

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

Gender pay report 2023



Diversity and inclusion



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As chair of our EMEA Diversity & Inclusion (D&I) Steering Committee, I am privileged to work with many of my colleagues on numerous D&I initiatives. In this capacity, I have responsibility for signing the SMBC BI Paris branch gender pay gap report for the fiscal year 2022-2023.

In this report, you can learn about our 2023 gender pay gap and the key diversity and inclusion initiatives that will further support gender diversity at SMBC.

At SMBC Group, we understand that equity, fairness, and transparency are key to enabling our colleagues to be their most authentic selves at work. Pay gap reporting helps us to learn more about the key drivers for gaps and to think of interventions we can put in place to ensure we reach our goal of creating a workforce that enables everyone to thrive.

This year, our Paris branch gender pay score is 82 points. We intend to continue our efforts to reach at least 85 points. Increasing gender balance across the organisation and supporting the progression of female talent to reduce our gender pay gap remain key priorities for SMBC. This year we have also enhanced a number of initiatives to maximise their impact. You can read more about these in this report.

This report focuses on a comparison of female and male pay (as required by French legislation), but we respect all areas of diversity and intersectionality.

Key Initiatives

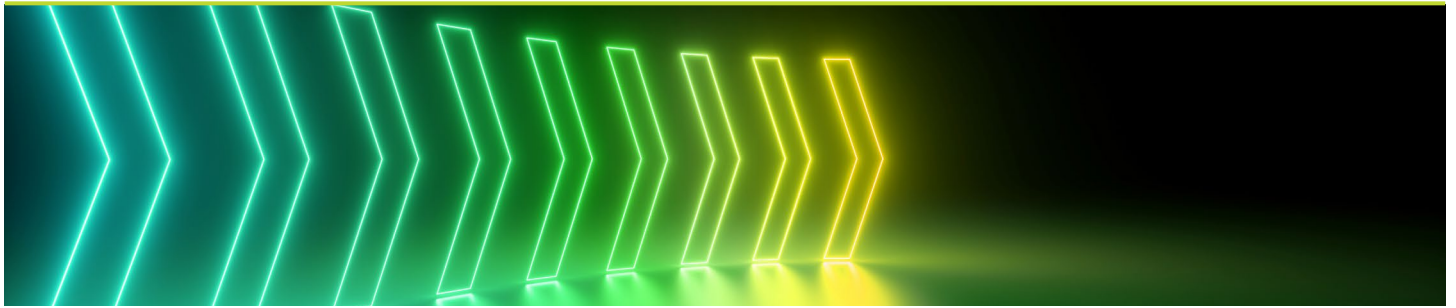
We believe in the importance of setting KPIs and monitoring diversity in the same way as other business metrics. Consistent monitoring of our recruitment and talent development processes has enabled us to sustain our progress on gender diversity, driving the positive uplift in female representation at both senior and junior levels.

In recognition of the importance of sustaining our focus on gender diversity, and in order to further accelerate our progress, the Bank set an EMEA-wide target to have 30% senior female representation at Executive Director and above by 2027. This target will help us to ensure we are building a strong pipeline for senior leadership roles. Progress towards this target is linked to executive performance and compensation to ensure accountability for driving change.

Our Corporate and Investment Banking Programme, 'Kaika', is now in its second year in Paris. The 2023 cohort was 60% female across EMEA,

and all Paris-based participants this year were female. Improving access to careers in financial services for all underrepresented groups is a key focus of the Bank's early talent programmes, and we are also proud to have launched the Proximité initiative in Paris. This initiative is a student outreach programme that focuses on encouraging better diversity in financial services.

Our EMEA-wide female networking and mentoring programme, 'InspiHer!', which supports female talent progression has continued for further year with 79% of participants indicating they would recommend participation to colleagues at the end of the programme. Participants valued the support from senior female leaders on how to navigate their careers, take ownership for their own development and progress into senior roles.



An inclusive culture where everyone can thrive

Our ambition is to create an environment in which everyone can be their authentic self at work. Recognising the importance of flexibility in supporting the retention and progression of female talent and other underrepresented groups, we continue to offer hybrid working to all employees in addition to formal flexible working options.

EMEA Inclusion Month, which took place in September, focused on practical actions employees can take to increase inclusion across the organisation. As part of the month-long campaign, we launched team exercises to support inclusive teams and employees joined events on the impact of bias on inclusive behaviour and our collective responsibility for allyship.

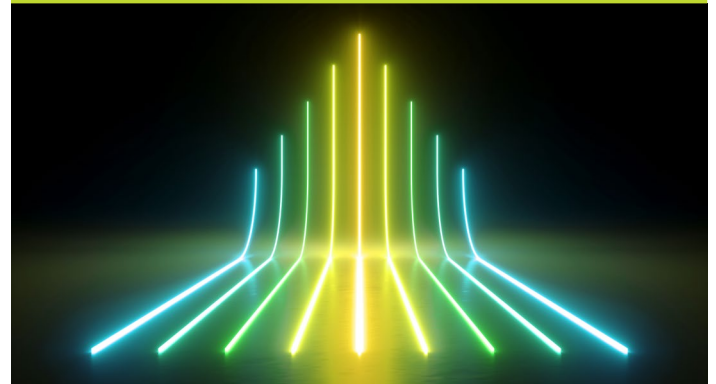
Our DRIVE (diversity, respect, inclusion, value and equality) employee resource groups continue to play a key role in creating inclusive communities to build awareness of the different experiences people may have as a result of their identity. Aligned with our commitment to reducing inequality, this year we introduced a new Social Mobility Network, focused on driving engagement with our colleagues to support initiatives taking place across the bank to widen access to careers in financial services through our CSR and Early Careers activities.

Statutory gender pay gap disclosure

Equality Index between Men and Women

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

The pool of colleagues includes both SMBC BI Paris branch and SMBC EU Paris branch in the gender pay gap reporting. We have also regrouped our corporate titles to better reflect the salary ranges we operate in. We will continue to focus on the progression of female talent through internal mobility opportunities, recruitment, promotion and regular reviews of remuneration.



Paris branch FY23	Indicator Calculable 1=yes 2=no	Indicator Value	SMBC BI Score	Indicator Maximum Score
Gender Pay Gap (in %)	1	9.9	27	40
Gender Salary Increase Gap	1	0.8	35	35
Percentage of employees who receive a salary increase on their return from maternity leave (%)	1	100	15	15
Proportion of female employees in the top ten highest paid employees	1	2	5	10
Index (on 100 points)			82	100