



UK gender pay gap report

April 2024 - April 2025

Achieving greater gender balance

Report published: February 2026



A message from our Chief People & Corporate Affairs Officer

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 committed to reducing our gender pay gap by achieving a greater gender balance across our business - and particularly in the most senior and highly paid roles - which is a key priority of our wider Diversity, Equity and Inclusion Strategy.

We have made great steps towards our gender diversity ambitions since we published our first gender pay gap report. Over the years, we have been pleased to see a significant increase in female representation across our global workforce, including in senior management roles. Our ambition is to build on the progress we've made in increasing female representation and continue driving gender balance and parity.

In recent years, we have deepened our commitment to identifying and nurturing the progression of female talent into leadership roles, cultivating an inclusive culture where women of all backgrounds can thrive, and growing our global Gender Balance Network. These actions have been central to our progress.

As a signatory of UK's Women in Finance Charter, we are committed to maintaining this gender balance throughout all levels of our workforce.

We are determined to continue to maintain gender parity for our people and our clients, as well as achieve greater gender balance globally.

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



Hannily Pavey
Chief People & Corporate
Affairs Officer

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

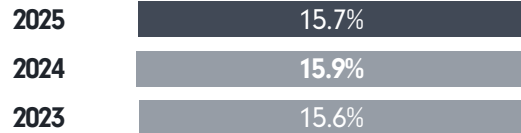
Gender pay gap report for the UK

April 2024 - April 2025

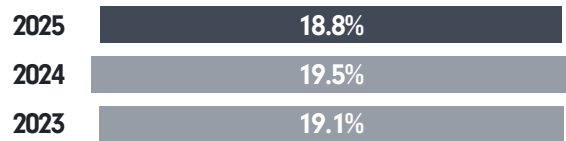
Percentage of the workforce



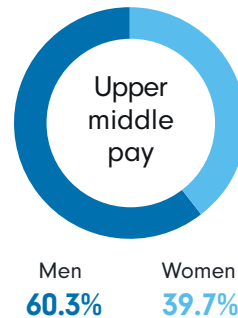
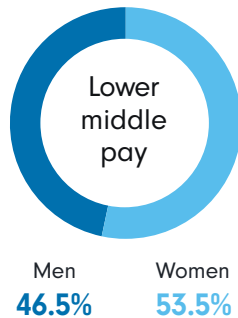
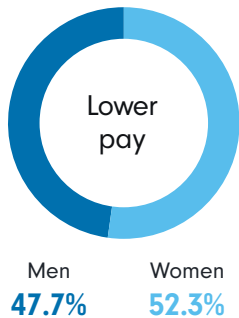
Mean hourly pay gap, all staff



Median hourly pay gap, all staff

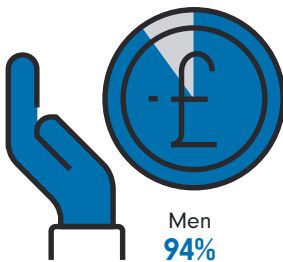


Pay quartiles in 2025

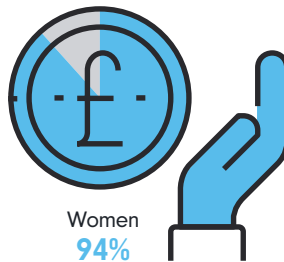


Percentage of employees receiving a bonus in 2025

Percentage of men receiving a bonus

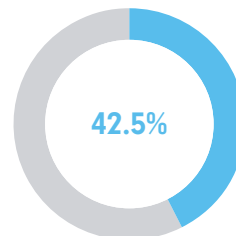


Percentage of women receiving a bonus

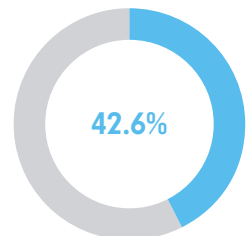


Mean and median bonus pay gap in 2025

Bonus mean pay gap



Bonus median pay gap



Data notes:

1. Fidelity International data is based on all relevant UK employees for the reporting period of 6 April 2024 - 5 April 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 the UK



Sarah Kaiser
Head of Employee Experience

Building winning teams is central to Fidelity International's success, and achieving greater gender balance and parity is a critical part of that strategy.

This year, we saw modest improvements in the mean and median hourly pay gap and the median bonus gap, driven by increased female representation in the middle quartiles of earners. However, the mean bonus gap widened due to higher male representation among the very top earners.

To accelerate progress on closing the gender pay gap, we are committed to consistently recruiting, developing and engaging exceptional talent at every level.

Alongside these efforts, our broader inclusion initiatives ensure Fidelity International is a place where everyone can contribute fully and succeed - helping us deliver great outcomes for our clients.

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

Continuing to drive change

The focus areas chosen to close the gender pay gap from April 2024 - April 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 areas



Exploring intersectional themes such as working families, wellbeing and the menopause through the 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 our employees five paid days 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 hours, to deliver for our clients through effective team working and individual work-life balance.

■ **Global Gender Balance Network:** Bringing together employees with a shared interest in Gender balance to provide a supportive community and influence our inclusive culture.

■ **Menopause-friendly workplace:** Our caring culture supports people experiencing the menopause through awareness raising with an active Menopause Community and workplace guide.

■ **Inclusive development:** Our Talent Marketplace gives all employees access to mentoring and development opportunities.

■ **Developing diverse talent:** We work with partners to deliver targeted development programmes to support employees from under-represented groups to advance their careers.

■ **Focusing on women in investment management:** Building a pipeline of female talent to move into leadership positions, and increasing gender balance and participating in the Diversity Project Female Fund Manager Programme.

■ **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



Diversity Project



Investment 20/20



Lord Mayor's Appeal



Progress Together



LGBT Great



MindForward Alliance



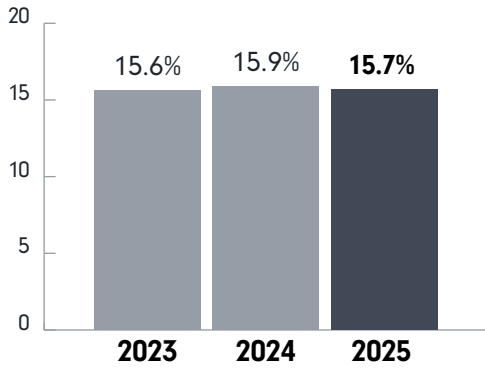
Purple Space



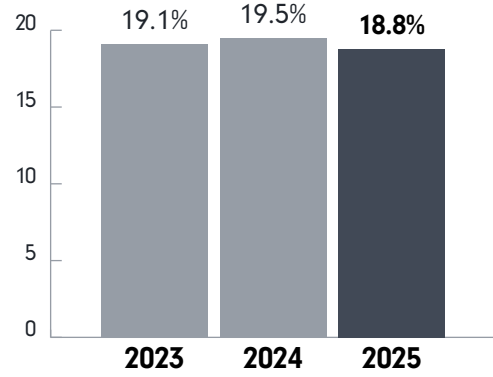
Stonewall

Progress over time

Mean



Median



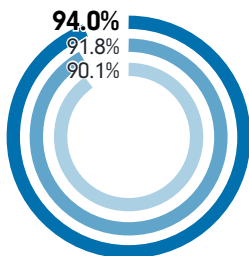
Pay quartiles

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Upper	66.1%	33.9%	65.1%	34.9%	67.0%	33.0%
Upper middle	59.4%	41.6%	60.5%	39.5%	60.3%	39.7%
Lower middle	46.0%	54.0%	47.4%	52.6%	46.5%	53.5%
Lower	49.3%	50.7%	47.4%	52.6%	47.7%	52.3%

Bonus Pay

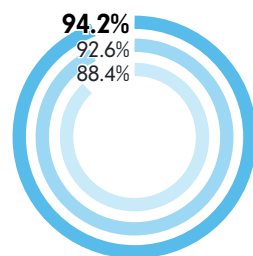
Percentage of men receiving a bonus

■ 2023 ■ 2024 ■ 2025



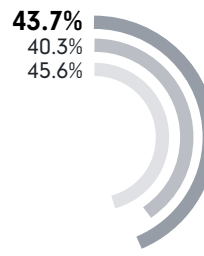
Percentage of women receiving a bonus

■ 2023 ■ 2024 ■ 2025



Bonus mean pay gap

■ 2023 ■ 2024 ■ 2025



Bonus median pay gap

■ 2023 ■ 2024 ■ 2025

