



GENDER PAY GAP REPORTING

This is Sungard Availability Services' fourth Gender Pay Gap report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report presents the average gender pay gap measurements amongst our UK-based employees in April 2020.

As required by legislation we publish our gender pay gap analysis through six different metrics; the mean and median gender pay gaps; the mean and median bonus gender pay gaps; the proportion of men and women receiving a bonus payment, and the proportion of men and women according to quartile pay bands.

Sungard Availability Services remains committed to addressing the causes of our gender pay gap.

What is the gender pay gap?

The gender pay gap measures the difference between the average (mean and median) earnings of men and women employed by organisations in the UK. The gender pay gap is different from equal pay; these issues are often confused. Equal pay legislation concerns any pay differences between men and women who carry out the same type of work, whereas the gender pay gap reporting concerns the average difference in gender pay across the whole UK organisation.

Our gender pay gap

Our gender pay gap for ordinary pay has closed since 2019. Whilst this marks improvement, with our employee numbers in the UK, a small number of factors can have a significant impact on these statistics at the statutory point in time the pay gap is measured.

There remain two underlying factors which contribute most to our gender pay gap:

- Fewer women in sales positions that have higher bonuses (given sales commissions are deemed to be bonuses for this pay gap analysis)
- Fewer women in technical positions, which are more often higher paid in an IT Services company like ours. We expect our pay gap statistics to continue to vary over the coming years whilst we work to tackle the long-term, and technology sector related challenge of attracting more women into sales and technical positions.

Our bonus gender pay gap has widened since 2019. As with ordinary pay statistics, a few factors have a significant impact on the bonus pay gap. For example, in 2020, employee recognition awards, which are classified as bonuses for the purpose of this analysis, played a significant role in widening our bonus pay gap. The Company's analysis of bonus payments identified that the number of men and women receiving a bonus or commission payment remained consistent since 2019.

Average Gender Pay Gap

MEAN GENDER PAY GAP

13.2%

MEDIAN GENDER PAY GAP

24.2%

Bonus Gender Pay Gap

MEAN GENDER PAY GAP

28.0%

MEDIAN GENDER PAY GAP

72.1%

Bonus Payment

PERCENTAGE OF MEN RECEIVING
A BONUS PAYMENT

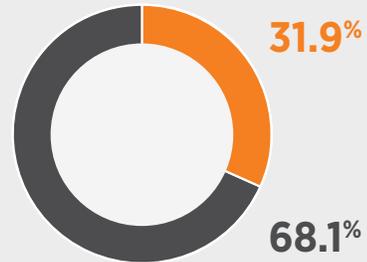
73.1%

PERCENTAGE OF WOMEN RECEIVING
A BONUS PAYMENT

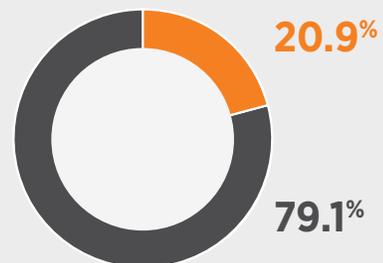
69.3%

Proportion of Men and Women in each Pay Quartile

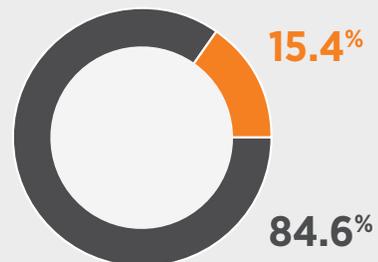
LOWER
QUARTILE



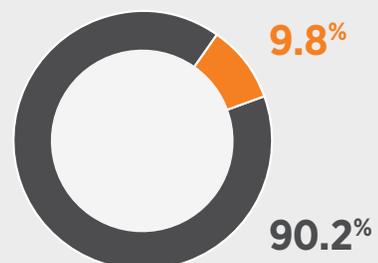
LOWER
MIDDLE QUARTILE



UPPER
MIDDLE QUARTILE



UPPER
QUARTILE



■ MEN ■ WOMEN

Our commitments

Since Gender Pay Gap reporting began in 2017, we have seen our workforce profile change whereby in 2020:



Women represent a greater proportion of our workforce than any time since 2017



Female average pay has increased every year since 2017 and at a faster rate than male employees



More women perform commission earning sales positions than any time since 2017

These factors have positively contributed to the closing of our pay gap for ordinary pay in 2020 and should support further improvements in future years.

There are no quick fix solutions for overcoming the longer-term challenges of attracting more women into sales and technical positions, which we know will help to close the Company's pay gap further. The global pandemic has further reduced opportunities to hire into these positions in 2020. However, Sungard Availability Services remains committed to the goal of improving diversity and addressing the specific factors which continue to cause our gender pay gap.

Statement of accuracy

We confirm that the information and data provided is accurate and in line with mandatory requirements.

Karen Grafje, Senior Vice President, Global Human Resources

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