

OPEN, Together – 2023 UK Gender Pay Gap Reporting

At Finastra, we are more than just a global leader in financial software. We are a community of diverse and talented people who are driven by our shared vision of an open future. We believe that the best way to achieve this vision is by being Open, Together.

When it comes to Diversity, Equity & Inclusion at Finastra, our open and inclusive culture is at the heart of who we are. We celebrate our diversity and uniqueness because we believe that this is our greatest strength. Focusing on that strength enables us to center on diversity, equity and inclusion efforts across the full spectrum of diversity including gender, race, age, ethnicity, sexual orientation and socio-economic background. We believe this is a vital component for the long-term success of our company and importantly, helps us to reflect the views, beliefs and cultures of all our stakeholders.

Our Open, Together philosophy will help us continue on this mission as we break down barriers, embrace diversity, and ensure a culture of inclusion and belonging for everyone. This is why we take our gender balance and gender pay gap seriously and are committed to addressing them.

UK Gender Pay Gap 2023

Gender Pay Gap			Gender Bonus Gap		
Year	Mean %	Median %	Year	Mean %	Median %
2023	21.4%	15.7%	2023	57.6%	44.6%
2022	30.2%	24.2%	2022	55.3%	41.6%
2021	25.6%	20.9%	2021	55.1%	36.0%
2020	29.1%	20.6%	2020	68.9%	48.3%
2019	35.8%	27.3%	2019	47.7%	35.3%
2018	39.0%	25.2%	2018	79.0%	32.7%

The gender pay gap reporting looks at the difference in the average hourly rate of pay (median and mean) between male and female employees. The data presented in the remainder of this report is based only on our UK-based employees, as per the legal requirement. This comprised 371 UK based employees out of total enterprise workforce of ~7,000 employees.

The mean gap is a calculation of the average pay (hourly rate) and bonus respectively of male versus female employees in our organization. The median gap is a calculation of the exact mid-point between the lowest and highest-paid male versus female employees in the organization (in terms of pay and bonus respectively).

The report also includes gender distribution by pay quartile based on actual earnings, not by grade or level (the lower quartile represents the lowest 25% of earnings, whereas upper quartile represents the highest 25% of earnings).

The gender pay gap should not be confused with equal pay, which is covered in the Equal Pay Act 1970. This legislation prohibits less favorable treatment between men and women in relation to their terms and conditions of employment. Equal pay is the difference in pay between men and women who carry out the same or similar jobs of equal value, whereas the gender pay gap is the difference between average pay across all jobs.

The following data shows Finastra's UK gender pay gap as of 5 April 2023. The gender split of the 371 UK employees in April 2023 was 40% female and 60% male.

The following table shows the gender distribution by pay quartile.

Year	Upper		Mid Upper		Mid Lower		Lower	
	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
2023	27.2%	72.8%	38.7%	61.3%	33.3%	66.7%	60.2%	39.8%
2022	17.4%	82.6%	40.7%	59.3%	31.2%	68.8%	60.9%	39.1%
2021	28.2%	71.8%	34.5%	65.5%	34.5%	65.5%	58.6%	41.4%
2020	25.2%	74.8%	37.9%	62.1%	34.0%	66.0%	60.8%	39.2%
2019	21.4%	78.6%	28.9%	71.1%	37.1%	62.9%	59.2%	40.8%
2018	21.0%	79.0%	23.0%	77.0%	28.0%	72.0%	52.5%	47.5%

For five years from 2017 to 2021, we were able to report a decreasing UK mean gender pay gap and a steady increase in the percentage of females in the upper quartiles. This was pleasing evidence of progress in our goal of having equal gender balance across Finastra. The 2022 UK data is a disappointment and is not consistent with the progress being made on an enterprise basis. Further proof is the year 2023 which reflects a strong comeback.

Furthermore, we are proud that the Executive Leadership Team comprising 10 executives is now equally gender balanced. This is a global team of 10 executives and, as of April 2023, six were UK based and included in the UK analysis. Of these six, three were men and three women; this brings a significantly positive impact on the UK gender pay gap.

The following table shows the proportion of proportion of men and women receiving a bonus payment.

Year	% of Employees receiving a Bonus	
	Female %	Male %
2023	86.5%	93.3%
2022	76.8%	78.3%
2021	81.4%	78.8%
2020	70.4%	78.7%
2019	84.9%	92.1%
2018	85.4%	80.6%

The 2023 bonus data above is based on the bonuses received between May 2022 and April 2023. For most employees this would have been the bonus paid in August 2022 in respect of the Finastra financial year ended on 31 May 2022. However, the population required to be reviewed in this analysis is the UK employees as of April 2023.

Consequently, the main reason why the numbers in the table are not 100% is that employees who have joined or left between March 2022 and April 2023 are not included in this analysis. The levels of staff turnover during this time due to a very competitive recruitment market in software companies has resulted in ~10% of our employees not being eligible to be paid a bonus.

Our actions are making a difference

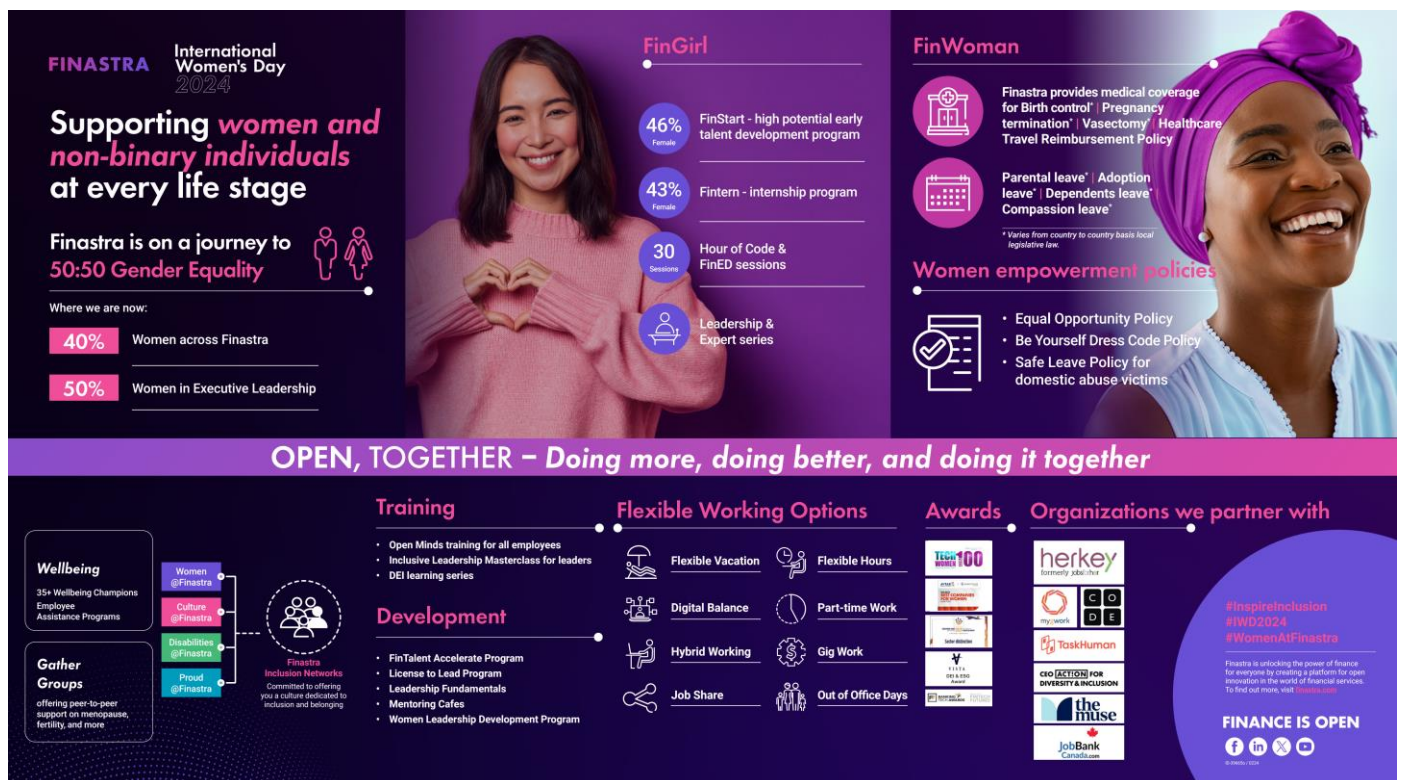
Finastra is committed to have 50:50 gender balance by 2030.

We have made strides in obtaining this goal at our executive level and we are focused on expanding our efforts across all levels around the globe. For long-term sustainable change our strategy has been focused on how we attract, develop and retain women at our organization.

To attract diverse talent we have invested in partnerships that have allowed us to deepen our female talent pipeline and enhance our external brand & impact.

From a development perspective we have launched programs like our women's leadership development program and mentorship cafes.

Educationally, we launched our Open Minds training to all employees, Inclusive Leadership training for our leaders and offer continuous learning opportunities through our DEI learning series throughout the year. To retain our female talent, we are building a culture that is for us, by us.



Women@Finastra – Finastra Inclusion Network

The mission of the Women@Finastra ERG is to support Finastra in becoming the most loved, inclusive and diverse company in FinTech, by enabling and empowering women to achieve their professional and personal aspirations through the following actions.

- Creating an environment where women feel safe and are comfortable speaking up, encouraging open dialogue and developing confidence to progress to senior leadership roles;
- Embodying inclusivity, diversity, servant leadership, and intersectionality of women from different backgrounds;
- Supporting to attract, hire, and give equal opportunity to a balanced pool of women and men, particularly for roles with limited female representation;
- Building a network of allies to support, enable and nurture a pipeline of women; and
- Encouraging unbiased decision-making during all phases of the employee life cycle to ensure equality and neutrality.

Conclusion

We remain committed to having a more gender balanced organization and reducing our enterprise gender pay gap further in a sustainable and fair way. We will continue to take actions to attract and retain a diverse workforce, create an inclusive culture and ensure greater gender representation parity.

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

Sam Flower

Sam Flower

Head of Global Reward

Finastra