

UK Gender Pay Gap

FDR Limited LLC
2022

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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 2021 report in April 2022, this strategy has not changed, and remains our main focus in 2023.

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

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GPG% Mean <u>Hourly Pay</u>	33%
GPG% Median <u>Hourly Pay</u>	44%

Quartile (Hourly Pay)	Male HC	Female HC	Total HC	Male HC %	Female HC %	GPG% (Mean)	GPG% (Median)
Quartile 4	228	78	306	75%	25%	5%	4%
Quartile 3	201	103	304	66%	34%	2%	3%
Quartile 2	120	185	305	39%	61%	4%	6%
Quartile 1	100	205	305	33%	67%	-1%	-2%
Grand Total	649	571	1220	53%	47%	33%	44%

GPG% Mean <u>Bonus Pay</u>	62%
GPG% Median <u>Bonus Pay</u>	60%

Proportions	Male	Female	Grand Total
Total HC	741	766	1507
Bonus Pay HC	686	703	1389
Bonus Pay HC Proportion %	93%	92%	92%

