

FIDELITY INVESTMENTS® IRELAND

# Gender Pay Gap Report 2023



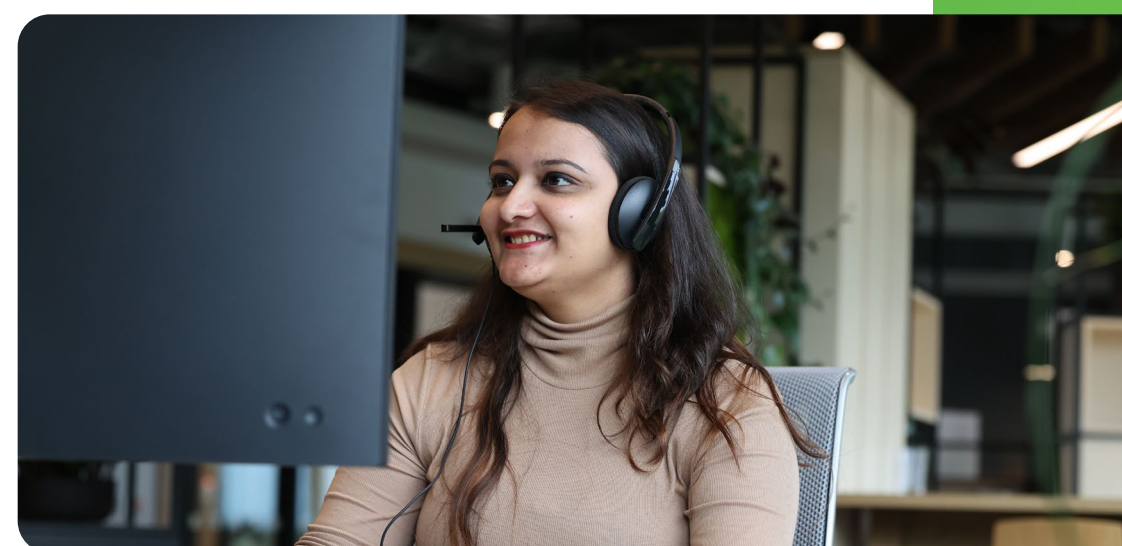


As a financial services firm dedicated to helping people live better lives by making financial expertise broadly accessible and effective, Fidelity Investments is committed to continually strengthening diversity and inclusivity in our workplace and our communities. We recognise that a diverse and inclusive workforce is the key to creating a relevant and differentiated experience for our customers. 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.

Since we launched our current multi-year global Diversity & Inclusion (D&I) strategy in late 2020, we continue to be committed to transparency and accountability. Fidelity's D&I strategy is designed to help us achieve a truly diverse and inclusive workforce that 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.

The strategy was built to ensure clarity for all associates, at all levels, on what actions they can take to support an inclusive culture. Our efforts are focused on specific areas of opportunity, and we are taking the steps necessary to meet our goals in the following three areas, both now and in the future:

- 1** | Increasing the representation of diversity within our workforce at all levels
- 2** | Ensuring inclusion and belonging across our workforce
- 3** | Creating new opportunities and value for our customers and the communities where we live, work, and serve



Driving sustainable improvements in diversity and inclusion, like any undertaking of significance, requires time, a listening and learning posture, persistence, humility, and an ongoing commitment to change. With the commitments we have outlined, we are confident we can accelerate our efforts and realise the outcomes we desire—in time, and with authentic persistence.



At Fidelity Ireland, our goal is equal participation across all roles and levels driven by a sustainable strategy focused on the continued advancement of inclusive practices. An objective of this magnitude takes time, persistence, and relentless focus; it is not a straight line or a quick win and will require ongoing measurement, review, and adjustment. We are committed to continued investment in processes and practices that drive structural change and advancement of women internally, and external interventions in education and alternate pathways to broaden the industry pipeline of future talent benefitting the industry at large.

**Lorna Martyn**  
Ireland Regional Chair





## What is the gender pay gap?

In recognition of historical disparity in wages paid to men and women, beginning in 2022, the Irish Government requires all companies in Ireland with more than 150 employees 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 actions it is taking to close that gap.

Our pay philosophy at Fidelity Investments is 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.

## Understanding the primary drivers behind our gender pay gap

During the 2023 reporting period, Fidelity Ireland saw headcount grow by approximately 300 new associates within our technology division. In line with broader industry and regional challenges relating to availability of female technologists within the market, this is reflected in our 2023 reporting figures.

As there are considerably more men working in our technology division than women, these are the primary contributing factors for Fidelity's gender pay gap in Ireland.

We remain focused on our objective to close our gender pay gap. To do this, we recognise that we must continue to work toward increasing female representation at all levels in Ireland.

Fidelity Ireland has a total of

**1,636**

employees, made up of two legal entities, **FISC-Ireland Limited** (1,606 employees) and **Fidelity Strategic Advisers Ireland, Limited** (30 employees).

### 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.

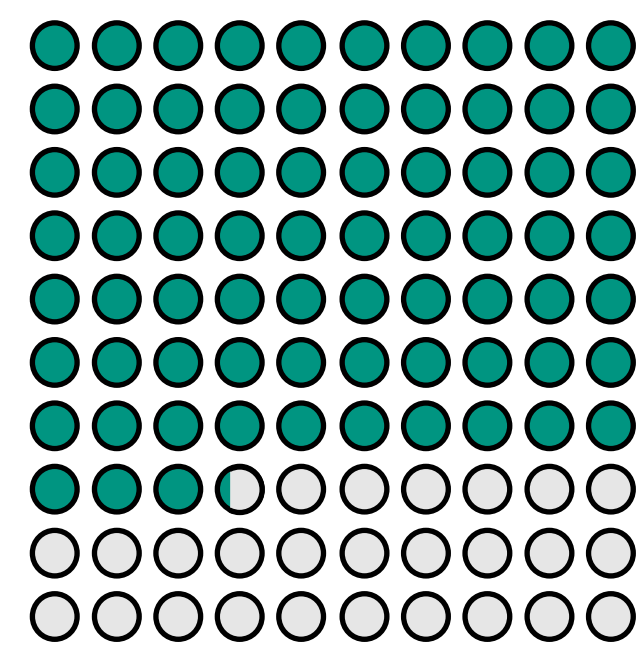




## Pay quartiles

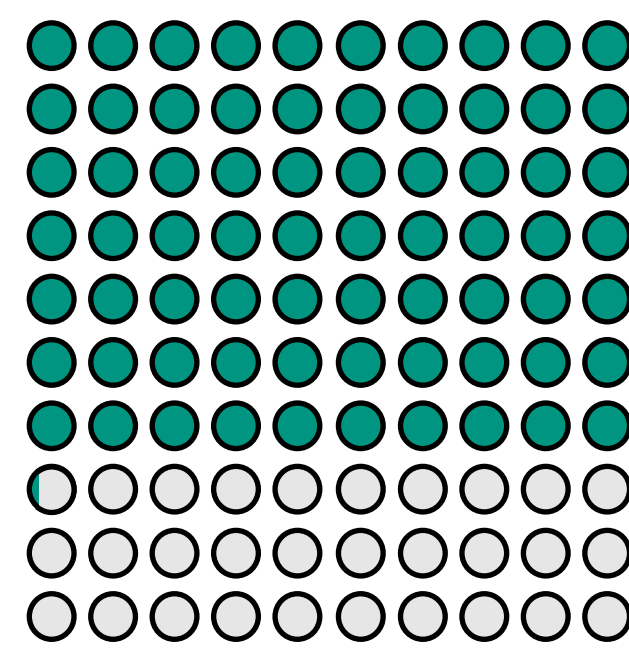
Proportion of men and women in each of the 4 quartile pay bands, all employees.

### Upper quartile



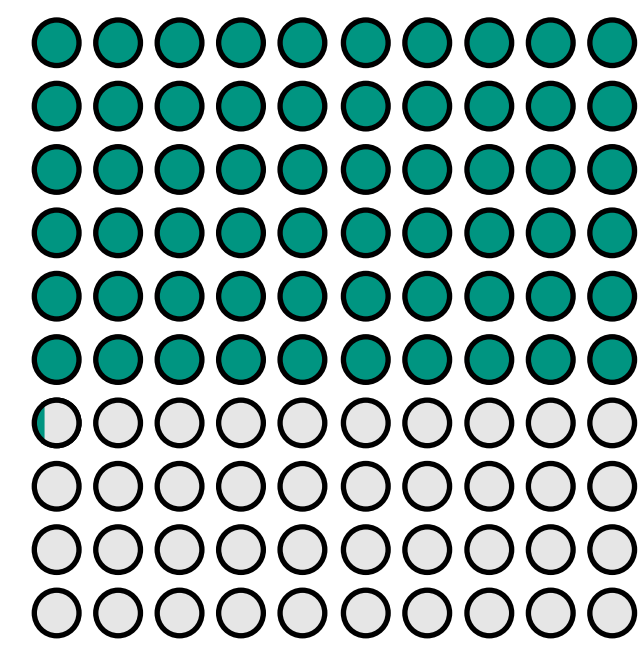
**73.3%** Men  
**26.7%** Women

### Upper middle quartile



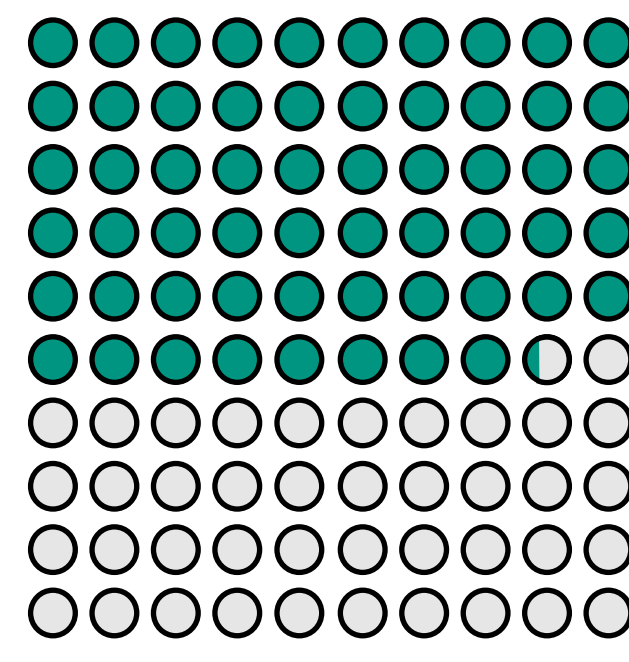
**70.2%** Men  
**29.8%** Women

### Lower middle quartile



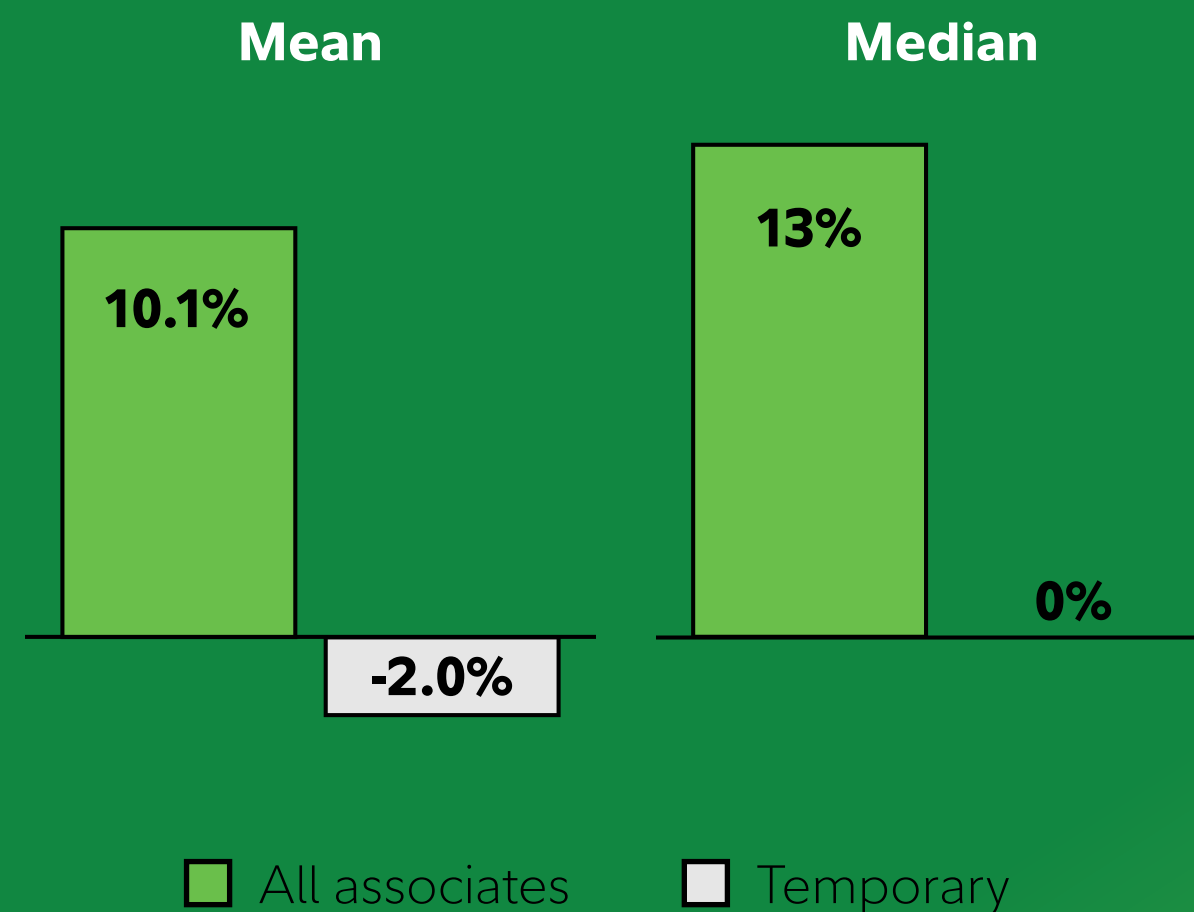
**60.4%** Men  
**39.6%** Women

### Lower quartile

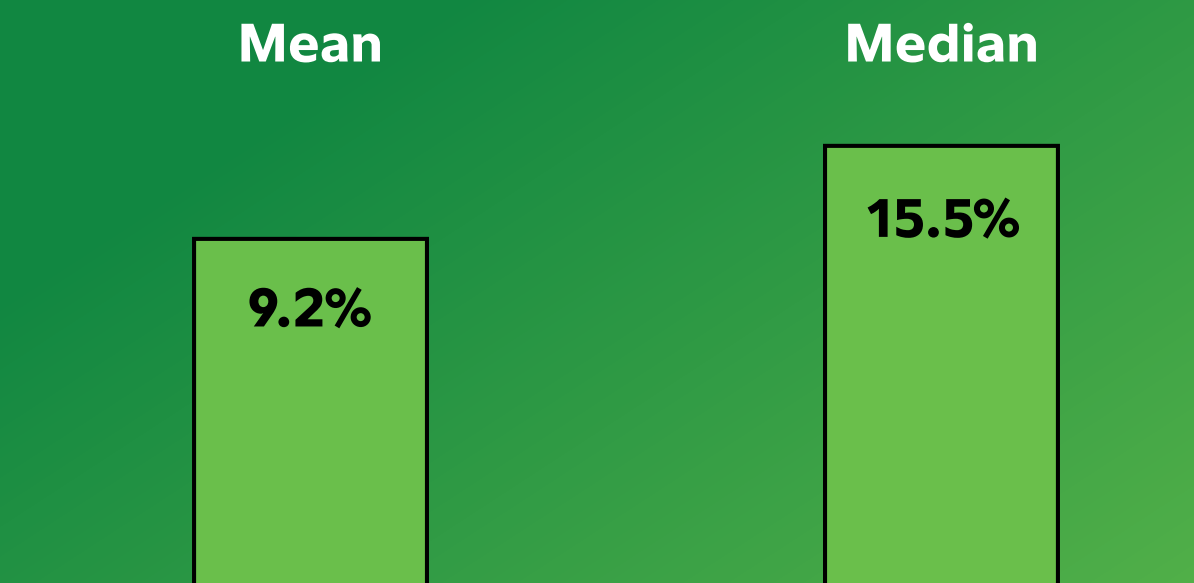


**58.4%** Men  
**41.6%** Women

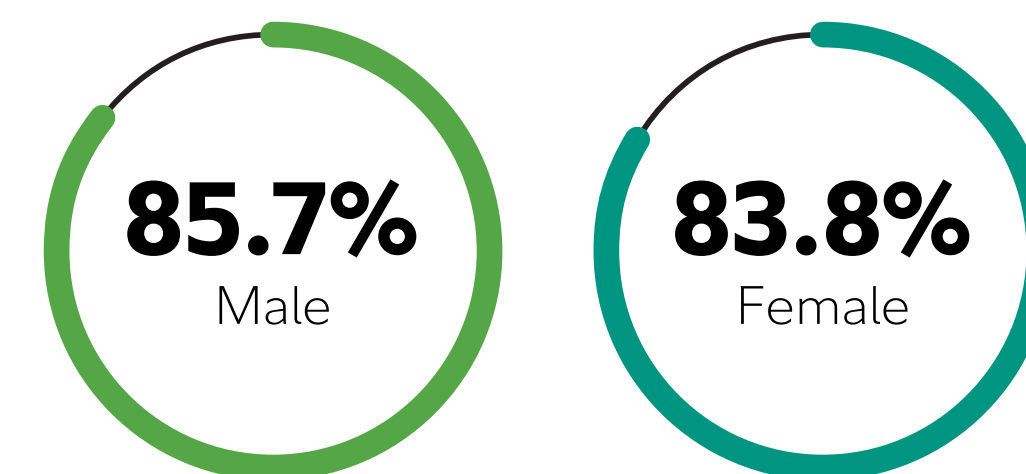
## Hourly pay gap



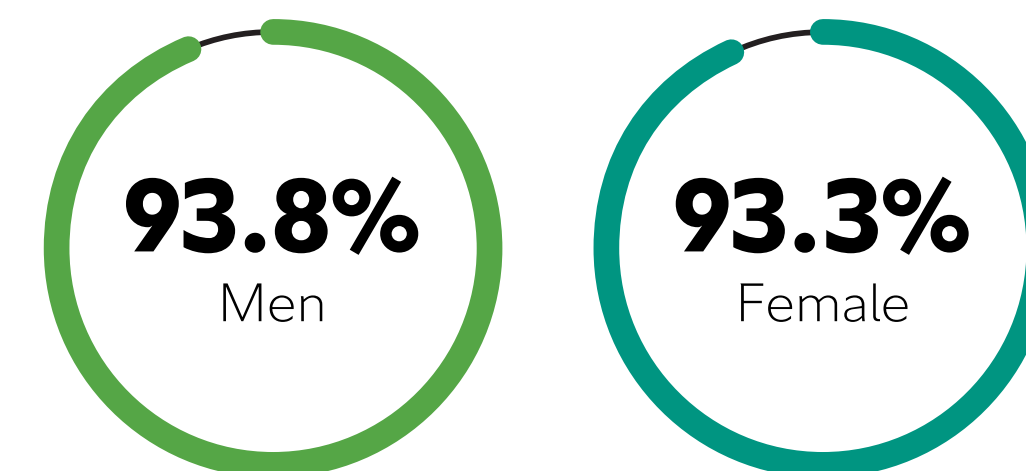
## Bonus pay gap



### Bonus recipients



### Benefit in kind recipients



### 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.

## Steps we're taking to close the gap

At Fidelity, we remain focused on our long-term objectives to improve gender representation across all levels of the organisation and have several efforts underway to address this aspect of our operations.



### Hiring and development

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 use machine learning to generate job descriptions and talent marketing that includes inclusive language to attract candidates from diverse backgrounds to apply. Simultaneously, we have expanded our offering of internal and external development programs for women and associates from traditionally underrepresented groups at all levels.



### Focusing on policies and benefits to help support and retain all our associates throughout their entire career life cycle

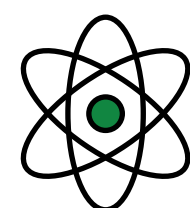
- **Family-friendly leave** policies including paid leave for new parents (maternity, adoptive, parents and paternity leave) as well as for family members in need of care.
- **Healthcare plans** which include fertility and gender reassignment benefits.
- **Fidelity's Dynamic Work Program** offers a unique working schedule. Our strategy offers lots of flexibility to work at home, while also providing flexible work options for adjusted full and part-time working patterns. At-home working is blended with meaningful time in-person with colleagues to build culture, community, and career vitality.
- **A foundational diversity and inclusion education and learning series** that supports a phased, sustainable behavioral change for all associates. These efforts extend beyond traditional learning to deepen associates' sense of community through our Affinity Groups and targeted engagement opportunities.
- **Health and wellbeing support** provided to employees including Employee Assistance Programs 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.





## Associate experience

- 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 employee sentiment surveys and associate focus groups, and by soliciting ongoing feedback from our Affinity Groups.
- In 2021, we updated our **associate survey** to include a baseline measurement for inclusion. In response to associate insights, we test, learn, and scale programs designed to ensure associates feel valued for their contributions, equipped to deepen their skills, and advance in their careers, are supported by strong and effective leaders, and are connected with our communities.
- Our **Manager Assessment**, available twice a year, gauges associate sentiment regarding their managers. We use the feedback to support a continuous focus on developing managers. We know that managers are a key element of an associate's experience. Our managers work to empower their teams and provide the space they need to get their jobs done and be successful.
- There are several employee led groups known as **Affinity 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.



## Creating a talent pipeline of women in Science, Technology, Engineering, and Math (STEM) careers

- Through our work in the community and schools, we actively champion the next generation of STEM role models. Our STEM programs **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 programs are extensive and include a range of activities including volunteerism, classroom curriculum, mentorship, and partnerships with community organisations.
- To ensure a fully inclusive approach, we manage our programs over key life stages beginning with primary school, through to return to work programs to support females. We work with Junior Achievement Ireland to support primary and secondary level STEM learning modules, and this year established a partnership with the University of Galway to help influence the gender imbalance that exists in third level computer science courses. **Fidelity has committed to both financial and volunteer support** to reach students through its interactive programs.



## Additional Data

### FISC

#### Pay quartiles

	Men	Women
Upper quartile	73.1%	26.9%
Upper middle quartile	70.1%	29.9%
Lower middle quartile	60.1%	39.9%
Lower quartile	58.2%	41.8%

#### Hourly pay gap

	Mean	Median
All Associates	9.9%	13.3%
Temporary	-2.0%	0%
Part time	N/A	N/A

#### Bonus pay gap

	Mean	Median
All associates	8.2%	15.8%

#### Bonus recipients

Male	85.5%
Female	83.6%

#### Benefit in kind recipients

Male	93.8%
Female	93.3%

## About Fidelity

Fidelity's mission is to inspire better futures and deliver better outcomes for the customers and businesses we serve.

Privately held for over 75 years, Fidelity employs 68,000 associates who are focused on the long-term success of our customers. Fidelity's strength comes from the scale of our market-leading, interconnected financial services businesses that provide comprehensive solutions for the nearly 40 million individual investors, over 23,000 employers, and over 14,000 client firms.

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