

Fidelity Investments® Ireland

# Gender Pay Gap Report 2024



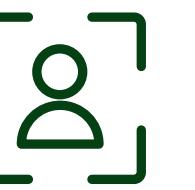
As a financial services firm, Fidelity is dedicated to helping people live better lives by making financial expertise broadly accessible and effective. Today's consumers, suppliers, and businesses represent diverse backgrounds, experiences, and values.

As a customer obsessed company, building a workforce that reflects the broader society will help create deeper connections and better collaboration with our customers.

Fidelity remains deeply committed to investing in a diverse and inclusive workforce where all associates feel a sense of belonging and have an opportunity to thrive. It informs the way we engage with and support our associates, how we serve our customers and clients, and how we strengthen the communities in which we live, work, and serve.

This year, we refreshed our Diversity & Inclusion (D&I) strategy to build on this long-standing commitment and the work that has been done to advance our diverse and inclusive culture. This strategy does not stand alone as a separate set of ideals. It is embedded throughout our Enterprise strategy, our principles, and our standards.

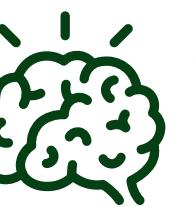
Designed to ensure that every associate sees themselves in this important work by clarifying our definition of diversity, our refreshed D&I strategy focuses not only on the seen but also the unseen dimensions that help define who we are. These three dimensions are:



**Identity:** the characteristics that we typically can't change about ourselves like race



**Experiential:** the life experiences that we bring to the table that are unique to each of us



**Neurodiversity:** the idea that people interact with the world around them in many ways and there is no "right" way to think about or process information

An inclusive culture helps all our associates feel a sense of belonging. Our strategy reinforces the importance of inclusion, which at Fidelity is vulnerability met with active listening and acknowledgement. It's not just someone speaking up to be heard, it includes listening and considering the diverse ideas everyone brings to the table. It is this type of collaboration that helps us come to the best solutions to help our customers reach their financial goals.

The responsibility of advancing a diverse and inclusive culture belongs to everyone at Fidelity. We are confident we can accelerate our efforts and realise the outcomes we desire, in time, and with authentic persistence.



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At Fidelity Ireland, our goal continues to be equal participation across all roles and levels driven by a sustainable strategy focused on the continued advancement of inclusive practices. This year, we've made greater progress toward achieving equal representation in our early careers pipelines and in early career stages however, we recognise that a greater industry challenge exists to attract, retain, and advance female technologists across all levels. While focus on equal participation in early career programmes helps put us on the right path, we remain committed to addressing the broader industry challenge through targeted interventions both internally and externally."

**Lorna Martyn, John Ruane, and Louise Crosbie**  
*Fidelity Ireland Regional Leaders*





## 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.



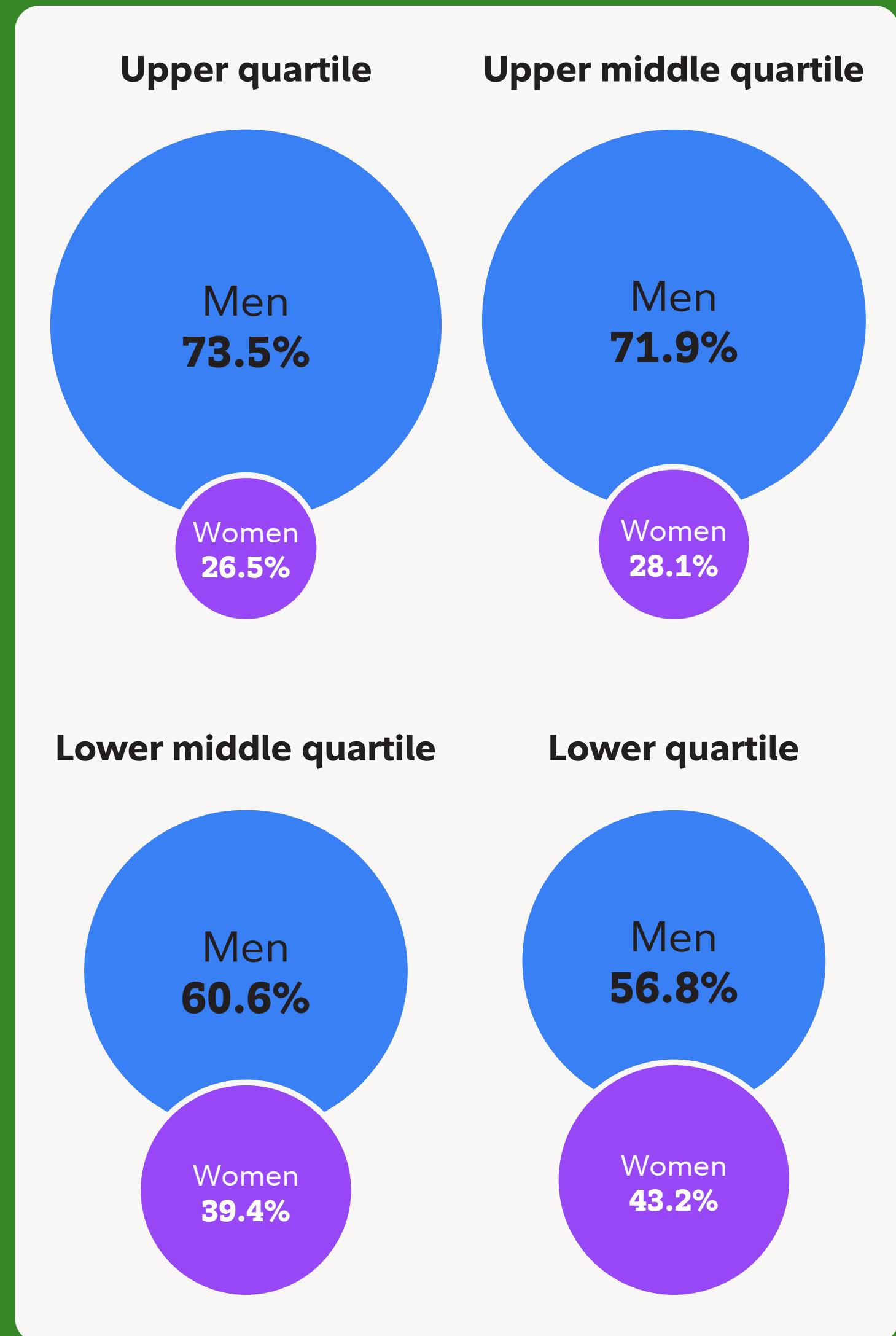
**Beyond reporting a pay gap, Fidelity believes it is critical to identify the key drivers behind the pay gap and to take action to close that gap.**

## Identifying the primary drivers behind our gender pay gap

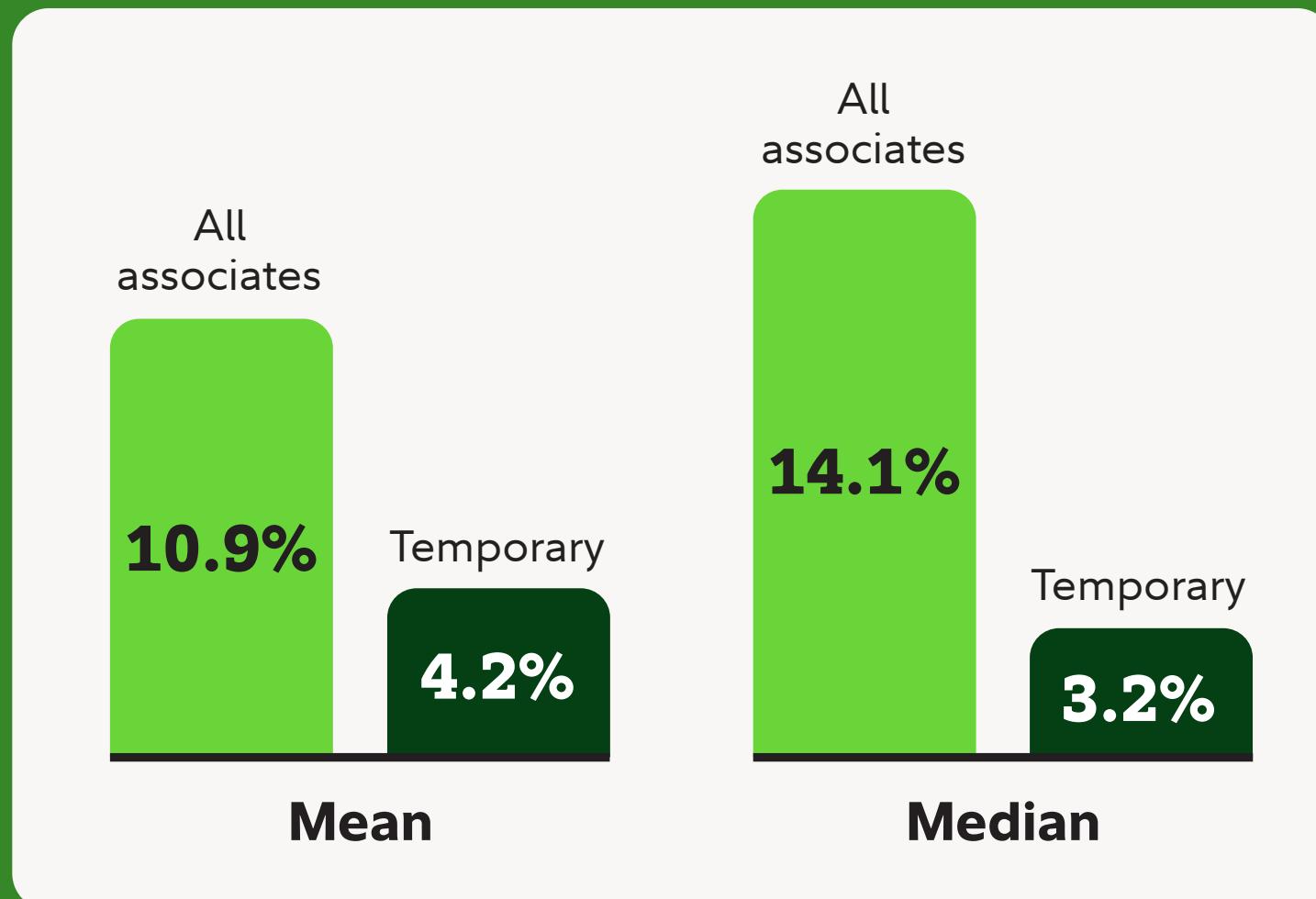
At Fidelity, we aim to deliver pay that is competitive with the external market and aligned with overall company and individual performance. Associates are compensated based on their job responsibilities, experience, and performance—irrespective of race, ethnicity, gender identity or similar factors. Our policies and practices are designed to be equitable for associates and comply with applicable laws.

While our pay philosophy remains sound, under-representation of women in our technology division continues to be the primary driver of our gender pay gap which is reflected in our 2024 reporting figures. We remain focused on our objective to close our gender pay gap. To do this, we are continuing to work toward increasing female representation at all levels in Ireland and are working with industry and community partners to address the broader industry and regional challenges relating to the availability of female technologists within the market.

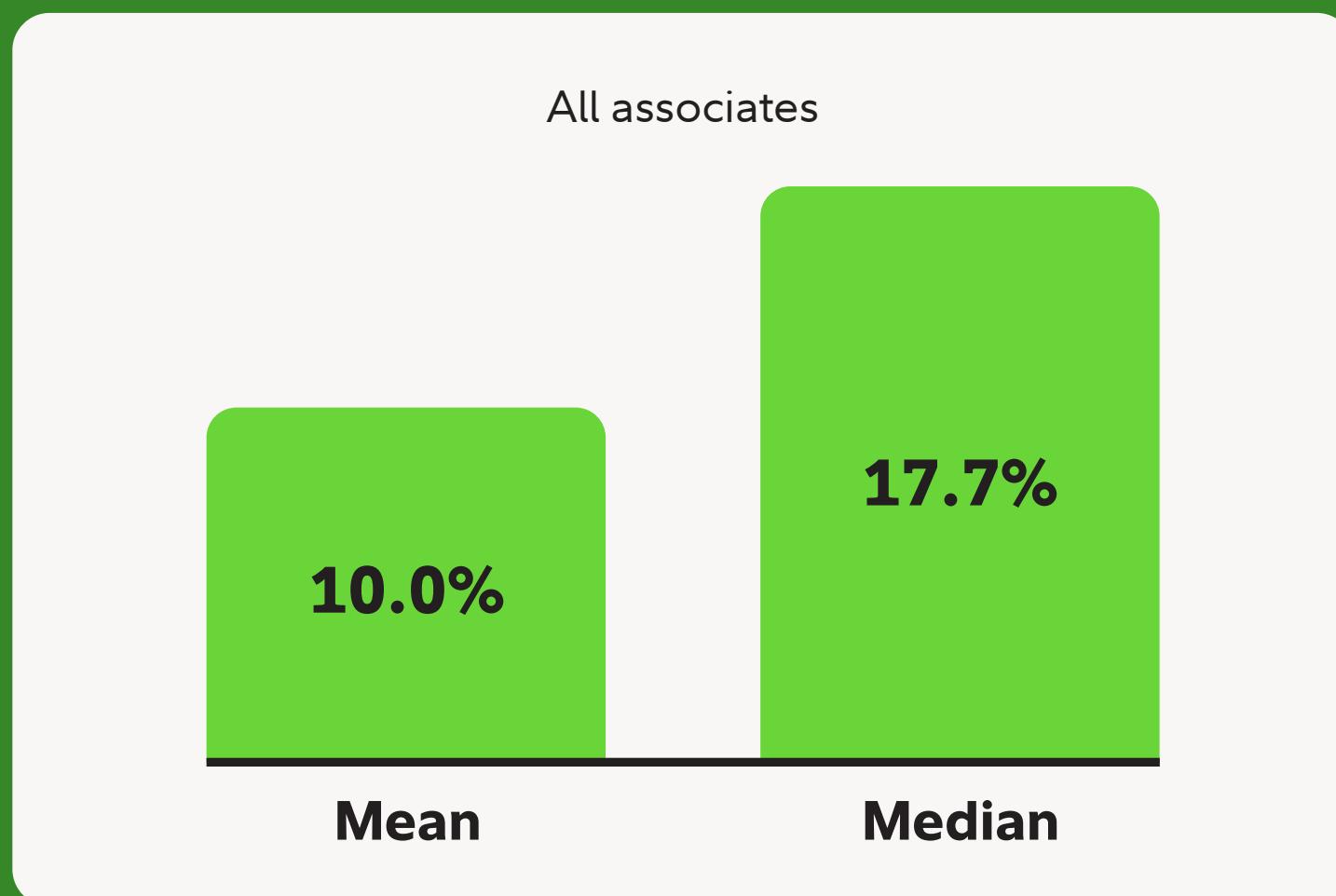
## Pay quartiles



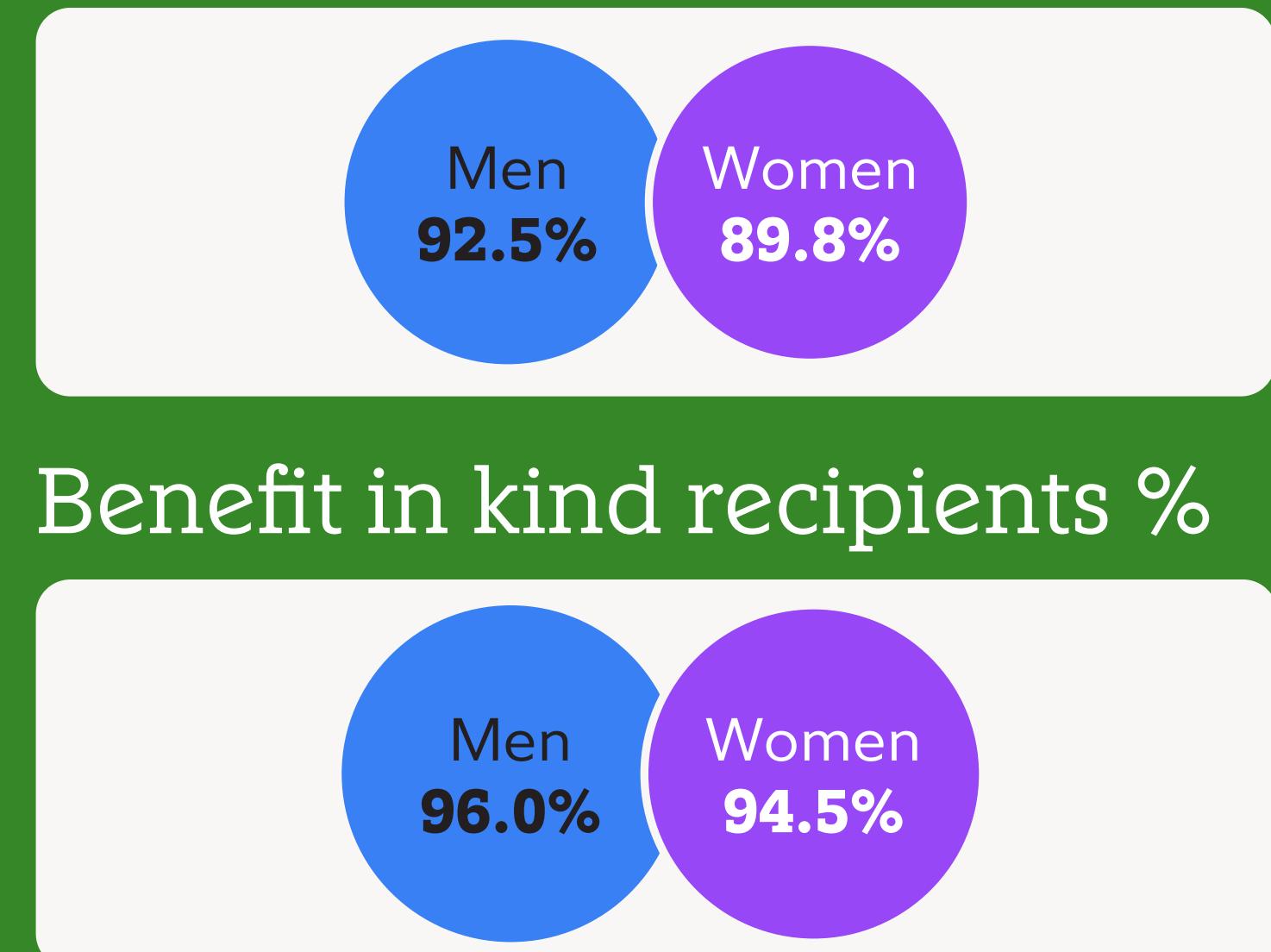
## Hourly pay gap



## Bonus pay gap



## Bonus recipients %



**Pay quartiles:** The proportion of men and women in each of the four 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 and interventions 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.

## Tackling the industry talent pipeline challenge of women in Science, Technology, Engineering, and Maths (STEM) careers through financial and volunteer supports

Through our work in the community and in schools, we actively champion the next generation of STEM role models. Our STEM programmes raise awareness of technology careers with a specific focus on technology careers for girls, and our firm is creating an ecosystem that supports this outcome. Our programmes are extensive and include a range of activities including volunteerism, classroom curriculum, mentorship, and collaborations with community organisations. To ensure a fully inclusive approach, we manage our programmes over key life stages beginning with primary school through to our return-to-work programme.

Some of the organisations we work with to support primary and secondary level STEM learning modules are Junior Achievement Ireland, Citywise Education, University of Galway, Dublin City University (DCU), and Technological University Dublin (TUD).

- This year, we continued our collaboration with University of Galway on the CodePlus programme which aims to help influence the gender imbalance that exists in third level computer science courses. This programme gives girls the opportunity to learn coding, meet women who are leading STEM careers, and learn what opportunities the world of STEM can offer them.
- Adding to our existing work with DCU, we launched a new scholarship programme to finance and support two female students studying a STEM subject who will receive funding to complete their studies for the year. With this programme, we have committed to funding two female students each year for the next four years.
- Fidelity also commenced a new three-year partnership with Technological University Dublin (TUD) in relation to their TrailblazHER programme. This further enhances Fidelity's commitment to advancing gender equality and supporting women through secondary school, into university and industry.

We also endeavour to empower young females outside of the classroom.

- This year, we initiated a collaboration with a non-profit, The Shona Project, on the Junior Ambassador Programme. This programme aims to empower young girls to be leaders amongst their peers. They do this by representing their school on a national level and take part in monthly national meetings, where they learn about topics and life skills that are often not taught in the classroom such as advocacy, leadership, social justice, public speaking and much more. Our female associates volunteer on a monthly basis at these meetings, sharing their experiences on the chosen topic, and providing the girls with professional role models and the opportunity to see that a career in STEM is possible and rewarding.





## Inclusive hiring and development to attract and support a diverse talent base

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 hub helps people leaders' source, interview, and select the most qualified candidates. We also use machine learning to generate job descriptions and talent marketing that includes inclusive language to attract applicants from diverse backgrounds.

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 nearly doubled our female representation from 2023 into 2024 across our Leap Immersive Technology and FidYou graduate programmes, increasing from 15% to 30% and 27% to 45%, respectively.
- Our Apprenticeship and Scholar programmes also help to increase the diversity of our talent pipeline as they tap into alternate talent pools for both our technology and financial services business units.
- 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. While the programme is open to all candidates regardless of their gender, we find that the majority of candidates are females looking to reinvigorate their career after taking time to raise a family.

And, most recently, Fidelity Ireland 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.



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## Intentional policies and benefits to support and retain associates throughout their entire career life cycle



**Family-friendly leave** policies including paid leave for new parents (maternity, adoptive, parents and paternity leave) as well as for family members in need of care.



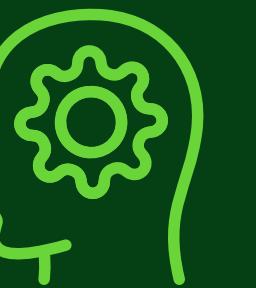
**Healthcare plans** which include fertility and gender affirmation benefits.



**Fidelity's Dynamic Work Program** offers a unique working schedule. At-home working is blended with meaningful time in-person with colleagues to build culture, community, and career vitality while also providing flexible work options for adjusted full and part-time working patterns.



**A foundational diversity and inclusion education and learning series** that supports a phased, sustainable behavioural change for all associates. These efforts extend beyond traditional learning to deepen associates' sense of community through our Associate Business Resource Groups (ABRGs) and targeted engagement opportunities.



**Health and wellbeing support** provided to associates including employee assistance programmes that offer access to mental health and other supports.



**Our comprehensively supported pension plan** is designed to help our associates achieve financial security in retirement.

## Enhancing the associate experience to build a culture of inclusion and 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.

Since 2021, our **associate survey** includes a baseline measurement for inclusion. In response to associate insights, we test, learn, and scale programmes designed to ensure associates feel valued for their contributions, are equipped to deepen their skills, and are supported by strong leaders and communities.

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We know that managers are a key element of an associate's experience. Fidelity's **manager feedback surveys** help us to gauge associate sentiment regarding their managers. We use the feedback to support a continuous focus on developing managers and mobilize them to empower their teams and provide the space associates need to get their jobs done and be successful.

There are 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.



# Additional data

Fidelity Ireland has a total of **1,750** employees, made up of two legal entities, **FISC-Ireland Limited** (1,723 employees) and **Fidelity Strategic Advisers Ireland, Limited** (27 employees).

## FISC

### Pay quartiles

	Men	Women
<b>Upper quartile</b>	73.3%	26.7%
<b>Upper middle quartile</b>	71.7%	28.3%
<b>Lower middle quartile</b>	60.6%	39.4%
<b>Lower quartile</b>	56.6%	43.4%

### Hourly pay gap

	Mean	Median
<b>All associates</b>	10.7%	14.1%
<b>Temporary</b>	4.2%	3.2%
<b>Part time</b>	N/A	N/A

### Bonus pay gap

	Mean	Median
<b>All associates</b>	9.0%	16.5%

### Bonus recipients %

<b>Male</b>	92.6%
<b>Female</b>	89.7%

### Benefit in kind recipients %

<b>Male</b>	96.0%
<b>Female</b>	94.4%



## About Fidelity

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 \$15.0 trillion, including discretionary assets of \$5.8 trillion as of September 30, 2024, we focus on meeting the unique needs of a broad and growing customer base. Privately held for 78 years, Fidelity employs more than 75,000 associates across the United States, Ireland, and India.

For more information about Fidelity Investments, visit [fidelity.com/about-fidelity/our-company](https://fidelity.com/about-fidelity/our-company).

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