

Fidelity Investments Ireland

Gender Pay Gap Report, 2022

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.

Across Fidelity, we are united in our commitment to diversity and inclusion as it relates to our associates, customers and community partners. 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.





Our goal is equal participation across all roles and levels. To achieve this, we will continue to design for inclusion layering equity-based actions in all processes, practices, and benefits to drive equality of outcomes. In parallel, we will continue to invest in widening industry talent pipelines engaging with education, collaborating with industry bodies, and expanding and embracing alternate pathways to contribute to solving structural challenges required to broaden the industry aperture to attract, retain and advance more women.

LORNA MARTYN
IRELAND REGIONAL CHAIR

What is the gender pay gap?

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 with more than 250 employees to publish figures reflecting the average pay of men and women across their organisations. Fidelity Ireland has a total of 1,344 employees, made up of two legal entities, FISC-Ireland Limited (1,319 employees) and Fidelity Strategic Advisers Ireland, Limited (25 employees). We are reporting on both entities together. 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

Proportionally our workforce population in Ireland consists of more men than women in higher paying roles across the organisation. Additionally, most associates in Ireland are technologists. 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 recognise that to improve our gender pay gap, we must increase female representation at all levels in Ireland.

PAY QUANTILES

PROPORTION OF MEN AND WOMEN IN EACH OF THE 4 QUANTILE PAY BANDS, ALL EMPLOYEES

● WOMEN ● MEN

Upper Quartile



Upper Middle Quartile



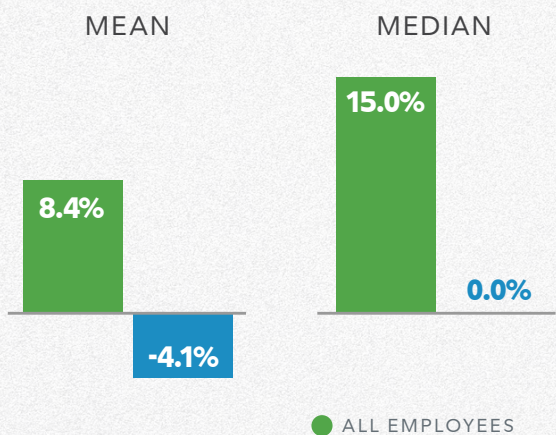
Lower Middle Quartile



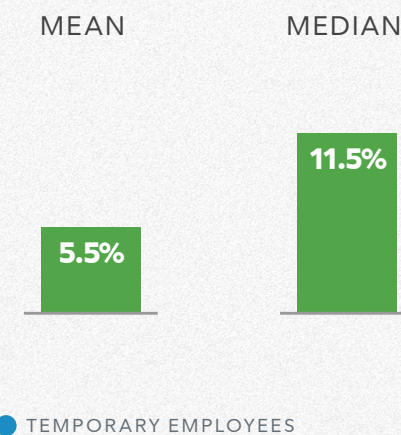
Lower Quartile



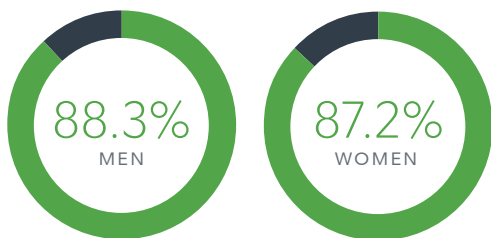
HOURLY PAY GAP



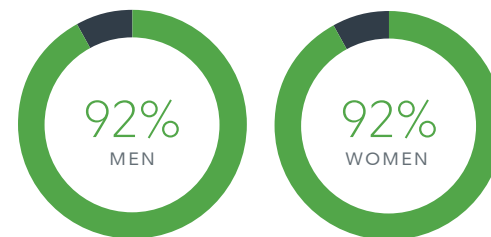
BONUS PAY GAP



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 committed to improving gender representation across all levels of the organisation and have several efforts underway to address this aspect of our operations.



Inclusive hiring practices

We recognise that closing the gender pay gap starts with hiring more women. Fidelity is investing in efforts to increase inclusion at all stages of the hiring process. In 2021, Fidelity conducted virtual sessions with more than 2,000 enterprise leaders to share best practices and promote inclusion as a key element of the end-to-end hiring process. Using these feedback sessions as a baseline, we later launched a one-stop shop of learning modules, tools, and resources to help enable a more inclusive hiring process for managers and candidates. The new 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 in order to attract candidates from diverse backgrounds to apply. Through our work in the community and schools, we actively champion the next generation of Science Technology Engineering Art and Math (STEAM) role models. Our STEAM 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.



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 and paternity leave).
- **Healthcare plans** which include fertility and gender reassignment benefits.
- **Dynamic work schedules** for in-office and virtual working arrangements, full and part-time shifts and flex hours.
- 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, as well as additional personal time off to manage needs specifically associated with COVID-19 related illness and care.



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 **biannual 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.
- **Affinity groups** are several employee-led 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

FISC

HOURLY PAY GAP

	Mean	Median
All Associates	8.5%	15.7%
Temporary	-4.1%	0.0%
Part Time*	N/A	N/A

PAY QUANTILES

	Men	Women
Upper Quartile	71.8%	28.2%
Upper Middle Quartile	71.4%	28.6%
Lower Middle Quartile	58.6%	41.4%
Lower Quartile	59.7%	40.3%

BONUS PAY GAP

	Mean	Median
All Associates	5.1%	11.9%

BENEFIT IN KIND RECIPIENTS %

Male	92%
Female	92%

BONUS RECIPIENTS %

Male	88.4%
Female	87.3%

* We are reporting N/A as we have no male part time employees in the FISC legal entity.