

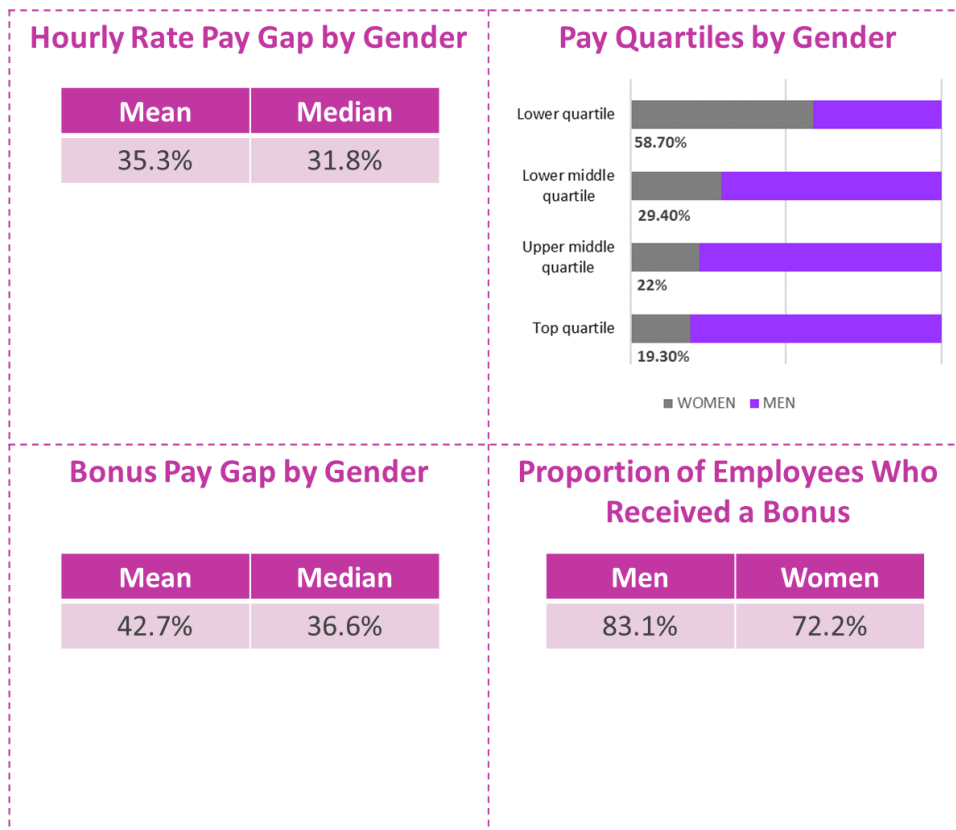
# FINASTRA INTERNATIONAL LIMITED

## GENDER PAY GAP REPORT

All UK companies with more than 250 employees must now publish an annual report, which states the average hourly earnings of men and women in their UK organization. The report provides an overall average for the company and highlights any differences in hourly earnings and bonus payments (looking at both mean and median results) between male and female earnings.

### 2017 FINASTRA'S UK GENDER PAY GAP REPORT

As at April 2017, Finastra's UK gender pay gap statistics are as follows:



### ROOT CAUSES OF OUR GENDER PAY GAP

As part of our Finastra INclusion priorities, we have been looking more closely into the root causes of the difference in hourly rates between men and women in the UK:

1. At Finastra, our data shows that we do not have a pay difference between men and women for doing the same role. In this respect, we have genuine pay equality. However, we still have a gender pay gap for the reasons described below.
2. London is the Finastra Global Headquarters and therefore there are a higher proportion of senior management roles in the UK office, which roles attract higher salaries.

3. In these senior management and executive roles in the UK, there are currently nearly three times as many men as women holding these positions. This is what our Finastra INclusion agenda seeks to address.
4. In addition, we operate a market-based pay strategy which pays higher salaries in fields of activity that, in our UK offices, are currently under-represented by women (e.g. only 16% of our engineering roles are filled by women).

## OUR COMMITMENT

At Finastra we are committed to creating a fully inclusive work environment where uniqueness is supported, celebrated and nurtured. Following the launch of our *Breakthrough: INclusion@Finastra* program, and specifically our *Women@Finastra* priority, our commitments have been outlined as follows:

1. Grow the percentage of female executive level leaders globally to 25% by 2020;
2. Build and nurture an internal pipeline of women who can progress into people leadership roles;
3. Focus on attracting a better balance of men and women applicants for all roles, particularly roles that are under-represented by women (e.g. engineering);
4. Deliver an approach that drives the right initiatives and cultural shift to progress our inclusion priorities; and
5. Deliver culture transformation globally with conscious leadership training for all employees in support of breaking through barriers.

We are encouraged with our strong internal pipeline of talent; from entry to mid experience level we have an almost equal representation of men and women preparing for the next step in their career. But we still have more work to do to progress equal representation across all grades and levels, both in the UK and globally. We are determined to continue to move the needle on gender parity for Finastra.

### **Shauna O’Handley**

VP HR Global Programs

I confirm that the information and data provided in this report is accurate and in line with the requirements of the Gender Pay Gap reporting regulations.