

We encourage our people to bring their authentic selves to work every day

Gender pay report 2020

Paris branch

SMBC BANK INTERNATIONAL



Diversity & Inclusion



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Hello,

SMBC Group is committed to diversity and inclusion and it is integral to both our business strategy and our internal culture statements, which set out the standards and expectations for our employees, at all levels of the organisation.

Whilst this report focuses on gender, we are committed to all areas of diversity and intersectionality and further initiatives have been implemented during the year.

I have the privilege of leading the firm's diversity and inclusion steering committee and it is in this capacity that I am responsible for the SMBC BI Paris gender pay gap report for the fiscal year 2019-2020.

This is our second year of publication and I am pleased to report that our Paris branch gender pay score has increased to **89 points**, demonstrating the focus we have continued to place on gender diversity.

The extraordinary events of this year have shown us more than ever the importance of creating an agile and flexible environment in which everybody can thrive. While we have made good progress, we recognise there is much more to be done to reduce our existing pay and bonus gaps further.

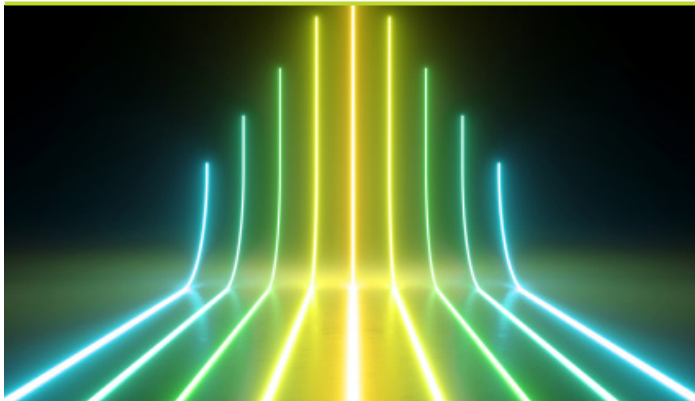
In this report, I will share some of the strategies we have put in place to continue to reduce these gaps and you can also learn about the diversity and inclusion initiatives that will further support gender diversity at SMBC.

Signature Actions

Building a diverse and inclusive workplace

To continue to attract, develop and retain diverse talent, we have focused on a number of areas, including:

- Increasing our gender focus in our promotion process, leading to 58% of 2020 promotion nominations being female
- Developing senior talent, with 50% female participation in 'Mirai' – our senior leadership development programme – for executive directors and above
- Supporting colleagues' mental wellbeing through several learning and wellbeing initiatives, including weekly one-hour mindfulness sessions.



Collaboration with our employee networks

SMBC's employee-led networks continue to thrive. In addition to Balance (gender) and Niji (LGBT+), this year has seen the establishment of our new Black Employees & Allies Network.

DRIVE also launched the third round of Collaborate, our inter-company networking initiative, with 252 registrations across EMEA geographies and entities.

We continue to expand our strategy

To foster an inclusive working environment in which everybody can thrive, we have:

- Continued to enhance our recruitment process by tracking the progress of candidates to ensure our assessment and selection approach attracts diverse talent across our markets
- Completed our first year as a Stonewall global diversity champion, led by our Niji network
- Partnered with Purple Space to launch learning workshops for employees as part of our action to become disability confident
- Worked collaboratively with our newly established country D&I Council in Paris to further embed our D&I strategy across the EMEA region.