

GENDER PAY GAP REPORT 2025

At Societe Generale London Branch (SGLB), we recognise that an inclusive workplace is essential to our long-term success. Supporting colleagues to contribute fully and develop their careers strengthens our organisation.

We continue to review how we attract, support, retain, and promote women across the business, because achieving gender equity is not only about reducing gaps, but also creating real opportunities. Progress requires intention, and throughout 2025 we remained focused on enabling women to thrive at every stage of their careers.

2025 HIGHLIGHTS:



Targeted 30% female representation on shortlisted CVs, achieving 38%.



Partnered with the Bright Network, engaging with 3,000+ students from diverse talent pools at the first Early Careers event of the season.



Delivered dedicated female development programmes, such as Authentic Leading Women for Vice Presidents and Directors, and EmpowHer for Directors.

This report presents our latest gender pay gap data and highlights key takeaways from the results, helping us identify where progress is being made and where further action is required.



OUR 2025 GENDER PAY GAP STATISTICS

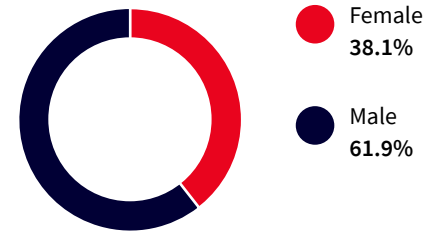
Gender Pay Gap

	Mean	Median
Hourly pay	27.1%	27.8%
Bonus	55.7%	61.0%

Pay quartiles

	Female	Male
Top quartile	20%	80%
Upper-middle quartile	37%	63%
Lower-middle quartile	43%	57%
Lower quartile	53%	47%

Employee population



Proportion receiving bonus



Since we started publishing our Gender Pay Gap in 2017, our **Mean Fixed Pay Gap** has decreased from **33.4%** to **27.1%**, whilst our **Mean Bonus Gap** has reduced from **62.3%** to **55.7%**. In addition, the percentage of **women in the upper quartile** has almost doubled from **12%** in 2017 to **20%** in 2025.

TAKEAWAYS

→ When compared to our 2024 report, we're pleased to report that we've reduced the gender pay gap in all the main pay statistics across SGLB. We have reduced the median pay gap by 2.3% and the median bonus pay gap by 3.0%.

→ Work undertaken in relation to our talent pipeline has played a role in increasing female hires and promotions at senior levels, contributing to a reduction in both the median and mean hourly pay gaps.

→ Improvements have also been made in our bonus pay gaps as a result of the increase of women in senior positions, as such roles tend to receive higher bonus compensation.

I confirm that the data reported is accurate.
 Thierry d'Argent, Chief Executive Officer, SG London Branch and Chief Country Officer, UK and Ireland.