and mandatory Respectful Workplace training
- Established executive-led Enterprise I&D Council
- Expanded talent sources to broaden the talent pool and increase gender representation in the candidate pipeline
- Introduction of Celebrate platform for reward and recognition
- Deployed Clifton Strengths
- Implemented PhenomPeople, Gartner TalentNeuron and LinkedIn Insights
- Launched first ESG Report with increased I&D transparency

2021

- Aligned geo and business unit-focused Women's Inclusion Network into one enterprise-wide Women's Inclusion Network, as well as launched Working Families Inclusion Networks with formal Executive Sponsorship
- Implemented all-colleague Unconscious Bias training
- Reviewed and expanded maternity and parental leave benefits
- Partnered with three new women-focused STEM diversity organisations
- Supported charitable causes and initiatives focused on improving the lives of women and girls in the community such as Girls in Tech
- Integrated inclusive leadership as part of the refreshed transformational leadership framework
- Built new predictive analytics tool to assist with achieving diversity goals
- Invested in women-owned fintech start-ups to support better industry inclusion and representation

2022

- Deployed enhanced diversity voluntary self-ID to enable intersectional analysis and review
- Expanded peer connect, mentoring, and sponsorship programs and initiatives
- Enabled courageous dialogue and discussion of topics that impacted inclusion, equality and equity across the organization, and implemented training that supports advocacy and self-promotion
- Engaged men as allies in the pursuit of gender equality
- Spotlighted, sponsored and amplified visibility of women within business and fintech at industry forums, publications, and events
- Partnered with our clients and industry peers in efforts that help to improve gender representation and inclusion in the industry
- Reviewed our products, offerings and solutions through a gender lens, where applicable
- Broadened supplier diversity efforts
- Deployed inclusive leadership training
- Participated in external benchmarking and award programs
- Introduced Menopause policy
- Formalized a regional structure for inclusion networks, including our enterprise-wide Women's Inclusion Networks

2023 and beyond

- Refresh our five-year gender pay gap strategy
- Expand diversity self-ID to enable intersectional analysis and review
- Deepen accountability for Inclusion & Diversity aspirational goals
- Develop a formal sponsorship program
- Implement additional I&D training, including but not limited to, allyship, advocacy and self-promotion
- Partner with our clients and peers in efforts that help to improve gender representation and inclusion in the industry
- Review our products, offerings and solutions through a gender lens, where applicable
- Expand supplier diversity efforts
- Explore more inclusive and innovative talent programs that include opportunities for job-sharing, reduced work hours/weeks, apprenticeship programs, returnship, etc. Participate in external benchmarking and award programs

Impact

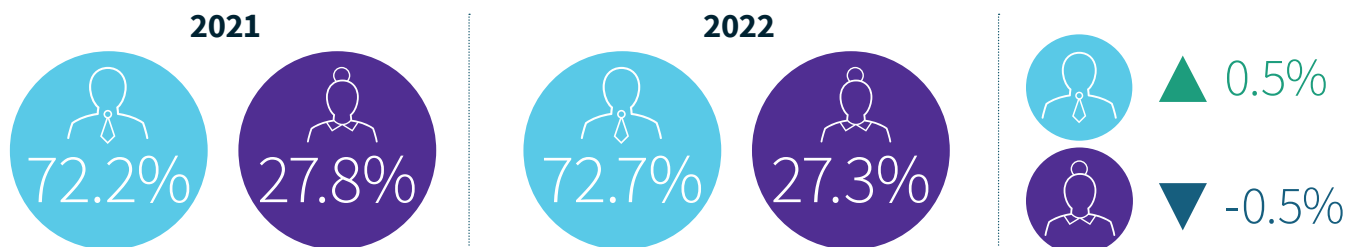
This is the second year FIS Banking Solutions U.K. Limited has reported data for the U.K. Gender Pay Gap. Overall, as a company, a strategic priority is to recruit and promote more women into senior leadership roles to improve the gender representation at these levels. By encouraging more women into tech and equipping them with the skills and training needed to support personal and professional development, FIS will continue to work to close the gap and identify areas for improvement to ensure we do the right thing.

Further Analysis

As a company, we understand the importance of gender pay gap legislation and have continued to carry out in-depth analysis for 2022 in order to fully understand and highlight key areas that can impact the gender pay gap and to identify areas to address as part of our ongoing five-year strategic objectives.

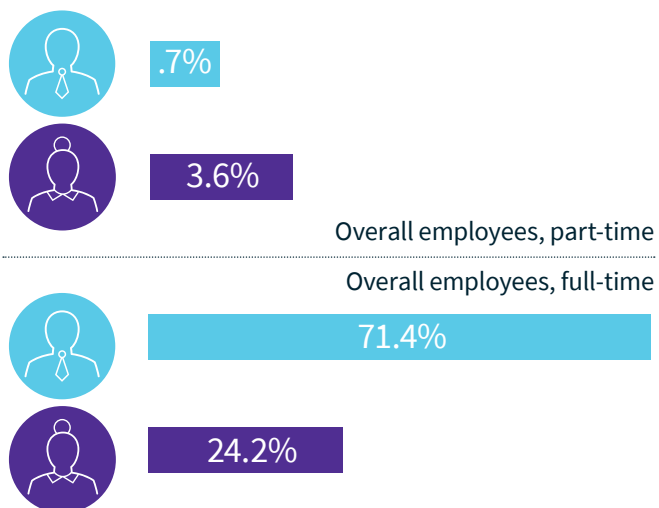


Gender Split of FIS Banking Solutions U.K. Limited (As of 5 April)

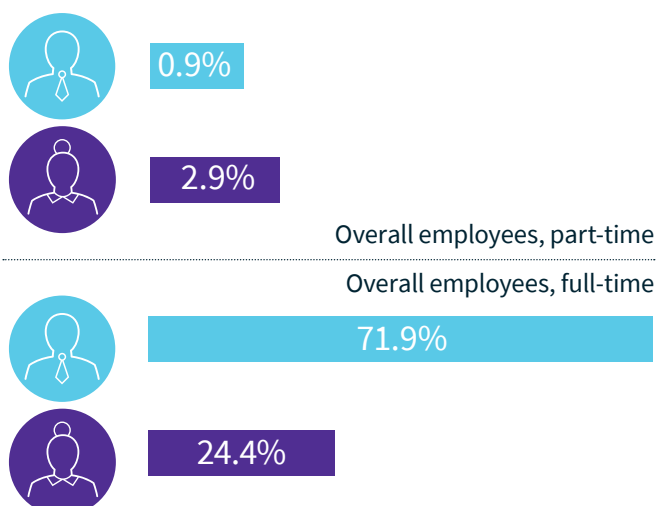


Part Time Vs. Full Time employees (As of 5 April)

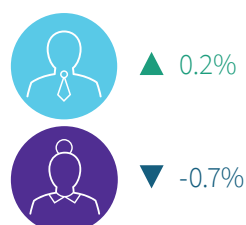
2021



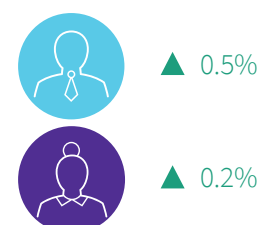
2022



Part time



Full Time



Job levels

2021

Female population job levels



Male population job levels



2022

Female population job levels



Male population job levels



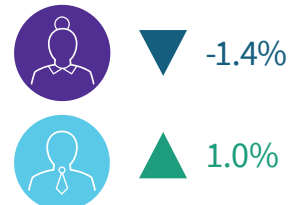
Executive



Management



Professional



Support



The gender pay gap figures alone do not represent the full story. This in-depth analysis enables us to continue to identify key areas to address and key drivers for our population as part of this legislative requirement.

Commitment

At FIS, our people are our biggest asset, and we will continue to strive to disrupt the gender pay gap and improve the representation of women. We must encourage and support women within the financial technology world while ensuring inclusion. We have power in numbers across all genders, and together we can impact change.

COLLEAGUES, CLIENTS AND COMMUNITIES FOR OUR 3Cs WE STRIVE TO...



WIN AS ONE TEAM

We work together, **connecting** to achieve outcomes with speed

We are **inclusive** and embrace our diverse strengths

We make things happen and **celebrate** together

LEAD WITH INTEGRITY

We're **accountable** and work in a way that makes us proud

We **empower** one another to take ownership

We have the courage to be **open** and transparent - to build trust

BE THE CHANGE

We **challenge** each other to improve and simplify the way things are done

We're **innovative** and dynamic in how we develop ideas to solutions

We **give back** to make a positive impact on the world





Denise Williams
Chief People Officer

"FIS is committed to creating an inclusive, equitable and diverse working environment for all. I am encouraged by the progress we have made; however, I also acknowledge the work that still needs to be done to ensure FIS is one of the most diverse and inclusive places to work. We remain committed to continuing to invest in hiring and developing the careers of our women colleagues, as well as offering policies and flexibility to drive financial inclusion."

Statement of accuracy



Ann Vasileff
Chief Tax Officer

We confirm that the data reported is accurate and aligned to the legislative requirements as part of the Gender Pay Gap Regulations.

"In the second year of reporting on the Gender Pay Gap for FIS Banking Solutions U.K. Limited, we are proud to see a reduction in the mean pay gap and the mean and median bonus gap. We are confident our roadmap remains focused on a range of commitments that will see the reduction continue into 2023. We have a continued focus on balancing our quartile distributions. We remain confident that our roadmap is aligned to our commitment to address the gender pay gap, it is a comprehensive multi-year strategic plan that will take time but are confident we have a strong and solid platform to build and grow on."

A handwritten signature in black ink, appearing to read 'Ann Vasileff'.



About FIS

FIS is a leading provider of technology solutions for financial institutions and businesses of all sizes and across any industry globally. We enable the movement of commerce by unlocking the financial technology that powers the world's economy. Our employees are dedicated to advancing the way the world pays, banks and invests through our trusted innovation, system performance and flexible architecture. We help our clients use technology in innovative ways to solve business-critical challenges and deliver superior experiences for their customers. Headquartered in Jacksonville, Florida, FIS is a member of the Fortune 500® and the Standard & Poor's 500® Index.

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**ADVANCING THE WAY THE WORLD
PAYS, BANKS AND INVESTS™**