

**SUSTAINABLE
CHANGE.
FOCUSED
PROGRESS.**



Gender Pay Gap report 2021

SG Kleinwort Hambros Bank Limited



SOCIETE GENERALE GROUP

WELCOME

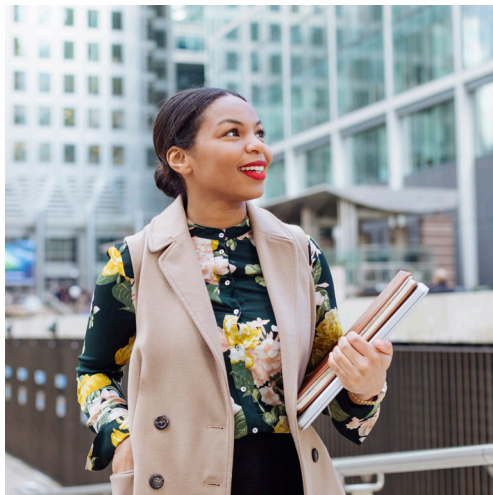
As the pandemic recedes, companies have shifted their focus from immediate measures to sustainable transformation, adapting from the complex and multifaceted impact of COVID on their businesses and employees.

At Kleinwort Hambros, that means leveraging our four core values of team spirit, innovation, commitment and responsibility, as well as fostering a culture rooted in flexibility, resilience, compassion and, of course, fairness.

In this year's figures, Kleinwort Hambros has reduced the gender pay gap in three out of four pay-based reporting requirements. Notably, a minor restructure has led to better representation of women in the upper middle quartile, which has resulted in a reduction in both the mean (-2.6%) and median (-2.3%) fixed pay gap.

We are also pleased to be on track to achieve our target of gender parity in senior positions (VP and above) by 2025 – as of March 2021, 34% of these roles were filled by women.

Our ambition to be a beacon of gender equity is stronger than ever and we will remain squarely focused on plotting our future course accordingly, adapting to the ever-changing environment we live in.



Our legal entities

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

OUR 2021 GENDER PAY GAP

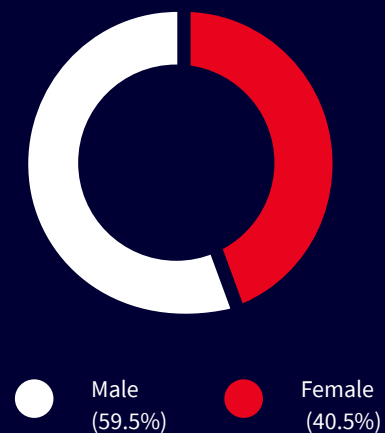
Gender Pay Gap

	Mean	Median
Hourly pay	18.5%	30.6%
Bonus	38.3%	48.9%

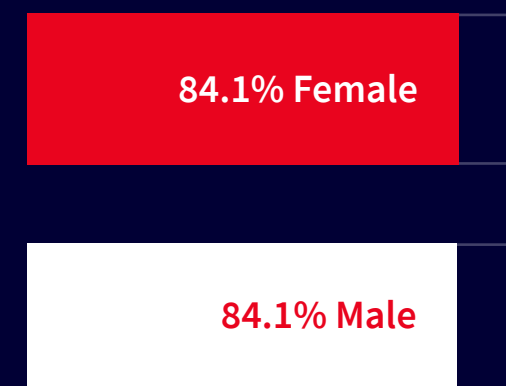
Pay quartiles

	Female	Male
Top quartile	25%	75%
Upper-middle quartile	38%	62%
Lower-middle quartile	45%	55%
Lower quartile	54%	46%

Employee population



Proportion receiving bonus



The pay gap figures are correct as of 5 April 2021. The bonus gap figures relate to the 12 months leading up to this date.

BACK TO LIFE. NOT TO NORMAL.

Gender pay gaps can be widened by inflexibilities of employment that lead to inequalities of opportunity. But disruptive forces create the ideal conditions for focused progress. And it's already started.

The previous model of working times, places and practices is rapidly being replaced by a more adaptable approach that unlocks benefits for both businesses and the people who power them. There's never been a better time to build on the resilience shown by our people and teams by recommitting to gender equity and continuing to remove the obstacles that stand in its way.

At Kleinwort Hambros, we celebrate the opportunity to get back to business and back to life. But we also believe we must do better than simply getting back to 'normal'. Instead, we'll be seizing every opportunity to move forward on our gender pay gap journey.

On family leave. Still part of our team.

We've recently updated our approach when determining bonuses for those with periods of family leave (i.e. maternity, shared parental or adoption leave). In addition to recognising the contribution made during the period the employee was present, the bonus award now also recognises a value of 50% of what would have been awarded during the period of absence. While this is a gender-neutral policy, we know that family commitments often have a greater impact on women.

I confirm that the data reported above is accurate.

Mouhammed Choukeir,
Group Chief Executive Officer,
Kleinwort Hambros

April 2022

