



Ireland gender pay gap report July 2024 - June 2025

Achieving greater gender balance

Foreword

At Fidelity International, we work together to build better financial futures. We recognise that a diverse, equitable and inclusive workplace brings benefits for our customers, our business and our people.

We are proud to be a signatory of Ireland's Women in Finance Charter. We are committed to achieving a greater gender balance and reducing our gender pay gap, which is a key goal of our wider Diversity, Equity and Inclusion Strategy.

Over the past year, we have experienced significant changes to our business and operating environment. This has resulted in mixed progress on our gender pay gap results, although we are pleased to note strong improvement on the bonus gap.

Our commitment to diversity, equity and inclusion is unchanged, and we will continue to invest in efforts to build a workplace where all our people feel valued and supported to thrive. In recent years, we have embraced dynamic working, introduced family-friendly policies and grown our global Gender Balance Network.

Our Diversity, Equity & Inclusion Committee continue to provide the highest level of executive sponsorship to drive further progress.



Carla Sload

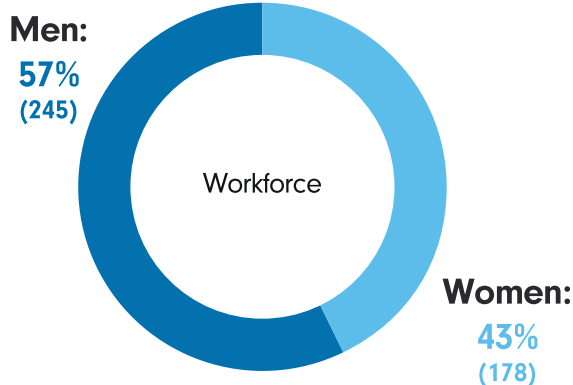
Head of Product Delivery,
EMEA and Site Head for Ireland

I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.

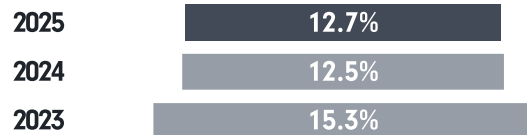
Ireland's Gender pay gap report

July 2024 - June 2025

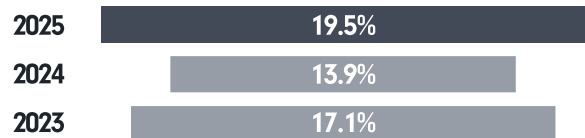
Percentage of the workforce



Mean hourly pay gap, all staff



Median hourly pay gap, all staff



Pay quartiles in 2025



Men 48.5%
Women 51.5%



Men 56.1%
Women 43.8%



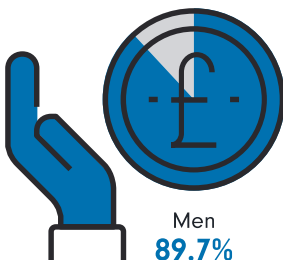
Men 55.6%
Women 44.4%



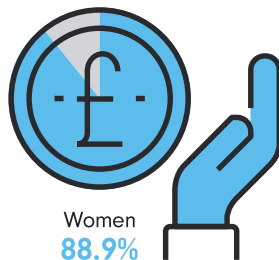
Men 66.3%
Women 33.7%

Percentage of employees receiving a bonus in 2025

Percentage of men receiving a bonus

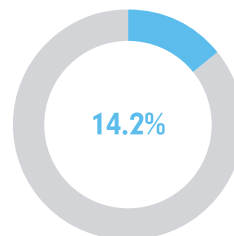


Percentage of women receiving a bonus

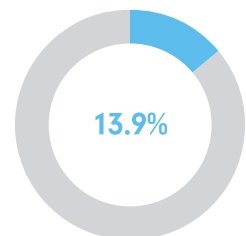


Mean and median bonus pay gap in 2025

Bonus mean pay gap



Bonus median pay gap



Data notes:

1. Fidelity International data is based on all relevant Irish Funds employees for the reporting period of July 2024 - June 2025
2. The data is focused on binary definitions of gender; non-binary employees haven't been included in the data
3. See appendix for historic data capture and all other reporting metrics
4. Numbers may not add up to 100% due to rounding

Understanding the Gender Pay Gap in Ireland



Sarah Kaiser
Head of Employee Experience

This year, we have seen mixed progress on our gender pay gap. Despite our firm commitment to diversity, equity and inclusion, significant changes to our operating environment have impacted our ability to increase gender balance.

As a result of headcount reduction and lower hiring rates, female representation declined in the overall workforce and senior management roles.

There has been a modest positive improvement to the mean pay gap, but the median pay gap widened due to the impact of hiring on the distribution of female representation across the organisation.

However, better gender balance at the most senior levels led to a significant improvement to both the mean and median bonus gap.

We will continue our gender balance efforts and our wider inclusion activities to ensure Fidelity

International is a place where everyone feels they belong and can thrive.

Our priorities are:

- **Taking a more data-driven approach** so we can measure diversity, equity and inclusion, decide what to prioritise, set goals, monitor progress and understand what works.
- **Making DEI everyone's responsibility** by supporting everyone at Fidelity to understand and fulfil expectations on their role in building a more inclusive and diverse organisation.
- **Integrating inclusion** by strengthening inclusive ways of working and further embedding inclusion and equity into people structures, policies and processes, so inclusion by default is the way we operate.
- **Reinforcing a diverse talent pipeline** by assessing gender balance, ethnic diversity and social mobility through the talent pipeline to target actions to develop a more diverse workforce.

Gender Pay Explained

Gender pay gap reporting gives an overview of the gender balance within a hierarchy. It measures the difference between the average pay of all male employees and all female employees in an organisation. It doesn't take into account factors such as role type, job level or experience.

The gender pay gap is the percentage difference between the average earning of men and women, expressed relative to men's earnings. We calculate the gender pay gap for both mean average and median average of hourly pay and bonus pay.

The gender pay gap is entirely distinct from equal pay - the legal requirement to pay men and women the same for carrying out work of equal value. We have robust processes in place to identify and address equal pay issues. Any discrepancies are rectified and reported to our remuneration board.

Addressing the gender gap in Ireland

Continuing to drive change

The focus areas chosen to close the gender pay gap from July 2024 - June 2025 included:



Maintaining a focus on gender balance during a headcount reduction programme in 2024



Appointing DEI Business Leads to develop and deliver action plans to strengthen DEI within business area



Exploring intersectional themes such as working families, wellbeing and the menopause through DEI Network activities.

Established activities to progress gender parity:

■ Promoting our inclusive family-friendly policies

- Enhanced Parental Leave: Most of our people have access to equalised paid parental leave so they can spend time with their children and thrive in their careers.
 - Family Care Leave: We offer all employees five paid days of leave per year to carry out their caring responsibilities.
 - Expanded our compassionate leave to support those who experience pregnancy loss, inclusive to partners, as well as those who directly experience the loss.
- **Flexible working:** We offer a balance of home and office working, and flexible working hours, to deliver for our clients through effective team working and individual work-life balance.
- **Menopause-friendly workplace:** Our caring culture supports people experiencing the menopause through awareness raising with an active Menopause Community and workplace guide.

- **Inclusive development:** The Talent Marketplace, our career development platform, gives all employees access to a range of opportunities including mentoring.
- **Developing diverse talent:** We work with partners to deliver targeted development programmes to support employees from under-represented groups to advance their careers.
- **Embedding of the Talent Marketplace:** A global digital platform that matches colleagues with development opportunities and mentors based on their skills, experiences and career goals.
- **Focusing on women in investment management:** Building a pipeline of female talent to move into leadership positions, and increasing gender balance.
- **Empowering women to take control of their financial futures** with our global Women & Money campaign

Working together

We work in partnership with the investment management industry and external organisations to strengthen diversity and inclusion in our organisation and our sector.



30% Club



Women Returners



Skillnet



ProgressTogether



LGBT Great



MindForward Alliance



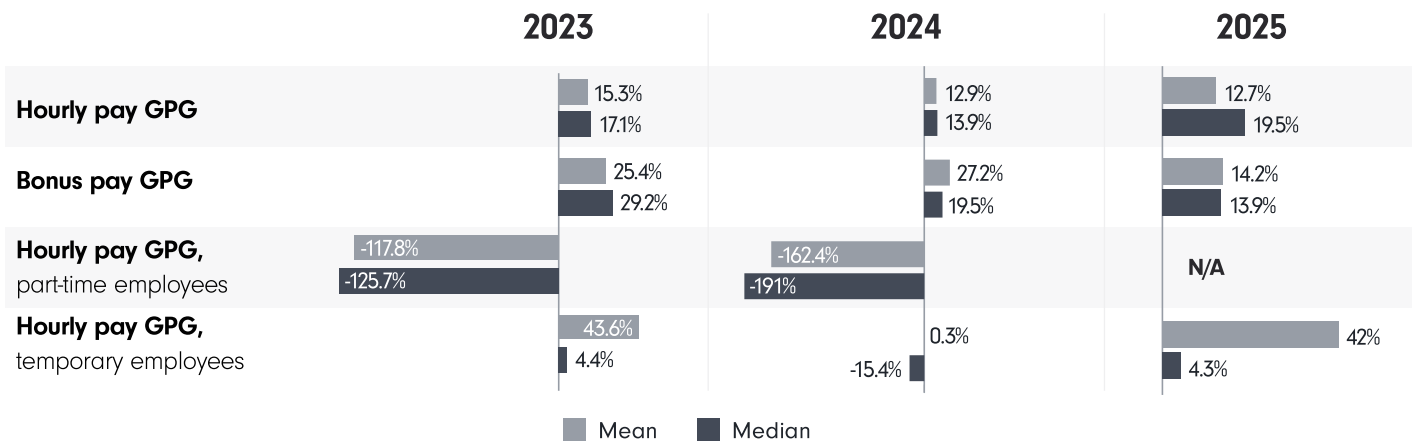
PurpleSpace



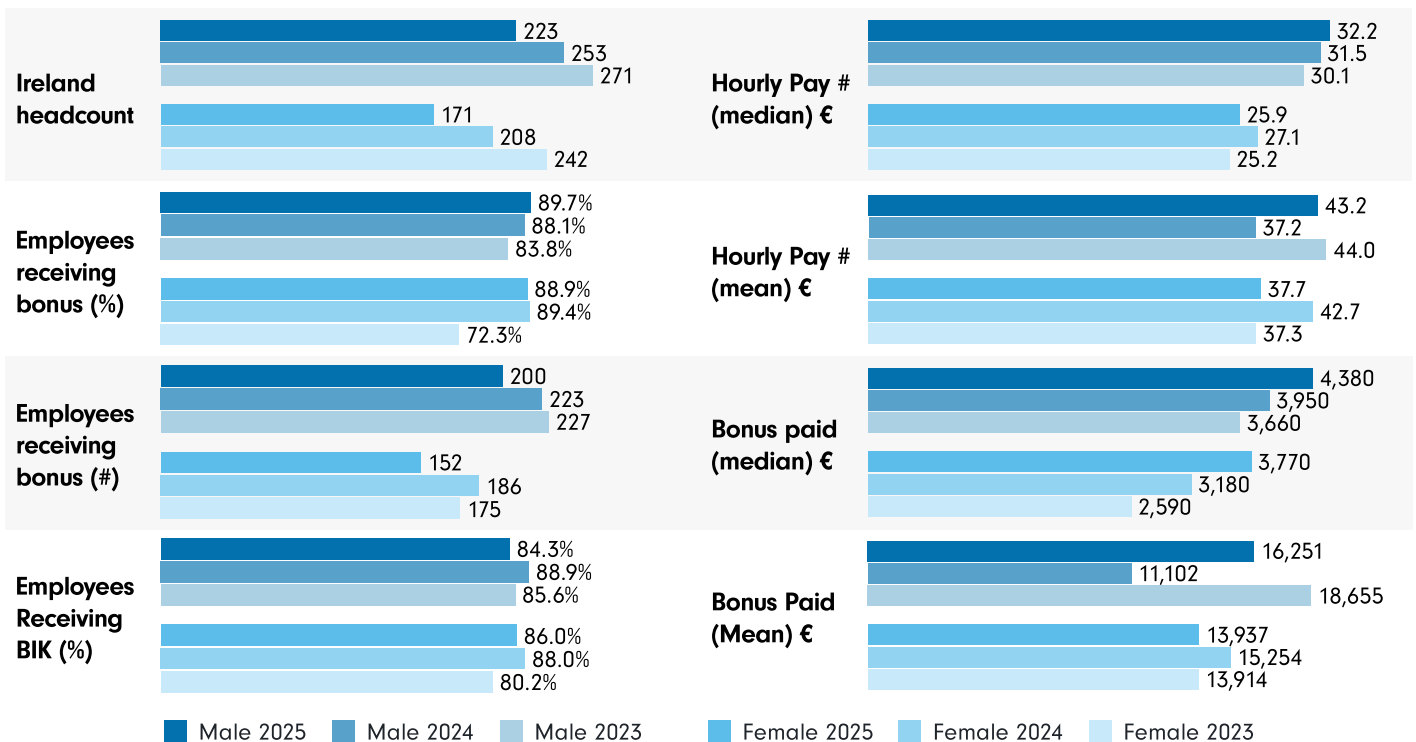
Stonewall

Progress over time

Mean and median pay gaps



Ireland workforce



Pay quartiles

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Upper	61.7%	38.3%	63.5%	36.5%	66.3%	33.7%
Upper middle	54.7%	45.3%	53.9%	46.1%	55.6%	44.4%
Lower middle	53.1%	46.9%	57.4%	42.6%	56.1%	43.9%
Lower	41.9%	58.1%	44.8%	55.2%	48.5%	51.5%

