

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

Gender pay report 2021

SMBC BI Paris branch



Diversity and inclusion

Hello,

As the recently appointed Chair of our EMEA Diversity & Inclusion Steering Committee I am privileged to work with many of my colleagues on numerous diversity and inclusion (D&I) initiatives. In my new capacity I have responsibility for signing the SMBC BI Paris branch Gender Pay Gap Report for the fiscal year 2020-2021.

At SMBC Group, we understand the correlation between D&I and positive outcomes in risk management, good conduct and healthy working cultures. Our EMEA culture statement sets out the expectations for our employees at all levels of the organisation.

This year, our Paris branch gender pay score is 74 points. This is a reduction on last year and we have put in place a remediation plan to address the gap.

This report focuses on a comparison of female and male pay (as required by French legislation), but we recognise that many gender identities and expressions exist and we respect all areas of diversity and intersectionality.

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



Ian Jameson

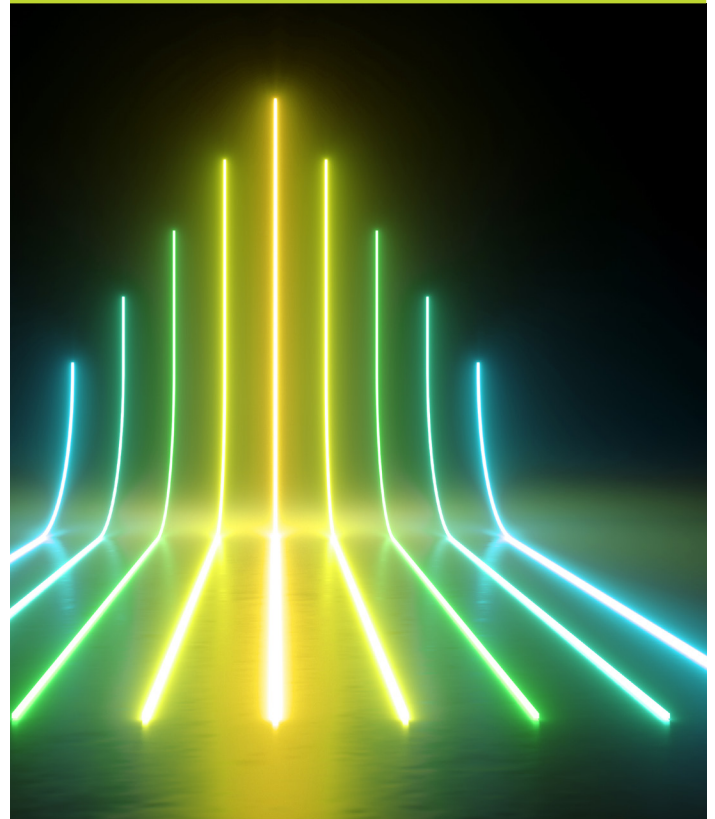
Chair, EMEA Diversity & Inclusion Steering Committee
General Counsel and Chief Legal Officer, EMEA

Signature actions

Building a diverse and inclusive workplace

This year we have:

- Focused consistently on gender diversity in recruitment and promotion and achieved a positive uplift in female representation at senior levels across EMEA.
- Supported the development of diverse talent through our senior leadership programme called Mirai, meaning 'the future' in Japanese, which this year had 45% female representation.
- Launched our new hybrid working policy.
- Become a signatory to the Valuable 500 initiative – an international initiative aimed at promoting disability inclusion in business.



Signature actions

Leading with respect

We have supported the continuous growth and development of our senior leaders with the launch of a reverse mentoring programme, led by our Black Employees & Allies network.

We developed a new diversity and inclusion hub, to provide all employees with the right tools, resources and contacts to help them build their knowledge and skills on important D&I topics.

In 2021, we launched EMEA Voices to celebrate and raise awareness of the diversity of our people, creating a sense of psychological safety by providing a forum to learn about other colleagues' experiences and to share our own.

Active allyship and advocacy

SMBC's employee-led networks, operating under the umbrella of DRIVE, which stands for diversity, respect, inclusion, value and equity, continue to raise awareness and inspire inclusive behaviours.

Our newest network, UNIQUE, was officially launched in 2021 and supports SMBC Group in promoting a greater understanding of mental health challenges, neurodiversity, and visible and invisible disability. To support this we will be increasing the number of mental health first aiders we have across the EMEA region.

Our people have shown incredible resilience during the past two years, and we are committed to creating an inclusive environment in which everybody can thrive. To support colleagues, we have delivered virtual mindfulness training, open discussion sessions and regular pulse surveys, as well as training for line managers and employees on managing mental health.

Our DRIVE networks

The logo for 'balance' features the word in a lowercase, sans-serif font. The 'a' is green, 'l' is yellow, 'a' is green, 'n' is yellow, 'c' is green, and 'e' is yellow. A small green female symbol is positioned below the 'a'.The logo consists of a stylized graphic of three interlocking shapes in green and yellow on the left, followed by the text 'THE Black EMPLOYEES & Allies NETWORK' in a bold, sans-serif font.The logo features a stylized tree with green leaves and a yellow trunk, with a small yellow circle at the top. Below the tree is the word 'Collaborate' in a bold, sans-serif font.The logo features a stylized graphic of three interlocking shapes in red, green, and blue on the left, followed by the text 'NIJI EMEA LGBT+ INCLUSION NETWORK' in a bold, sans-serif font.The logo features the word 'UNIQUE' in a bold, sans-serif font. The 'U' is blue, 'N' is blue, 'I' is blue, 'Q' is blue, 'U' is blue, and 'E' is blue. A small yellow circle is positioned above the 'I'.

Statutory gender pay gap disclosure

Equality index between women and men

Paris branch FY2021

	Indicator calculable 1 = yes 0 = no	Indicator value	SMBC BI score	Indicator maximum score
Gender pay gap (in %)	1	13.7	19	40
Gender salary increase gap	1	8.0	35	35
Percentage of employees who receive a salary raise after their return from maternity leave	1	100	15	15
Proportion of female employees in the top ten highest paid employees	1	3	5	10
Index (on 100 points)			74	100

Remediation plan

SMBC BI Paris branch has established a three-year remediation plan in agreement with the Works Council to improve our annual indicators.

The remediation plan will include the following:

- Widen the pool of colleagues eligible to be included in the gender pay gap reporting to include colleagues employed under our SMBC EU branch in Paris.
- Review our groupings of corporate title to better reflect the salary ranges taken into account for each category.
- Continue our focus on the progression of females through internal mobility opportunities, promotion and remuneration.



Under French legislation, data analysis must include a minimum of three men and three women and represent at least 40% of the total headcount of the organisation.
Data reflect the average remuneration within four age ranges as set by the French authorities and within agreed groupings of corporate titles (as defined with our internal Works Council).