

# Fiserv Ireland Gender Pay Gap Report 2025

## Introduction

Fiserv Solutions Europe Limited (“**Fiserv**”) employed 417 employees on 30 June 2025 (the “**Snapshot Date**”). We have two main employee locations, in Dublin and Nenagh, covering a variety of departments/ functions.

The gender pay gap is the difference in the overall average hourly wage of men and women across a workforce during the relevant period. The relevant period for the Fiserv Ireland Gender Pay Gap Report 2025 is 01 July 2024 to 30 June 2025.

To conduct this analysis, we have carried out a headcount of all persons employed by Fiserv on 30 June 2025, which have included employees not rostered to work on that date and employees on leave.

Our previous analysis highlighted that our biggest opportunity to reduce our gender pay gap is hiring more female leadership and further supporting career progression for female colleagues, at all levels across the organisation. We are pleased to report that we have seen improvements on several metrics related to the gender pay gap at Fiserv in 2025. We remain focused on the same policies and practises that we believe will continue to deliver gender equality and our diversity, inclusion, equality and belonging (**DEI&B**) objectives.

We continually review our pay practices to ensure fair and equitable compensation, whilst promoting internal mobility and supporting career planning and progression for our female employees.

We confirm that the information contained within this gender pay gap report is accurate.

## Gender Pay Gap Metrics

Our mean gender pay gap is 13%. This means that the mean hourly pay for men is 13% higher than the mean hourly pay for women. Our median gender pay gap is 19%. This means that the median hourly pay for men is 19% higher than the median hourly pay for women.

## Bonus Pay Gap Metrics

Our mean gender bonus gap is 30%. This means that the mean bonus pay for men is 30% higher than for women. Our median gender bonus gap is 24%. This means that the median bonus pay for men is 24% higher than for women.

## Bonus Proportions

98% of our male employees and 97% of our female employees received a bonus payment in the relevant period.

## Benefits in Kind

93% of our male employees received benefits in kind compared to 88% of female employees in the relevant period.

## Temporary Contracts

Our mean gender pay gap for employees on a temporary (fixed term) contract is -13%. This means that the mean hourly pay for men is 13% less than the mean hourly pay for women. Our median gender pay gap for employees on a temporary (fixed term) contract is 9%.

### **Part Time**

Our mean gender pay gap for employees on a part time contract is 22% and our median gender pay gap for employees on a part time contract is 24%.

### **Percentage of Employees in Quartiles**

When we split our employees into four quartiles based on hourly remuneration, our highest quartile is 76% male and 24% female. The second quartile is 85% male and 15% female. The third quartile is 66% male and 34% female. The lowest quartile is 57% male and 43% female.

## **Description of Differences**

### **Pay Gap**

The main contributor to the gender pay gap is disparity in the proportions of males to females at different levels in the organisation. The top half of our organisation is 76% male and is made up of leadership positions and a large technology group, where we typically see far fewer female candidates in our recruitment process, but we see a 4% improvement compared to last year.

We recognise that increasing the proportion of women in the two upper quartiles would help reduce the gap, particularly from middle management up to senior leadership.

The higher proportion of female employees in the lower half provides a large pool of promotable talent for the future. We remain committed to driving internal mobility and supporting female employees at lower levels to progress into more senior roles.

As per previous years, 2025 has seen a low number of temporary contract employees, which has meant that the average can be easily skewed, particularly when there are various roles of different seniority included in this small group.

### **Bonus Gap**

All our employees in Ireland are eligible for an element of bonus pay, regardless of job role or seniority.

We operate a total compensation philosophy, whereby a larger proportion of pay is delivered as variable pay (bonus) for more senior members of staff and the larger proportion is fixed (base pay) for lower-level staff. The gender bonus gap arises due to a larger proportion of males in the top half of our organisation.

## **Measures To Address the Gap**

**Diversity, Inclusion, Equality and Belonging (DEI&B)** - As part of our corporate social responsibility, we are promoting and embedding DEI&B behaviours across the entire business, so they become a fundamental part of how we operate, rather than a separate initiative. We have a team dedicated to creating a lasting and more inclusive culture. This includes recruitment, onboarding, collaboration, networking and how we grow careers at Fiserv. The team work very closely with the Women's Impact Network (WIN) to promote gender equality.

**Internal Mobility** - Internal progression is core to Fiserv's culture. We want to be the best place for career development and talent mobility. This is why we are focused on internal mobility as a key approach for filling open positions and fostering career advancement for our employees across the organisation. All jobs regardless of seniority are advertised internally on a weekly basis.

**Reward** – Fiserv conducts frequent salary reviews to identify HR initiatives and actions that will remedy our gender pay gap. The HR team ensures that reviewing pay against internal comparators is a key consideration in all compensation decisions to ensure fair and equitable treatment regardless of gender.

**Women’s Impact Network (WIN)** - This employee resource group is set up to progress women’s employment and experience in the workplace and entrepreneurship to attract and encourage female enterprise. WIN provides a forum for our people to connect and share their perspectives, exchange ideas, receive support and elevate their development and careers.

**Leading Women Programme** - This 7-month programme is an investment in our female top talent. The aim is to strengthen the pipeline of talented women across Fiserv who could be ready for expanded roles within the next 12-18 months, enabling diversity and innovation at senior levels.

**Data and Insights for Senior Leaders** - We continue to use and refine compensation dashboards that include extensive data analytics on pay and gender. We believe that raising awareness, highlighting gaps and opportunities, will lead to better decisions on a variety of HR matters (including hiring, compensation changes and promotions), making the reduction in gender pay gap apart of the organisation’s DNA.

**Early Careers** – We have hired a dedicated lead for Early Careers hiring and developing alternative pathways to technology. Our Early Careers programme is focused on engaging with third level institutions promoting technology roles with a focus on hiring interns and graduates. Our 2024-2025 intake comprised 62% male and 38% females.

**Alternative Career Paths** - We continue to explore options of how we can upskill and hire people who do not come from a traditional IT background. These backgrounds tend to be more diverse, and it is our hope that over time we will benefit from this approach, increasing our female intake into IT roles.

**Recruitment** – Our recruiters and agency partners remain focused on ensuring we have a diverse slate for all roles with particular attention given to leadership positions.

We continue to maintain our focus and transparency on the gender pay gap, encouraging leadership accountability and making sure that this is front of mind across the organisation.

## Definitions

**Mean** - The sum of a collection of numbers divided by the number of numbers in the collection to calculate the average. In this report we used the mean to calculate average pay.

**Median** – The midpoint of a set of numbers, with half of the values less than the midpoint value and half of the numbers above the midpoint value. In this report we calculated the median value by ordering both male and female employees’ remuneration high to low and selected the middle value for each.

**Quartiles** – Four groups of equal size into which a population can be divided according to the distribution of values. In this report we ordered all our employees based on their remuneration and split into four equally sized groups.

**Bonus** - All bonuses awarded to an employee between 01 July 2024 and June 30, 2025. This would include bonus payments in the form of money, vouchers, securities, securities options, or interests in securities, or, which relate to profit sharing, productivity, performance, incentive or commission. Bonus pay does not include any ordinary pay, overtime pay, or redundancy or termination of employment payments. Any bonus payments that relate to periods of time greater than 12 months, have been pro-rated to be proportionate to the 12-month period (01 July 2024 to 30 June 2025, the relevant period).

**Benefit in Kind** - Includes any non-cash benefit of monetary value provided to an employee. This would include for example, the provision of a company car or voluntary health insurance.

**Part Time** – Any employee that is working less than 37.5 hours a week for Fiserv Solutions Europe Limited.

**Temporary Contracts** – Any employee that is employed on a contract that is not for an indefinite period. Fiserv Solutions Europe Limited employs a small number of employees on fixed terms contracts.