

2022 Gender Pay Gap Report



OUR COMMITMENT

Scotiabank aims to be the employer of choice for diverse talent while fostering an inclusive environment where our employees can reach their full potential. We are committed to remuneration design and decision making that is fair, transparent and performance-based. Our compensation framework is comprehensive, and we are committed to providing equal pay for equal work.

Advancing Scotiabank’s inclusive culture is critical to our success and will continue to be a key priority in 2023 and beyond. We provide initiatives that focus on increasing diversity that help us attract, retain and promote top talent, and we continue to invest significantly in improving our workforce planning and in promoting gender diversity.

OUR JOURNEY

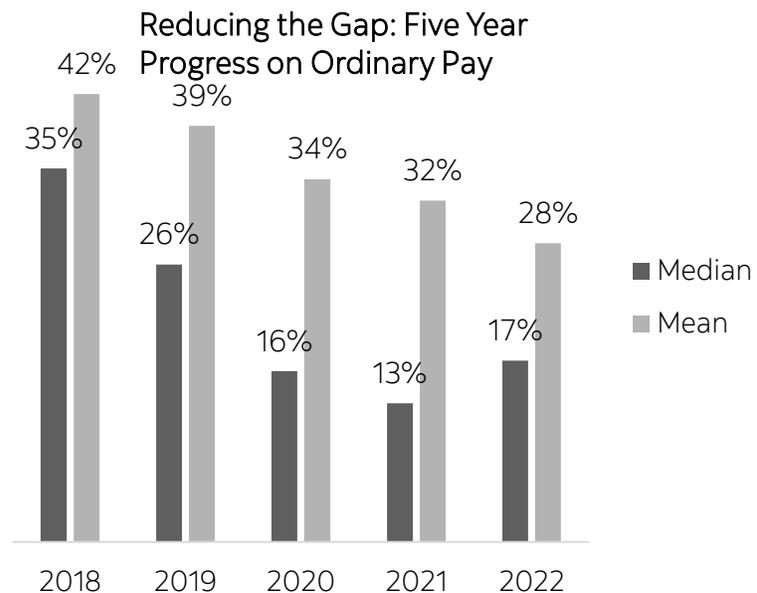
Scotiabank’s United Kingdom operations are part of Global Banking and Markets, the Bank’s wholesale banking division. We have a team of more than 300 people in London, and women comprise 39 per cent of our employee base.

While there continues to be a disproportionate representation of men in front-office, revenue-generating roles – a significant factor influencing the reported gender pay gap that is consistent across the financial services industry – we have maintained the number of women in revenue-generating roles year-over-year along with the number of women in the top pay quartile.

OUR PROGRESS

In the last five years (2018-2022), we have seen steady progress in both the mean (average) and median (middle) figures related to ordinary pay. Within this period, we have seen a 14% reduction in the difference in the mean hourly rate of women versus men and an 18% reduction in the median.

We have made good progress and we know there is more to be done.



OUR 2022 NUMBERS*

	Hourly Fixed Pay		Bonus	
	Mean (%)	Median (%)	Mean (%)	Median (%)
Overall	28	17	43	35
Revenue Generating	30	23	44	61
Operations & Support	11	11	10	25

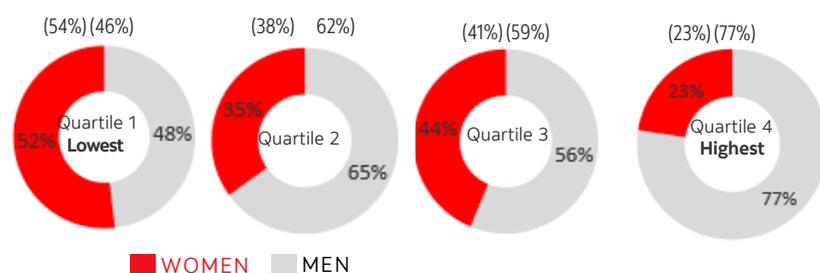
	2022		2021	
	Men (%)	Women (%)	Men (%)	Women (%)
Overall	61	39	60	40
Revenue Generating	70	30	70	30
Operations & Support	57	43	56	44

Pay and Bonus Gap

Since our 2021 report, our overall mean hourly fixed pay gap between men and women has decreased by 4% and our overall mean bonus gap between men and women has decreased by 13%. Our pay and bonus gap primarily results from an uneven distribution of women at senior levels in the business.

Headcount

We have maintained the proportion of revenue-generating roles held by women but have seen a small decrease in the proportion of women in support and control functions.



Note: 2021 figures in brackets above.

	Men (%)	Women (%)
Overall	90	93
Revenue Generating	90	93
Operations & Support	90	93

Employees by Pay Quartile

The charts on the left show the distribution of men and women across four equally-sized quartiles of the business, dividing the employee population into four groups from lowest to highest paid. The percentage of women in the top pay quartile has increased by 5% since 2018 and has remained the same year-over-year.

Employees who Receive a Bonus**

The table to the left shows the overall percentage of men and women who received a bonus within the 12-month period preceding the April 2022 snapshot date. In comparison to 2021 this shows a 2% decrease in women receiving a bonus overall, primarily due to a 1% decline of women in operations and support function roles and some women joining after the end of Scotiabank's fiscal year.

*This analysis presents the gender pay gap across all relevant employees in the Scotiabank London organization as at 5 April 2022 (Snapshot Date). The gender pay gap discussed in this report only examines the average difference between the remuneration for men and women who are working, across all roles. This is not the same as equal pay for equal work. At Scotiabank, employees in the same role and level within each market, with similar performance, experience and tenure, are paid comparably.

** All employees who are employed at fiscal year-end are eligible to participate in an annual incentive plan. Generally, employees who did not receive a bonus joined after the end of the Bank's fiscal year (31 October).

SCOTIABANK IS COMMITTED TO REDUCING THE GENDER PAY GAP

- ❖ Appointment of two new Chairs and an Executive Lead for our **Europe Diversity, Equity & Inclusion Committee** who will continue building on our momentum, while maintaining strong alignment to our all-Bank Diversity, Equity & Inclusion strategy and goals.
- ❖ Supporting grass-roots programmes and initiatives, including our active **Family Employee Resource Group** who continue to focus on the needs of working parents.
- ❖ Strong focus on ensuring high-potential women have development plans in place through our **annual talent- planning cycle**. Dedicated focus on this group in advance of annual front-office promotion cycle.
- ❖ Delivering on our action plans following the **externally-facilitated listening session** focused entirely on the experience of women in our workplace.
- ❖ Expansion of the **GBM Elevate Programme** which is designed to engage and retain high-performing women at the Associate Director/Senior Manager level across our organisation.
- ❖ **Gender diversity** remains a standing agenda item for our London Executive Committee and updates are regularly presented to our local subsidiary Board.
- ❖ Continue to support new parents and mothers through the **Enhanced Maternity Pay Policy** and returning parents also have access to our on-site **Wellness Room**.
- ❖ **Mandatory representation of women on interview panels** and each front-office job vacancy must include a diverse pool of both men and women.
- ❖ Enhanced **hybrid working** options for our team, where we have thoughtfully considered activities that are most effective when done in person and where we believe employees can exercise flexibility in where they work.

DECLARATION

We confirm that the Scotiabank London Gender Pay Gap calculations featured in this report are accurate.

Peter Heidinger

Managing Director & Head
Global Banking and Markets Europe
Scotiabank

Matt Edwards

Vice President & Head
Human Resources Europe
Scotiabank