



Gender Pay Gap Report 2025



What is the gender pay gap?

It is the difference between the average pay of all men and all women across an entire organisation, regardless of position, job type, level, and seniority. In recognition of historical disparity in wages paid to men and women, beginning in 2022, the Irish Government requires all companies in Ireland which meet a headcount threshold to publish figures reflecting the average pay of men and women across their organisations.

Why is gender representation important?

A correlation exists between gender pay gap and gender representation whereby the gap often stems from the under-representation of women in higher-paying roles, sectors, and senior positions, rather than just unequal pay for the same job. At Fidelity, we believe that to best serve our customers, we must reflect the diverse population we serve.

The primary driver of our gender pay gap

Women make up less than 25% of STEM professionals in Ireland. Since approximately 75% of jobs at Fidelity Investments Ireland are technology-focused, Fidelity Ireland's key gender pay gap challenge is finding, retaining, and nurturing female technologists to increase female representation across more senior levels of our technology business unit. While women are well represented at senior levels of our other business units, the female talent shortage in STEM careers presents unique challenges which require long-term investment across academia and industry to overcome.

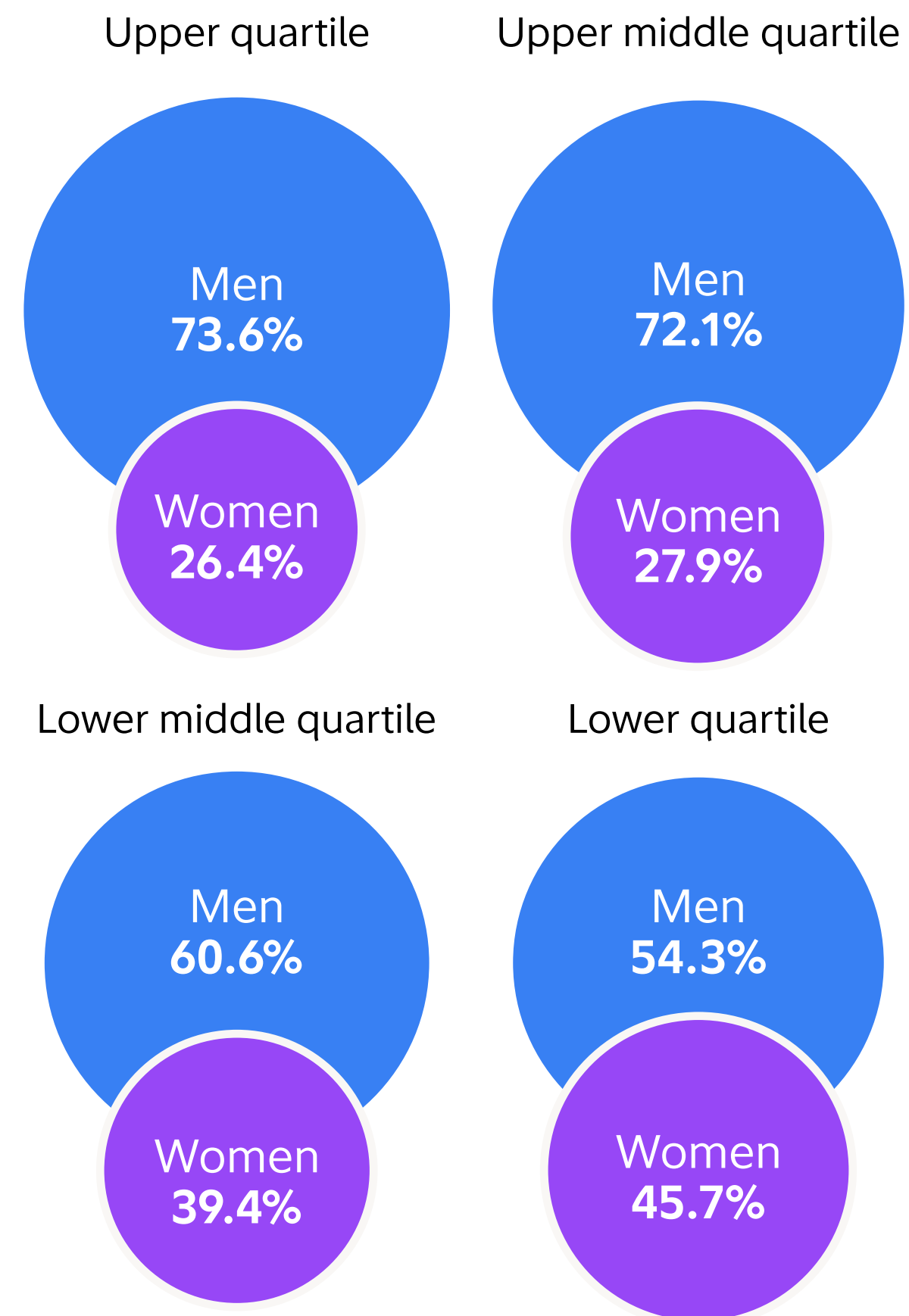
Short-term progress for long-term success

While progress toward achieving equal representation in our early careers' pipelines and in early career stages continues, our success in early careers exacerbates our gender pay gap in the short-term. The long-term view is to retain and support associates as they progress to more senior positions leading to balanced gender representation throughout the organisation.

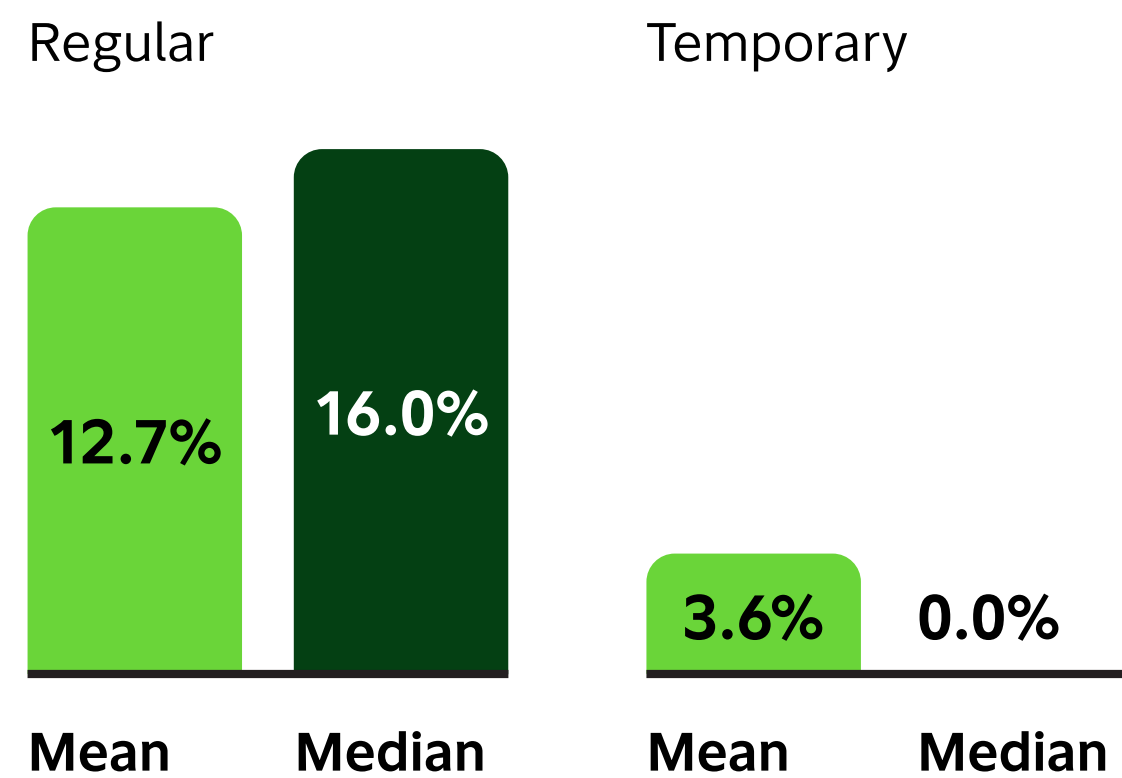


2025 results

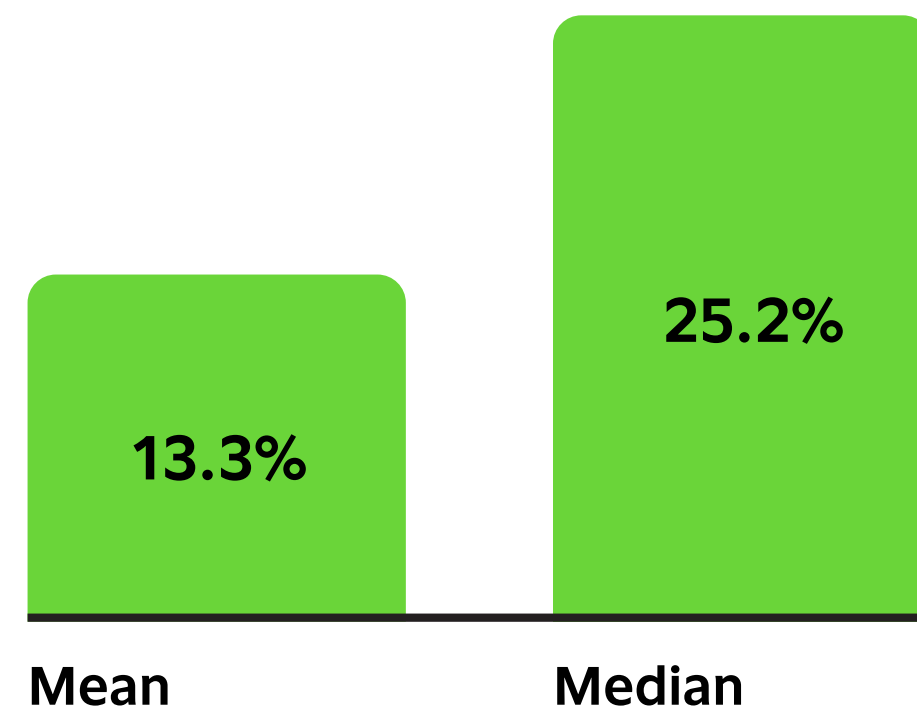
Pay quartiles



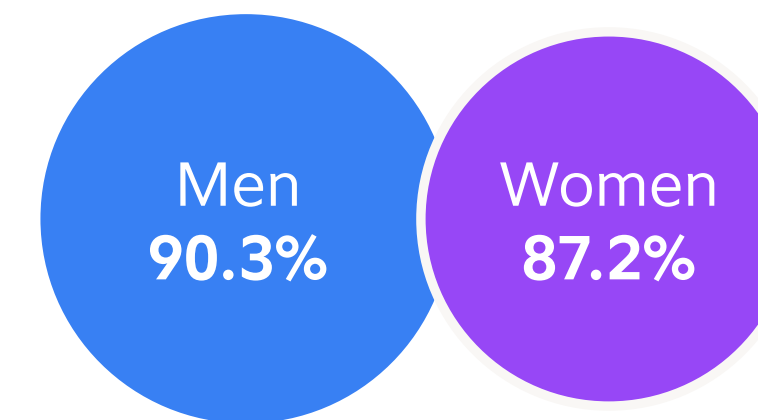
Hourly pay gap



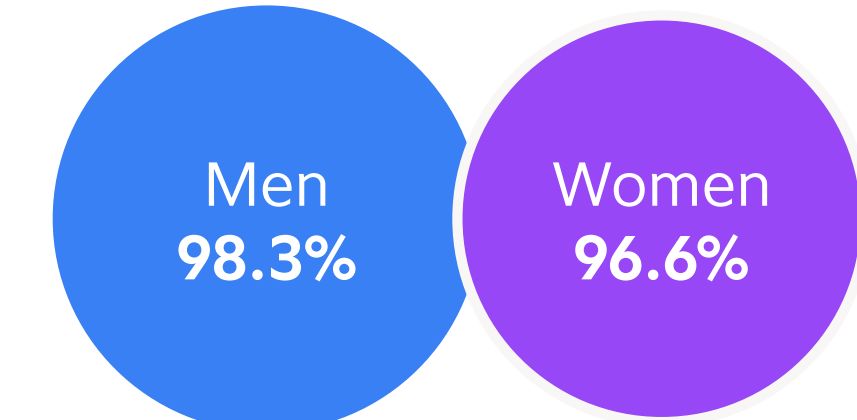
Bonus pay gap



Bonus recipients %



Benefit in kind recipients %



Pay quartiles: The proportion of men and women in each of the 4 quartile pay bands, all employees.

Mean: The mean is calculated by adding up the relevant pay elements of employees and dividing by the number of employees. This calculation is done for men and women and the totals are compared. A negative mean score indicates that average pay for females is higher than males.

Median: The median is the number which is in the middle, when ranking pay from lowest to highest for males and females and then compared.

Initiatives to address the gap

We remain focused on our long-term objectives to improve gender representation across all levels of the organisation and to stimulate change at the industry level.



Inclusive talent attraction

We recognise that closing the gender pay gap starts with hiring more women and continues with supporting their needs in order to retain and develop them.

- Our inclusive hiring practices help people leaders source, interview, and select the most qualified candidates.
- We engage alternate talent pipelines and offer development programmes for women and associates from traditionally underrepresented groups at all levels. Using a multi-faceted strategy, we have increased our female representation across our lower quartile from 40.3% in 2022 to 45.7% in 2025. This quartile takes into account our early careers programmes including our Leap Immersive Technology and FidYou graduate programmes, and our apprenticeship and scholar programmes.
- One of our external development programmes is our return-to-work programme, 'Resume'. Our goal with this programme is to help support people looking to re-enter the workforce.



Commitment to our workplace culture and associate belonging

We believe that the most effective way to attract, develop, and retain a diverse workforce is to build an enduring culture of inclusion and belonging. We want all our associates to feel welcomed and valued for their unique abilities and contributions. We track the success of our inclusion efforts through periodic associate sentiment surveys and focus groups, and by soliciting ongoing feedback from our associate resource groups.

- In support of this goal, Fidelity offers a range of programmes, policies, and benefits that are aimed at supporting and retaining associates through their career lifecycle.
- We have several associate-led groups, known as Associate Business Resource Groups and community groups, that help shape our culture of inclusion, serve our communities, and provide a platform for impactful cross-company engagement and associate development. They are also an important business resource, helping us better understand and serve our customers, by bringing associates together based on shared affinities and backgrounds to inform the products and services we deliver.
- We track the success of our inclusion efforts through periodic associate sentiment surveys and focus groups, and by soliciting ongoing feedback from our associate resource groups.

Tackling the industry challenge of female representation in STEM education and careers

We realise that we can achieve little in this space by working alone. Recognising that female representation in technology careers is a more widespread issue, Fidelity Ireland collaborates with industry, academic, and non-profit bodies to help attract girls and women to engage with STEM. The programmes that we engage in have grown and evolved as our knowledge and understanding of the root issues and needs have deepened.

Collaborations with Dublin City University to tackle the gender gap in STEM

→ Understanding the challenges and obstacles facing girls and women is paramount in addressing the gender gap in STEM. With that context, most recently, Fidelity Ireland has joined forces with Dublin City University to undertake a 2-year research project in an effort to better understand the challenge and generate actionable insights to tackle the persistent gender gap in STEM education and careers for women. The results of this study will inform Fidelity's strategy to close our gap, and results will be shared publicly to benefit all. This research project builds on Fidelity's sponsorship of the DCU Women in STEM Scholarship which is in its second academic year of 4.

Ongoing academic interventions to engage female students in STEM

→ **University of Galway Codeplus**

In 2025, Fidelity Investments and University of Galway renewed our collaboration that will impact more than 2,500 female students over 2 years, noting that the programme positively impacted 4,752 female students in the 2024/2025 academic year. Through a range of workshops, company visits, and career talks which take place over a 20-hour program, CodePlus uses interactive learning and real-life experiences to inspire female students to embrace STEM and consider technology and computer science subjects at third level.

→ **Engaging children in STEM**

We recognise the value our support can add to the education infrastructure in Ireland – to advance gender equality and champion inclusion, and to reduce social disadvantage and enable educational attainment for all through our mission of "Inspiring Better Futures". As part of our Fidelity Cares Corporate Social Responsibility programme, we engage with several non-profits, including Citywise, Junior Achievement Ireland, and CoderDojo, to bring STEM interventions and initiatives to school children across Ireland with a view toward inspiring them into a career in STEM.

→ **TUD TrailblazHER**

Our 3-year collaboration with Technological University Dublin (TUD), in relation to their TrailblazHER programme, has entered its second year. This further enhances Fidelity's commitment to advancing gender equality and supporting women through secondary school, into university and industry.



Participation in industry charters and women in STEM events

→ **Women in Finance Charter**

Fidelity Ireland is signed up to the Women in Finance Charter, re-committing to increase participation of women within the organisation. Ireland's Women in Finance Charter underpins the financial services industry's ambition to see increased participation of women at all levels.

→ **Galway Science Festival**

Fidelity participates in the annual Galway Science Festival, which reaches 20,000 people over 2 weeks of events, to engage with people across all generations and encourage them to consider a career in STEM.

→ **Corporate sponsorships**

Fidelity Ireland's sponsorships aim to elevate visibility of the STEM gender gap issue and celebrate the role models already making meaningful contributions to industry, businesses, and our local communities. Sponsorships in 2024/25 include headline sponsorship of the Women in STEM Summit and category sponsorship of the STEM Woman of the Year award at the Women in STEM Awards.

About Fidelity Investments Ireland

Fidelity's mission is to strengthen the financial well-being of our customers and deliver better outcomes for the clients and businesses we serve. Fidelity's strength comes from the scale of our diversified, market-leading financial services businesses that serve individuals, families, employers, wealth management firms, and institutions. With assets under administration of \$17.5 trillion, including discretionary assets of \$6.8 trillion as of September 30, 2025, we focus on meeting the unique needs of a broad and growing customer base. Privately held for 79 years, Fidelity employs more than 78,000 associates across the United States, Ireland, and India.

In 1996, Fidelity created its first global footprint in Ireland. Our work at Fidelity Ireland is critical to the global organisation, delivering essential technology, operations, and support services. Since our inception in Ireland, we've persistently innovated. We've worked hard to create an energised and vibrant workplace, filled with opportunity. We're home to a welcoming, multi-cultural team of creative thinkers — working hand-in-hand with our colleagues in the U.S., Europe, and India. Fidelity Investments Ireland currently employs more than 2,100 associates in the region.

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