

CREATING EQUITY WITHOUT EXCEPTION

Societe Generale London Branch
(SGLB) and Societe Generale
International Limited (SGIL)
Gender Pay Gap Report 2024



**DIVERSITY
EQUITY
INCLUSION**
THE FUTURE IS YOU
WITHOUT EXCEPTION



WELCOME TO OUR GENDER PAY GAP REPORT 2024

At Societe Generale UK, we believe that an inclusive workplace isn't just the right thing to build – it's key to long-term success. When everyone can be themselves, contribute fully, and grow in their careers, we all benefit. Without exception.

That's why we continue to focus on how we attract, support, retain, and advance women within our business. From recruitment to leadership development, we're committed to creating real opportunities for progress.

In this report, we share our latest gender pay gap figures and highlight some of the steps we're taking to drive meaningful change. Because transparency matters – and so does action.

The statistics shown here cover Societe Generale London Branch (SGLB) and Societe Generale International Limited (SGIL). For statistics relating to SG Kleinwort Hambros Bank Limited (Kleinwort Hambros) and ALD Automotive Limited (ALD), please refer to their respective websites.





OUR 2024 ACHIEVEMENTS



WOMEN IN SENIOR POSITIONS

After surpassing our 2022 target of 25% of women in senior roles (Vice President and above) across our UK platform – SG London Branch, SG International Limited and SG Kleinwort Hambros – ahead of schedule, we set an ambitious new goal of 35% representation by 2028. In 2024, we reached 32%, keeping us on track to achieve or exceed our 2028 stretch goal.



GENDER PARITY (AND BEYOND) ON FUTURE TALENT

Our future talent pipelines are delivering real gender balance in our business of tomorrow. This commitment is reflected in our pay quartiles and the gender distribution of our internship and graduate programs: Global Banking and Advisory (GLBA) Summer Internships (57% female), Global Markets (MARK) Summer Internships (50% female), GLBA Graduate Programme (60% female), and MARK Graduate Programme (60% female).



INDEPENDENT RECOGNITION FOR OUR CULTURE OF INCLUSION

Once again, we were proud to be featured in Stonewall's Top 100 Employer Workplace Equality Index (WEI). In 2024, we were delighted to jump up no fewer than 63 places to be ranked 37th of 246 organisations – and, for the first time, receive their Gold Employer Award as recognition of our culture of inclusion.

OUR 2024 GENDER PAY GAP STATISTICS

SGLB

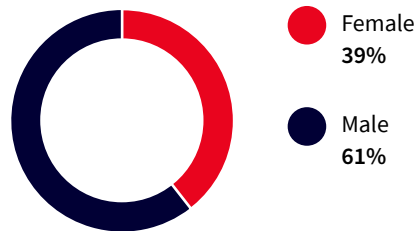
Gender Pay Gap

	Mean	Median
Hourly pay	28.6%	30.1%
Bonus	57.3%	64.0%

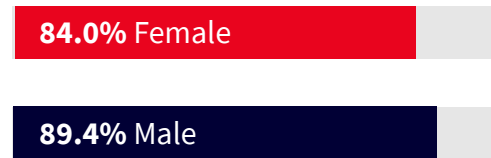
Pay quartiles

	Female	Male
Top quartile	19%	81%
Upper-middle quartile	38%	62%
Lower-middle quartile	44%	56%
Lower quartile	55%	45%

Employee population



Proportion receiving bonus



SGIL

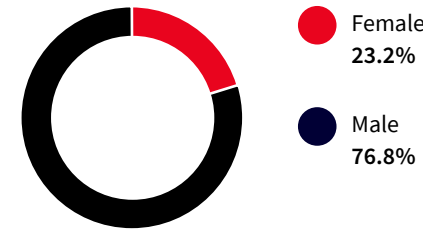
Gender Pay Gap

	Mean	Median
Hourly pay	19.7%	11.5%
Bonus	29.9%	-3.0%

Pay quartiles

	Female	Male
Top quartile	14%	86%
Upper-middle quartile	19%	81%
Lower-middle quartile	32%	68%
Lower quartile	28%	72%

Employee population



Proportion receiving bonus



TAKEAWAYS

→ Overall, when compared to our 2023 report, we've reduced the gender pay gap in six of the main pay statistics across SGLB and SGIL.

→ A slight increase in both the mean and median pay gaps in SGLB is due to more women being recruited at junior levels, building a strong foundation of female future talent.

→ While SGIL's median bonus pay shows a slight gap in favour of women – reflecting progress in some areas – we recognise that achieving equity is an ongoing journey, and there is still more to do.

EMPOWERING EVERYONE. EVERY DAY. WITHOUT EXCEPTION.

Achieving true gender equity isn't just about closing gaps – it's about creating opportunities. When women have equitable access to opportunities, support, and leadership roles, businesses don't just grow stronger; they drive real change.

At Societe Generale UK, we know progress isn't automatic – it's intentional. In 2025, we remain focused on creating an environment where women can thrive at every stage of their careers. From recruiting to leadership development, we're committed to breaking down barriers and championing talent.

Gender equity isn't just a goal, it's a standard we must set. Without exception.

We confirm that the data reported above is accurate.

Thierry d'Argent, Chief Executive Officer, SG London Branch and Chief Country Officer, UK and Ireland.

Lionel Bignone, Chief Executive Officer, SG International Limited.

April 2025