



OPEN by default – 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 over 350 employees in France – and, as at January 2022, 25% 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 we have reported it each year. Our scores are:

Year	Gender Equality Index score
2018	68%
2019	53%
2020	86%
2021	75%

We are pleased that our 2020 and 2021 Gender Equality Index scores are at or above the best practice score of 75%.



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 public commitment to have a 50:50 gender balance in senior management by 2030. We are on that journey, having increased the number of women in our Finastra Leadership Team from 22% in 2018 to over 30% today.

The unacceptable factor that still eludes us in France is that all of the top 10 highest paid French employees are male. Addressing this gender imbalance in our French senior team will remain a priority for us. On a global basis over 30% of our senior management is female, so we do recognise that the situation in France is an anomaly.

We will continue to seek positive improvements by 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. It is how we will be OPEN by default.

Dan Perrett

Dan Perrett
SVP, Total Reward