

Crédit Agricole CIB London Branch Gender Pay Report 2024

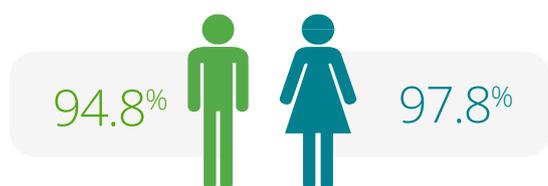


At Crédit Agricole Corporate and Investment Bank we believe that all forms of diversity, including gender diversity, serves to boost performance, drive innovation and thought leadership, benefitting both our employees and our organisation.

We understand that diversity is a valuable asset for the Bank and we are committed to ensuring our workforce and remuneration policies are diverse, equitable and inclusive.

Proportion of our male and female employees receiving a bonus

(in the 12 months period ending on 5 April 2024)



The percentage of women receiving a bonus has steadily increased from 87.3% in 2017 to almost 98% in 2024.

Hourly pay & bonus gap between our male and female employees

(at April 2024 for pay gap and in the 12 months period ending on 5 April 2024 for bonus gap)

The table above shows our mean and median hourly gender pay gap and bonus gap in Crédit Agricole CIB London Branch for the relevant period as required by the UK Government. Put simply, we are comparing the average pay of all female employees within Crédit Agricole CIB London Branch, irrespective of role and seniority, to the average pay of all males. Therefore, a gender pay gap is not the same as an equal pay gap which deals with any relevant pay differences between men and women who carry out equal work.

	MEAN	MEDIAN
Pay gap*	24.4%	24.7%
Bonus gap*	50.6%	56.3%

We are pleased to note that the mean gap on pay and bonus have been reducing over the reporting years as a result of a number of initiatives at the branch and globally. We continue to carry the effect of the market conditions in the aftermath of the pandemic, when a large number of new joiners in the front office positions and senior levels were male, impacting the gaps reported. Despite this, the median pay gap has reduced by 10.7% and the median bonus gap has reduced by 9.0% since 2017. We are confident that we do not differentiate between men and women performing equivalent roles. The gap in this report is largely driven by the fact that there are still more men in senior front office positions, particularly in our Capital Markets and Financing areas where the pay and bonus levels tend to be the highest.

Pay gap calculation as defined by the regulation: $[(A-B) / A] \times 100$

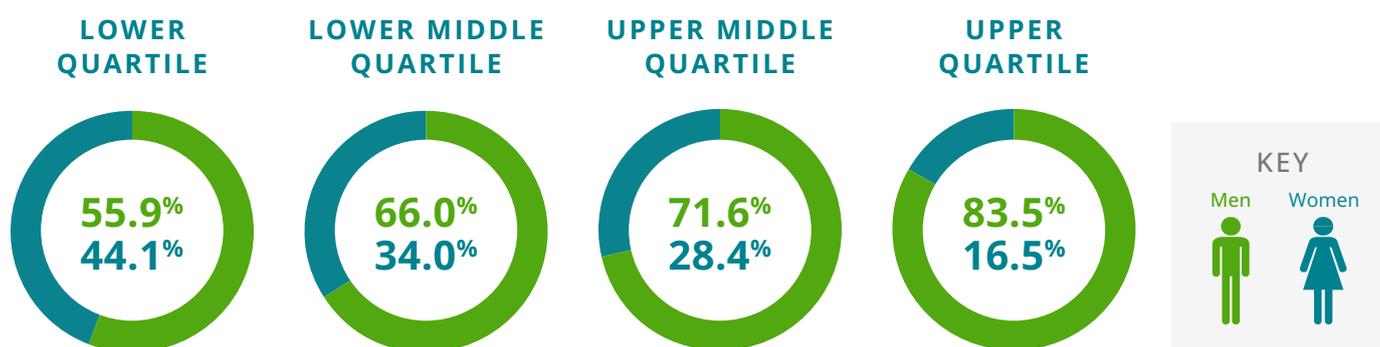
- **A** is the mean/median hourly pay rate of all male full-pay relevant employees
- **B** is the mean/median hourly pay rate of all female full-pay relevant employees
- Same approach is used for bonus gap calculation

A positive percentage means that female employees have lower average pay than male

Hourly rate calculation is based on a 35h/week for a full time CACIB employee

Proportion of our men and women in each pay quartile

(across Crédit Agricole CIB London's employees)



The charts above illustrates the gender distribution across Crédit Agricole CIB London Branch in four equally sized pay quartiles.

Year on year we have seen a higher proportion of women in the upper two pay quartiles, moving from just over 17% in 2017 to just over 22% in 2023. The female proportion in the upper two pay quartiles has also increased since 2023 by 0.6%, due to a combination of new female hires and promotions.

Addressing our gap

We are committed to upholding gender diversity alongside other forms of diversity through a number of ongoing initiatives targeted at attracting, retaining and advancing a diverse employee base. We continue to focus our efforts to attract women at all stages of their career, and strive particularly to recruit junior female talent and build a future pipeline. Nearly 63% of the London Branch's summer internship roles in 2024 have been filled by women, following on from almost 60% in 2023; and approximately 40% of 2024 new entrants across all levels have been women (to 12th August).

Gender diversity is also an integral part of our global medium term plan. Well-being events, diversity and inclusion awareness initiatives, mentoring and development programmes, and other interventions continue to promote our long term vision of a diverse and well balanced place to work.

Our Global Behaviours Charter raises awareness of and promotes respect, dignity and wellbeing for all individuals. The charter is aligned with the Bank's core values through our Group Ethics Charter, our 7 Core Principles to build the Future and Compliance values. These are embedded in the Bank's culture.

The SPRING (Support, Promote, Respect, Inspire, Grow) network which is now ten years old, is set up specifically for Crédit Agricole CIB's London branch (open to both men and women), with its independent Leadership Committee driving additional diversity initiatives.

The DIAFORA Women in Leadership programme (formerly the EMEA Women's Leadership Programme, established in 2015) and the Global Market Division's ELLEvate Programme continue to provide useful tools, visibility and training to female employees empowering them to better manage their careers and growth. In the past year we have expanded the number of different programmes available to women across experience levels.

The branch has a gender-equitable policy approach and our family friendly and flexible working policies have seen an increase in the number of employees taking advantage of hybrid working, various types of parental and carers leave, flexible working arrangements and sabbaticals.



Atul Sodhi
Senior Country Officer
& Chief Executive Officer



Anita David
Head of Human Resources