GENDER PAY GAP LEGISLATION U.K.
FIS is pleased to be part of the Gender Pay Gap Reporting for the fourth 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 Systems 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 2020.
- Bonus calculations taken from the relevant period between 6 April 2019 to 5 April 2020 for active employees as of 5 April 2020.
We have provided the gender pay gap data below to the government in respect of FIS Systems Limited, to provide some context to the data analysed, this legal entity consists of a population of 411 employees. We are predominantly made up of the below functions within this legal entity:

- Development
- Product Management
- Professional Services
- Client Services
- Managed Services
- Sales
- Corporate

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

**FIS Systems Limited 2020 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></td>
<td>21.4%</td>
<td>14.5%</td>
<td>47.5%</td>
<td>32.0%</td>
</tr>
<tr>
<td>Increases</td>
<td>▲1.9%</td>
<td>▼-3.8%</td>
<td>▲0.9%</td>
<td>▲21.9%</td>
</tr>
</tbody>
</table>

60.1% of men received a bonus in relevant period.  
-0.6%

50.8% of women received a bonus in relevant period.  
6.4%
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, reduced sick pay are excluded

4. Who is included in 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 females
   - 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
Road Map 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.

This roadmap is our commitment to address the gender pay gap, as part of a combined 5-year strategic plan within FIS. We appreciate this will take time but are confident we have a strong and solid platform to build and grow on.

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 five-year strategic plan.

Our Key Areas of Focus for Gender Inclusion

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 reviewed 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
Impact
FIS Systems Limited has had a very slight increase in the mean ordinary pay gap in terms of the, but a decrease in the median pay gap. This suggests that the figures are slightly being distorted by the higher proportion of men in the upper quartiles. We have also had a slight reduction in female managers who would typically have competitive pay rates in the market. However, it is worth noting that as a smaller entity of 411 people, small fluctuations are expected.

Median Bonus Pay

14.5%

-3.8%

We have had a small increase in the proportion of women represented in the upper, upper middle and lower middle quartile, which will help us narrow the gap in representation at these levels, but there has also been a decrease in women overall in the entity as a percentage.

Overall, as a company, a strategic priority remains 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.
As a company, we understand the importance of gender pay gap legislation and have continued to carry out in-depth analysis for 2020 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 Systems Limited (As of 5 April)

<table>
<thead>
<tr>
<th>Year</th>
<th>Male (%)</th>
<th>Female (%)</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>70%</td>
<td>30%</td>
<td>1%</td>
</tr>
<tr>
<td>2020</td>
<td>71%</td>
<td>29%</td>
<td>-1%</td>
</tr>
</tbody>
</table>

### Part Time vs Full Time Employees (As of 5 April)

<table>
<thead>
<tr>
<th>Year</th>
<th>Part Time</th>
<th>Full Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>1%</td>
<td>4%</td>
</tr>
<tr>
<td>2020</td>
<td>1%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Overall Employees Part Time: 69%  Overall Employees Full Time: 26%
# London Weighting vs Outer London Gender Breakdown

**2019**

- **London Weighting**
  - 50% (Female)
  - 21% (Male)

- **Non-London Weighting**
  - 25% (Female)
  - 4% (Male)

**2020**

- **London Weighting**
  - 47% (Female)
  - 23% (Male)

- **Non-London Weighting**
  - 24% (Female)
  - 5% (Male)

## Sales Team

<table>
<thead>
<tr>
<th>Year</th>
<th>Female (%)</th>
<th>Male (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>82%</td>
<td>18%</td>
</tr>
<tr>
<td>2020</td>
<td>82%</td>
<td>18%</td>
</tr>
</tbody>
</table>

## Maternity Leave

<table>
<thead>
<tr>
<th>Year</th>
<th>Female (%)</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>1%</td>
<td>-4%</td>
</tr>
</tbody>
</table>
The gender pay gap figures alone do not represent the full story. As highlighted as part of the 2019 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
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 whilst 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
“As we continue the integration efforts of Worldpay and FIS, it’s essential that we work together to identify the issues contributing to the gender pay gap to tackle the root causes and promote a combined Inclusion and Diversity strategy as one company.

The Gender Pay Gap is not something we can solve in one year, but will need to remain an ongoing conscious effort to ensure that we are doing the right thing to determinedly succeed as one company and be the change.”

Billy Winchester
Compensation Partner

“I am proud of the work we do at FIS around Inclusion & Diversity and the Executive team is not only putting it at the top of our organizational agenda but also recognizing the opportunity that we have collectively to address Inclusion & Diversity across our industries and within our communities. We employ tens of thousands of employees, and play a critical role in ensuring that inclusion is core to our workplace culture and that our businesses are representative of the communities we serve. It’s powerful to see the transparency coming out of company pay gap disclosures and the progress we are making as a company with our own results.”

Denise Williams
Chief People Officer
Statement of Accuracy

“A key strategic priority for us is addressing our Gender Pay Gap. Although our mean pay gap has increased slightly, our median pay gap has decreased significantly. This is encouraging and does suggest our programs are having a positive impact. The actions we have taken to address gender balance at more senior levels (a critical determination in our pay imbalance) are being implemented through our Accelerated Talent pool and high potential leader programs. These will increase women representation in senior leadership roles. The initial result of these programs has had a positive impact, which is evident through the increases in our quartile distributions. We are proud to announce the launch of an enterprise-wide Women’s Inclusion Network led by Women executives, and embraced by the whole organisation, which aims to drive results in hiring, career progression, analytics and retention. We are also proud to have implemented enhanced maternity/adoption pay for our colleagues to support working parents. We know there is a journey ahead, but we are embedding our ethos of inclusivity and diversity in everything we do, and we are determined to make faster progress.”

Martin Boyd
President,
Fintech Solutions

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