



Open4Inclusion – UK Gender Pay Gap 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 over 400 employees in the United Kingdom – and, as at April 2020, 39% 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 UK gender pay gap for April 2020

Gender Pay Gap

| Reporting as at April in | Mean Gender Pay Gap | Median Gender Pay Gap |
|--------------------------|---------------------|-----------------------|
| 2017 | 35.3% | 31.8% |
| 2018 | 39.0% | 25.2% |
| 2019 | 35.8% | 26.6% |
| 2020 | 29.1% | 20.6% |

Comparing our UK gender pay gap report 2020 (which is based on April 2020 UK data) to the 2019 report, we are pleased that it confirms that we made progress in reducing our gender pay gap. For example, the mean gender pay gap has reduced from 35.8% to 29.1%. But this is still an unacceptably high number and we will continue our endeavours to reduce it.

Gender Pay Gap – Gender Representation Quartile Analysis

| | Upper | Upper Middle | Lower Middle | Lower |
|-------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2017 | 80.7% M / 19.3% F | 78.0% M / 22.0% F | 70.6% M / 29.4% F | 41.3% M / 58.7% F |
| 2018 | 79.0% M / 21.0% F | 73.0% M / 23.0% F | 72.0% M / 28.0% F | 47.5% M / 52.5% F |
| 2019 | 78.6% M / 21.4% F | 71.1% M / 28.9% F | 62.9% M / 37.1% F | 40.5% M / 59.2% F |
| 2020 | 74.8% M / 25.2% F | 62.1% M / 37.9% F | 66.0% M / 34.0% F | 39.2% M / 60.8% F |



The table above shows that from April 2019 to April 2020 we increased the proportion of women that we have in higher paid jobs in the UK. This is a result of hiring a greater percentage of women for new opportunities and promoting more women. It is the main reason why the gender pay gap numbers have fallen.

Gender Bonus Gap

The Finastra bonus plans are gender neutral. The amount of bonuses are paid based on performance, the individual's salary and their compensation grade as this determines the level of target bonus. Our gender imbalance with women under-represented in the higher compensation grade does cause a gender bonus gap. Similarly, commission paid to our UK salesforce is also an input to these numbers and, sadly, we are severely under-represented by female sales executives in the UK.

| Reporting as at April in | % Men Paid a Bonus | % Women Paid a Bonus | Mean Bonus Gap | Median Bonus Gap |
|--------------------------|--------------------|----------------------|----------------|------------------|
| 2017 | 82.1% | 72.2% | 41.3% | 36.6% |
| 2018 | 80.6% | 85.4% | 79.0% | 32.7% |
| 2019 | 92.1% | 84.9% | 47.7% | 35.3% |
| 2020 | 78.7% | 70.4% | 68.9% | 48.3% |

The higher 2020 compared to 2019 gender bonus gap numbers are attributable to the fact that we are hiring more women into the UK business.

The Finastra financial year ends on 31st May of each year and we normally pay bonuses in August. The 2020 bonus data above is legally required to be based on the bonuses we paid in August 2019. To be eligible to be paid such a bonus you had to be employed at Finastra prior to 28 February 2019. However, the numbers showing the percentage of men and women who received such a bonus have to be taken as at April 2020. Consequently, a result of hiring more women from March 2019 to April 2020 is that the percentage of women paid a bonus in August 2019 falls.

This same timing difference also impacts the mean and median bonus gap numbers. We have a higher proportion of women employed as at April 2020, so within scope, who were not with the company prior to 28 February 2019, so have to be counted as receiving a zero bonus for these calculations.



Our commitment to action

We are fully committed to closing our gender pay gap. 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 reductions in our gender pay gap numbers.

I confirm that the information contained in this report is accurate.

Dan Perrett

Dan Perrett
Global Reward Director