

UK Gender Pay Gap

FDR Limited LLC
2024

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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. 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

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Proportions	Male	Female	Grand Total	Quartile (Hourly Pay)	Male HC	Female HC	Total HC	Male HC %	Female HC %	GPG % Mean	GPG % Median
Total HC	670	648	1318	Quartile 4	224	88	312	71.8%	28.2%	4.8%	-1.4%
Bonus Pay HC	640	613	1253	Quartile 3	201	111	312	64.4%	35.6%	4.3%	5.2%
Bonus Pay HC Proportion %	95.5%	94.6%	95.1%	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% Mean Bonus Pay

60.4%

GPG% Median Bonus Pay

68.2%

GPG% Mean Hourly Pay

31.6%

GPG% Median Hourly Pay

45.1%

