

The Fitch Group logo, with 'Fitch' in red and 'Group' in black, is positioned in the upper left corner of the page. The background features a photograph of three business professionals (two men and one woman) sitting around a conference table, smiling and engaged in a meeting. The image is overlaid with a large, semi-transparent white diamond shape that points towards the top-left corner.

FitchGroup

# UK Gender Pay Gap Report 2025

TOGETHER WE **EQUAL MORE**

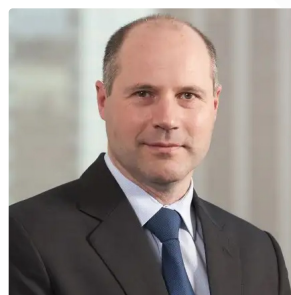
# Our Gender Pay Gap

## A Message from our CHRO

At Fitch, we remain committed to fostering an inclusive workplace where everyone can thrive. Our UK Gender Pay Gap Report provides transparency on differences in average earnings between women and men, reflecting representation across levels of seniority.

This report helps us identify where underrepresentation persists and informs our continued focus on development, mobility, and progression. Gender pay gap reporting is one of the tools we use to support fair opportunity and strengthen our inclusive culture over the long term.

Discover more about our initiatives to **enable potential through inclusion.**



**Andy Jackson**  
CHRO, Fitch Group

## Understanding the Gender Pay Gap

It is crucial to distinguish between the gender pay gap and Equal Pay. While Equal Pay ensures men and women receive equal remuneration for equivalent work, governed by the Equality Act, the gender pay gap can exist without breaching these provisions. At Fitch, the gender pay gap is not due to unequal pay for the same work.

## Data Reporting Methods

- 1. Mean Pay Gap:** Reflects the difference between the average hourly pay of men and women.
- 2. Median Pay Gap:** Highlights the gap between median hourly pay rates, reducing the impact of outliers.
- 3. Bonus Pay Gap:** Measures the disparity in average bonus payments, excluding eligibility factors.



# Our Gender Pay Gap

## Fitch Ratings Limited

Gender pay gap April 2025

**22.3%**

Mean

**12.5%**

Median

Gender bonus gap April 2025

**68.7%**

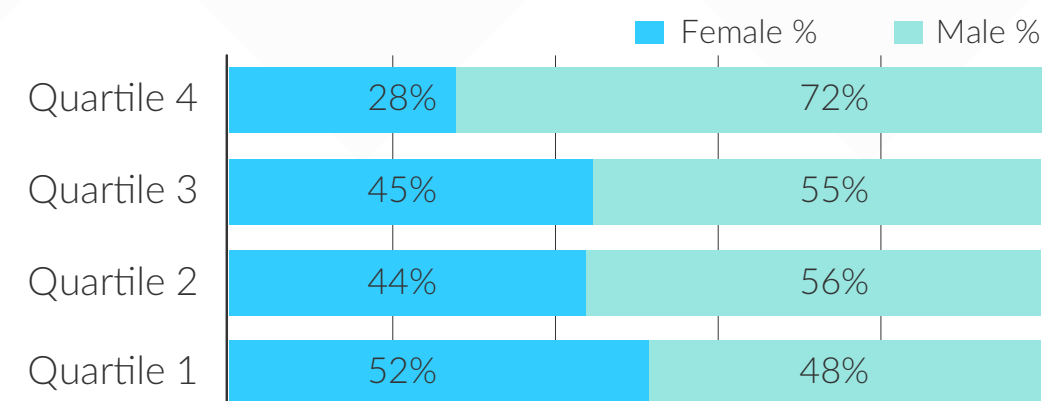
Mean

**24.6%**

Median

Population at April 2025 - 683

### Proportion of females and males by pay quartile



## Fitch Solutions Group Limited

Gender pay gap April 2025

**10.7%**

Mean

**4.8%**

Median

Gender bonus gap April 2025

**22.6%**

Mean

**20.0%**

Median

Population at April 2025 - 267

### Proportion of females and males by pay quartile

