

DISCOVER

Towards a brighter future

(2023 Discover UK Gender Pay Gap Report)



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At Discover® Financial Services, we believe that our diverse perspectives and experiences make us stronger and enable us to better serve our customers, employees, and communities.

Our Diversity, Equity, and Inclusion (DE&I) journey is ongoing, and we are dedicated to fostering a more inclusive work environment, achieving a more diverse workforce, and ensuring equitable outcomes for our talent processes.

Our journey in attracting, growing, and retaining top talent is a story of continuous improvement, dedication to equity, and a commitment to a thriving workplace.

We are well on our way to accomplishing our DE&I aspirational goals and we are looking forward to the opportunities ahead to make meaningful change.



Jonita Wilson (she/her)

A handwritten signature of Jonita Wilson in black ink, featuring a stylized 'J' and 'W'.

Chief Diversity and Social Impact Officer

Discover® is committed to getting better every day. As we reflect on our DE&I journey, we are encouraged by our progress, but we know we can do more. We see opportunities for improvement in all areas—including representation—and we're committed to action. To that end, we have set the following goals.



Diversity

Increase representation across various identity groups to ensure our workforce is reflective of the customers and communities we serve

Equity

Establish and monitor equity measures to identify and address potential biases, which will improve recruiting, retention, and internal mobility

Inclusion

Achieve and maintain equally strong employee inclusion across all identity groups by 2024

UK gender pay gap reporting requirement

In 2017, the UK government passed a law requiring companies with more than 250 employees to annually publish gender pay gap data.

As we enter year four for the purpose of the report, we share data on the mean and median gender pay gap using hourly pay and bonus pay, and the percentage of men and women in each hourly pay quartile.

We understand the importance of being transparent as we seek to create change and drive lasting impact.

We continue to progress towards our aspirational goals, recognizing that a diverse organization attracts and retains the best talent. Our commitment to DE&I enables us to better serve our customers.



Discover UK—Background

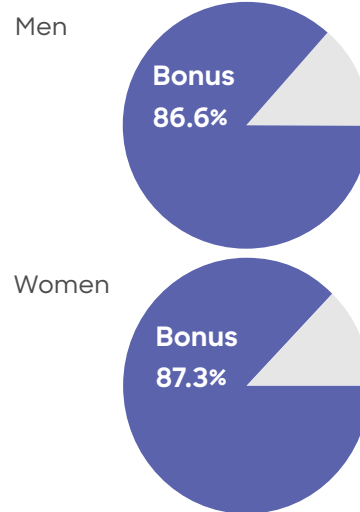
Discover® Financial Services, headquartered in Riverwoods, Illinois, is the parent company of Discover Financial Services UK LTD (“Discover® UK”). Discover UK serves primarily as our European technology hub, with information technology professionals making up approximately 61% of employees. As of December 31, 2023, Discover Financial Services and all of its global affiliates employ approximately 21,000 individuals, with roughly 97% based within the United States. In 2023, Discover UK has continued to grow by 16% from 2022, reaching over 400 employees.



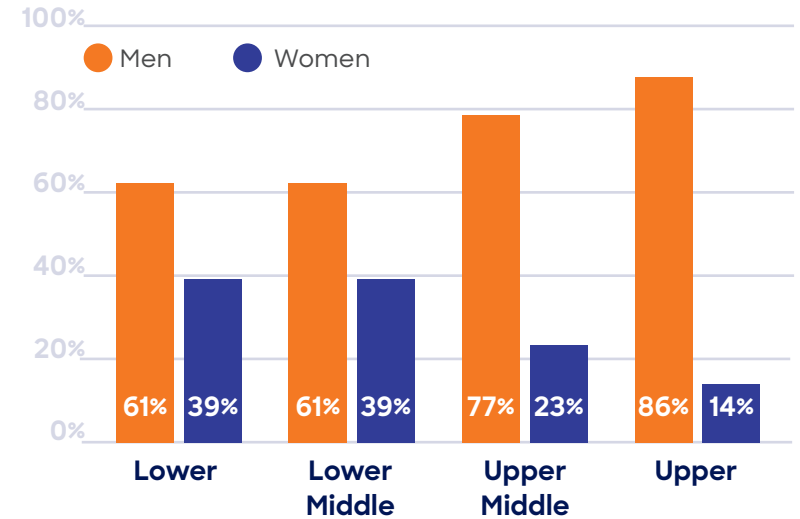
Gender pay gap

	Median	Mean
Pay gap	15.6%	16.4%
Bonus gap	28.7%	53.2%

% of employees receiving bonus



% of men and women in each hourly pay quartile



Gender pay gap results

In 2023, we further reduced our base mean pay gap. In reviewing our data, we believe this is the result of women representation increasing in the upper hourly pay quartile as well as a decreasing proportion of women in the lower quartile. We will continue to drive increased representation of women overall and especially at the leadership levels.



Director's note

Finola Pierse

Director International Human Resources

I confirm the figures in our disclosure are accurate and were independently reviewed by a third-party consultant (Willis Towers Watson) in accordance with their understanding of gender pay gap reporting requirements in the United Kingdom.