FIS is pleased to be a part of the Gender Pay Gap Legislation 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 UK-wide issue. Employers across all sectors must publish their data onto the government website by 4 April 2019 and on an annual basis.

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

**Legislative Requirements**

To provide you with an overview of the requirements and data 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 only report on legal entities with more than 250 employees within FIS.
- The legal entity we are reporting on is FIS Payments 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 provides percentage figures on the number of men and women who receive a bonus.
- This evenly distributes the percentage of men and women who are highest paid to the lowest paid, based on the hourly pay rate.
- Pay calculations taken from employees who were active on the snapshot date of 5 April 2018.
- Bonus calculations taken from the relevant period between 6 April 2017 – 5 April 2018 for active employees as of 5 of April 2018.
The gender pay gap data we have provided to the government regarding FIS payments is below. To provide some context to the data analysed, we are predominantly made up of the below functions within this legal entity:

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

The following data can also be viewed on the Government website Gender Pay Gap.

**FIS 2018 Gender Pay Gap Data**

<table>
<thead>
<tr>
<th></th>
<th>Mean Pay</th>
<th>Median Pay</th>
<th>Mean Bonus Pay</th>
<th>Median Bonus Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>36.2%</td>
<td>32.8%</td>
<td>76.6%</td>
<td>33.6%</td>
</tr>
<tr>
<td>Increase</td>
<td>2%</td>
<td>Decrease</td>
<td>10.5%</td>
<td>6.8%</td>
</tr>
</tbody>
</table>

20.4% of men who received a bonus in relevant period

15.8% women who received a bonus in relevant period

Indication: Against 2017 data ▲ Increases ▼ Decrease
% of men and women in quartile pay band

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Men</th>
<th>Women</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper</td>
<td>25%</td>
<td>▲ 5%</td>
<td>75%</td>
<td>▼ 5%</td>
</tr>
<tr>
<td>Upper Middle</td>
<td>36.4%</td>
<td>▲ 13.7%</td>
<td>63.6%</td>
<td>▼ 13.7%</td>
</tr>
<tr>
<td>Lower Middle</td>
<td>56.6%</td>
<td>▲ 4.3%</td>
<td>43.4%</td>
<td>▼ 4.3%</td>
</tr>
<tr>
<td>Lower</td>
<td>64.9%</td>
<td>▼ 1.8%</td>
<td>35.1%</td>
<td>▲ 1.8%</td>
</tr>
</tbody>
</table>

What does this data mean?

1) What is included in the Pay data?
   - Basic pay.
   - Pro rata bonus payment.
   - Allowances (e.g. car / location).
   - On call payments.
   - Recruitment and retention one-off incentive payment.

2) What is included in Bonus data?
   - Performance related bonus.
   - Management Incentive Compensation Plan 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 an UK 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 reduced pay, 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 an UK contract.
   - Employees who are on reduced pay as their bonus is pro-rated.

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 women employees having lower pay or bonus than men.
     - Negative percentage result shows men employees having lower pay or bonus than women.
     - Zero percentage shows there is no gender pay gap.
   - 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?
   - High executive salaries and bonuses which is made up of fewer women employees.
   - Total gender population (i.e. having fewer women in the population).
   - Not all employees receive a bonus so figures are based on a small population of eligible employees.
   - Pro-rated bonus data is included with full time bonus data, so is not like-for-like data.
   - Part time salaries are compared to full time salaries.
   - 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 asset, our people, are empowered and supported throughout their journeys at FIS.

This roadmap is our commitment to address the gender pay gap, and we are developing a 5-year strategic plan that will include, but is not limited to the below components and actions. We appreciate this will take time but are confident we have a strong and solid platform on which to build and grow.

We have identified key areas of focus based on the gender pay gap data and have been and are working on rolling out initiatives aligned to our 5-year strategic plan.

Leadership Engagement
*Imbed I&D strategy into business objectives*
*Launch and support Women’s Network*
*Create UK I&D committee and ambassadors*
Highlight successes and inclusion of women in leadership messaging, meetings and townhalls
*Implement Unconscious Bias Training and inclusion training*

Talent Acquisition
*Review job adverts for biased language*
*Expand talent sources to broaden the talent pool and increase representation*
*Deliver training and education to support non-discriminatory recruitment practices*
*Retool the onboarding process to support key drivers for new joiners*
*Junior sales program to attract millennials and conscious awareness to increase female numbers at interview by coaching hiring managers*

Talent Management
*Continuous review of all talent processes for bias*
*Provide coaching accreditation for The People Office (TPO)*
*Balance the succession pipeline*
*Build mentorship programs*
*Enhance female colleague development for next steps / promotions*
*Launch new performance management process*

Benefits
*Continuous review and addition of offerings which encourage attraction and retention of diverse talent*
*Showcase existing offerings and a benefits newsletter, including competitive maternity, shared parental leave & flexible working policies*
*Launch new platform to encourage global networking and wellness initiatives across teams*
*Encourage adoption and utilisation of offerings*

Parent and Family Support
*Investment in coaching for working families and carers by external vendor*
*Provide emergency childcare support*
*Emergency care support for elderly parents*

External Engagement
*Building relationships with women-focused tech and STEM organisations, such as Ada Love Lace*
*Relationship building with schools in economically challenged areas to offer FIS mentors and promote STEM*
*The company is part of a project with external companies within the digital sector on attracting more women as a collaborative project*

Data Analytics
*Outside of legislative requirements we are annually analysing the below data (refer to Further Analysis) to identify trends, recognise accountability, track and measure progress*
*Internal global compensation framework enables a fair and consistent approach to benchmarking of internal roles which are continually reviewed to ensure gender balance application of pay*
*Adding inclusion question to People Survey for further analytics*

*Italics denotes current actions*
Impact
We can see a slight 2% increase in the overall mean gender pay gap and this can be explained by the increase in overall population of over 10% within this legal entity as of the snapshot date and the overall on-going societal issue of lack of female representation within in senior management roles (refer to Further Analysis job level data) and as expected this has also had a knock-on effect with the increase in mean bonus pay.

FIS will continue to endeavour for more impactful measures in 2019 to bridge the pay gap even further within this expanding legal entity.

The percentage decrease rate is similar across gender in terms of those who received a bonus which is indicative of fair bonus application practices aligned to job role and irrespective of gender.

We are pleased to see a decrease in the median pay gap over 7% and a decrease of almost 7% in the median bonus pay which indicates a significant improvement in the overall distribution of pay and bonus values across gender, however we appreciate more needs to be done in tightening this gap.

- **Mean Pay**: 36.2% ▲ 2%
- **Median Pay**: 32.8% ▼ 7.5%
- **Median Bonus Pay**: 33.6% ▼ 6.8%

20.4% of men who received a bonus in relevant period ▼ 6%

15.8% women who received a bonus in relevant period ▼ 5.6%
The quartile banding distribution has seen a positive increase of 5% for women in the upper quartile and over 13% increase in upper middle quartile bandings which is a significant step in the right direction.

<table>
<thead>
<tr>
<th>% of men and women in quartile pay band</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Upper</strong></td>
</tr>
<tr>
<td>Women</td>
</tr>
<tr>
<td>25%</td>
</tr>
<tr>
<td>Men</td>
</tr>
<tr>
<td>▲ 5%</td>
</tr>
<tr>
<td><strong>Upper Middle</strong></td>
</tr>
<tr>
<td>Women</td>
</tr>
<tr>
<td>36.4%</td>
</tr>
<tr>
<td>Men</td>
</tr>
<tr>
<td>▲ 13.7%</td>
</tr>
</tbody>
</table>

We have also seen a 12% decrease in men in professional level roles (refer to table 1, job levels) which will significantly impact the upper and upper middle quartile bandings for the women populations along with a 4% increase of women representation within the professional job levels.

However, as a company we appreciate more needs to be done in attracting women at senior leadership levels to truly impact the overall gender pay gap data. Most companies have this as a strategic priority, and this is also on our agenda as a key driver to address the gender pay gap.

**Further Analysis**

As a company, we understand the importance of such legislation and have continued to carry out in-depth analysis for 2018 as we did for 2017 to fully understand and highlight key areas that can impact the gender pay gap reporting and to identify areas to address as part of our ongoing 5-year strategic objectives.

**FIS Recruitment Applications**

**Level of interest from applications for FIS UK offices during the relevant period of 2017 – 2018:**

based on disclosed data

<table>
<thead>
<tr>
<th>Year</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>37%</td>
<td>63%</td>
<td>100%</td>
</tr>
<tr>
<td>2018</td>
<td>32%</td>
<td>68%</td>
<td>100%</td>
</tr>
</tbody>
</table>

▲ 5% ▼ 5%
Gender Split

<table>
<thead>
<tr>
<th>Year</th>
<th>Part time</th>
<th>Full time</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>41%</td>
<td>59%</td>
</tr>
<tr>
<td>2018</td>
<td>45%</td>
<td>55%</td>
</tr>
</tbody>
</table>

Part time vs Full time employees

The workforce is made up of the below percentage comparisons in terms of part time vs full time employees;

Part time vs Full time Gender Breakdown

**2017**

- Part time:
  - Women: 4%
  - Men: 7%
  - Total: 55%
- Full time:
  - Women: 34%

**2018**

- Part time:
  - Women: 3%
  - Men: 7%
  - Total: 52%
- Full time:
  - Women: 38%
London Weighting vs. Outer London Gender Breakdown

2017

- London Weighting: 2%
- Outer London: 57%

2018

- London Weighting: 1%
- Outer London: 54%

Sales Team

2017

- Male: 33%
- Female: 67%

2018

- Male: 44%
- Female: 56%
### Job Levels

#### Female population job levels

<table>
<thead>
<tr>
<th>Job Level</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Management</td>
<td>17%</td>
<td>15%</td>
</tr>
<tr>
<td>Professional</td>
<td>36%</td>
<td>36%</td>
</tr>
<tr>
<td>Support</td>
<td>47%</td>
<td>45%</td>
</tr>
</tbody>
</table>

#### Male population job levels

<table>
<thead>
<tr>
<th>Job Level</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Management</td>
<td>13%</td>
<td>16%</td>
</tr>
<tr>
<td>Professional</td>
<td>60%</td>
<td>48%</td>
</tr>
<tr>
<td>Support</td>
<td>26%</td>
<td>35%</td>
</tr>
</tbody>
</table>
The gender pay gap figures alone do not represent the full story and as highlighted as part of the 2017 reporting 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.
Our Commitment – the FIS Guiding Principles

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

**We Build trust in all we do**
- Gender Pay Gap Strategy is at the forefront of our Executives
- Inclusion and diversity is aligned to business goals and imperatives
- Senior leaders drive forward mentoring and being role models
- Empower our people through coaching and support to make the right decisions

**Inspire a Passion to Act**
- Promote an inclusive culture through edification
- Embed inclusion and diversity in all people processes
- Champion coaching and training on unconscious gender bias
- Continually review and question current approaches
- Embody key behaviours and competencies to lead change
- Collaborate both internally and externally to impact change

**Foster an Entrepreneurial Spirit**
- Develop analytics to address key issues
- Measure success through analytics
- Encouraging feedback and innovative ideas to tackle issues
- Continue to drive forward operational excellence

**Empower Employee Growth**
- Support employees returning from leave
- Ensure we have competitive and attractive benefits in place for working families and for work-life balance
- Ensuring flexibility is encouraged for all employees
- Invest in our talent to grow and to lead transformation

**Encourage Giving Back**
- Be at the forefront of changing perceptions across the industry and within society
- Shape the culture to visibly reflect our values
- Volunteer time to promote STEM in educational institutes at all levels
- Help shape the future by giving back and disrupting the ‘norm’
We have a commitment to our employees and truly believe our roadmap to success will help us to continue to coach, empower and enable our people to succeed. As a company we know our people are our biggest assets and we are continually reviewing how we can nurture and grow our talent pool. As a company we are mindful we need to do more to address the gender balance, especially within the FinTech world and specifically within talent acquisition and management, these are the key drivers we are addressing as our key strategic objectives.

We will continue to carry out further in depth analytics and use annual comparables to measure the effectiveness of our actions which will enable us to continue to evolve and analyse our on-going strategic objectives to have the most impact within inclusion and diversity, this is key.

Statement of Accuracy

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

As a company we are striving for gender balance and have this high on our strategic agenda. Th gender pay gap reporting and further analytics is key in ensuring we are addressing the main areas collectively as a business and in partnership with The People Office. We must continue to support and develop our pool of women talent and ensuring the succession pipeline is balanced. We need more women within the senior leadership roles and management, these are the key objectives to address through talent management, talent acquisition and leadership engagement. The road ahead is long but we feel strongly as a company that we will do everything we can to address these key objectives and ultimately impact gender balance for the positive.

Jihanne Elsawey,
FIS Regional People Lead

Alison Wilkes,
Sales Manager
Group Executive

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