



## Open4Inclusion – French Gender Equality Index Reporting

At Finastra, we believe the best ideas, the best products and solutions, and the best places to work, all come from driving equality, embracing diversity and ensuring inclusion.

We have just under 400 employees in France – and, as at January 2021, 26% of whom are women. Globally, Finastra has over 8,000 employees, with 38% of that number being female. With so many unique individuals - with different backgrounds, skills and knowledge, we can fully leverage their experience to better serve our clients and contribute to Finastra's success. This is achieved by creating an environment where everyone can feel safe to be themselves because there is true equality, diversity and inclusion.

### Our French Gender Equality Index scores

The Gender Equality Index - which measures 5 different gender equality rating criteria, is calculated out of a total of 100 points, including:

- the gender pay gap across different age groups,
- the difference in the distribution of men and women receiving individual increases,
- the distribution gap of promotions,
- the number of employees who received pay increases in the year upon their return from maternity leave, and
- the number of women among the top 10 highest-paid employees.

It was introduced in September 2018 and this is the third year on which we have reported it. Our scores are:

Year	Gender Equality Index score
2018	68%
2019	53%
<b>2020</b>	<b>86%</b>

We are pleased that our 2020 Gender Equality Index score has improved and is comfortably above the best practice score of 75%.



We have achieved this improvement as a result of focusing on gender pay equality on every occasion when we discuss a salary increase in France. We strive to be fair, acting inclusively and doing what is right in every reward decision. This attention to detail has resulted in lower gender pay gap numbers and a gender balanced distribution of salary increases.

### Our commitment to action

We are fully committed to closing our gender pay gap across Finastra as a whole and maintaining a high Gender Equality Index score in France. This is evidenced by our work over the last 12 months, which includes increasing the number of women in our global top 200 team from 22% in 2018 to 26% in 2019 and now to 32%. With this demonstrable action and a focus on our end of year performance management processes, we are confident that we will continue to see positive outcomes.

*Dan Perrett*

**Dan Perrett**  
**Global Reward Director**