

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

Gender pay gap report 2019

Paris branch

SUMITOMO MITSUI BANKING CORPORATION EUROPE LIMITED



Diversity & Inclusion



Stanislas Roger

Deputy CEO, SMBCE, and
Chair, Diversity & Inclusion Steering Committee

Hello,

At SMBC Group, our commitment to diversity and inclusion is an integral part to our business plans and our internal EMEA culture statements, which set out our standards and expectations for employees and management.

In June 2016, I was appointed chair of the Diversity & Inclusion Steering Committee and it is in this capacity that I am responsible for the SMBCE Paris Gender Pay Gap Report for the fiscal year 2018-19. We are committed to promoting transparency of this key data within our business and so welcome the new legislative reporting requirements. .

I am pleased to announce that the outcome of our Paris branch gender pay gap reporting is a score of **83 points**.

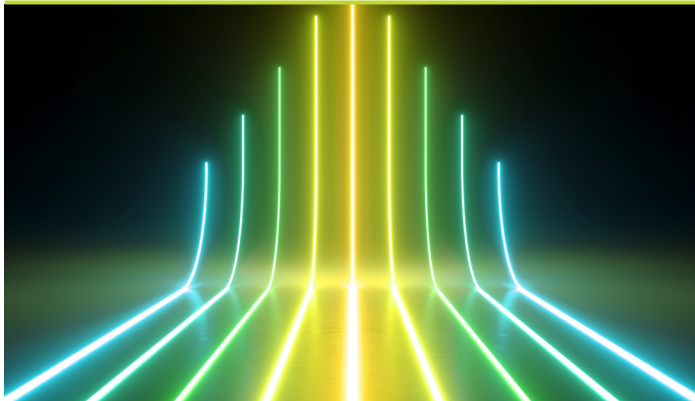
I do not underestimate the significant challenges that remain and work required to reduce our existing pay and bonus gap further. This report provides a summary of our key initiatives which demonstrate our ongoing commitment to be a diverse and inclusive organisation.

Signature Actions

Building a diverse and inclusive workplace

To continue to attract, develop and retain diverse talent, here are some of the actions that we have taken so far across the EMEA region:

- Senior management have departmental gender diversity targets
- All new joiners complete inclusion and respect training
- 36 female vice presidents and directors from SMBC Group EMEA have so far completed our Elevate leadership programme including three from Paris
- We launched a Mentoring Circle programme for Elevate alumni
- A new agile working policy was launched in France in 2019.



Collaboration with our employee networks

SMBC Group's employee-led networks continue to thrive. Achievements from the DRIVE Paris team this year include professional development events, charitable activities and sessions with senior leaders.

An expanded diversity and inclusion strategy

A new strategy to expand the diversity and inclusion focus areas was launched in September 2019 and includes some signature new initiatives:

- An expanded focus to become disability confident, and build inclusion strategies to support ethnicity, nationality, generational diversity, sexual orientation and gender identity and expression
- A recruitment review to ensure our process, assessment and selection approach enables us to source and hire diverse talent across our markets
- Joining the Stonewall Global Diversity Champions programme, led by our Niji network
- The creation of new country D&I councils in our Paris office to embed local D&I initiatives.