

# 2023 Gender Pay Gap Report



## OUR COMMITMENT

At Scotiabank, our vision is to be the employer of choice for diverse talent, particularly for equity-deserving groups. We strive to create a work culture where everyone can belong and thrive, and we remain 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. Scotiabank's compensation policies and programs are gender neutral, bias free by design, and are rooted in our robust job evaluation process.

Advancing Scotiabank's inclusive culture is critical to our success and remains a key priority as we work toward our 2024 Diversity, Equity and Inclusion Goals and beyond. By strengthening our diversity initiatives to help us attract, retain and promote top talent, and continuing to invest in our workforce planning strategy, we aim to continue building a high-performing and diverse team and be recognized as a leader in creating and maintaining an inclusive culture.

## 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 41 per cent of our employee base.

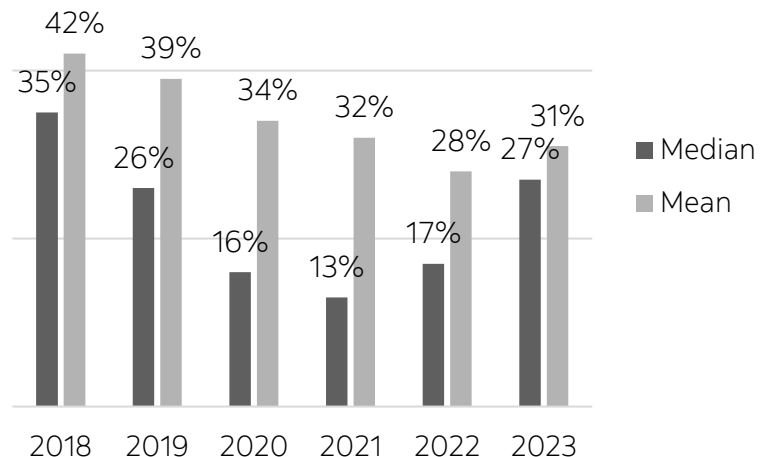
While there continues to be a high representation of men in client-facing, revenue-generating roles – a significant factor influencing the reported gender pay gap that is consistent across the financial services industry – we have maintained the number of women in the top pay quartile year-over-year and have also maintained the number of women in revenue-generating roles year-over-year (with small movement in the absolute number due to additional headcount added).

The Scotiabank London Gender Pay Gap showed a declining trend from 2018 to 2022.

We saw a slight upwards shift in 2023 due to some cross-regional employee transfers within the Bank during the year, which impacted figures given our relatively small pool of employees in the United Kingdom.

Despite the small upwards shift in our 2023 figures, we have made good long-term progress. We know there is more to be done and are committed to continuing to close our gender pay gap.

Six Year Journey on Ordinary Pay



## OUR 2023 NUMBERS\*

	Hourly Fixed Pay		Bonus	
	Mean (%)	Median (%)	Mean (%)	Median (%)
Overall	31	27	49	37
Revenue Generating	30	20	46	39
Support & Control	15	18	26	31

	2023		2022	
	Men (%)	Women (%)	Men (%)	Women (%)
Overall	59	41	61	39
Revenue Generating	71	29	70	30
Support & Control	54	46	57	43

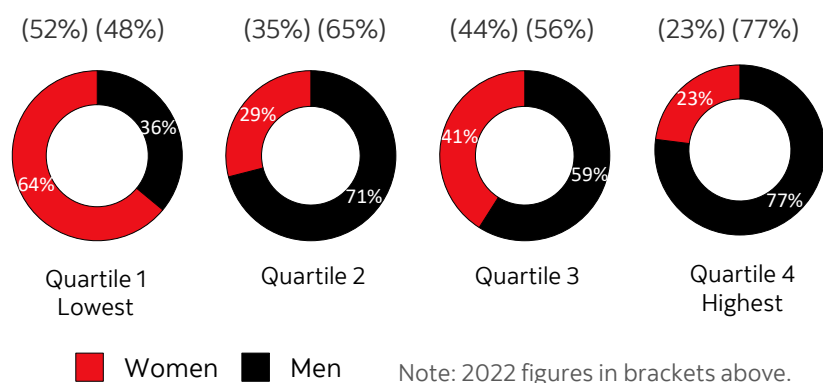
### Pay and Bonus Gap

Year-over-year, our mean hourly pay gap has increased by 3% and our mean bonus pay gap has increased by 6%. However, since our 2018 report our mean hourly pay gap has closed by 11% and our mean bonus pay gap has closed by 17%, showing a long-term positive trend. Our pay and bonus gap primarily results from an uneven distribution of women at senior levels in the business.

### Headcount

We have maintained the number of women in revenue-generating roles but have seen a small movement in the proportion due to additional headcount added.

We have increased our number of women in support and control functions year-over-year.



### 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 remained the same year-over-year.

	Men (%)	Women (%)
Overall	97	98
Revenue Generating	93	100
Support and Control	100	97

### 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 2023 snapshot date. In comparison to 2022, we've seen a 5% increase in women receiving a bonus overall, with a 7% increase in revenue generating roles and a 4% increase in support and control roles.

\*This analysis presents the gender pay gap across all relevant employees in the Scotiabank London organization as at 5 April 2023 (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

- ❖ **Europe Diversity, Equity & Inclusion (DEI) Committee** remained active, building on our momentum while maintaining strong alignment to our all-Bank DEI strategy.
- ❖ Assigned all GBM employees a **mandatory DEI goal** in 2023 with emphasis on mentorship, sponsorship, and DEI training and engagement.
- ❖ Launched a new **Women Connect Employee Resource Group** in 2023, focused on inspiring, supporting and representing women through a variety of events and initiatives.
- ❖ **Revised Employee Benefits** to include services with additional health and wellbeing support, including greater support for menopause.
- ❖ Maintained strong focus on ensuring **high-potential women** have development plans in place through our annual talent-planning cycle, with dedicated focus on this group in advance of our annual front-office promotion cycle.
- ❖ Continued delivery of our action plans following **externally-facilitated listening sessions** focused on the experience of women in our workplace. Key action items include demystifying the client-facing promotions process and delivery of unconscious bias training for interviewers.
- ❖ Continued participation in GBM's **Elevate Programme**, designed to engage and retain high-performing women at the Associate Director / Senior Manager level across our organisation.
- ❖ Continued participation in the Bank's **UpLIFTED Women in Finance Development Programme** designed for first- and second-year undergraduate women who have an interest in Finance. The programme includes an insights day hosted in our office, pipelining candidates into our internship programme.
- ❖ Completed another annual employee **Diversity Survey**, with increased participation year-over-year, providing data to help us foster an environment that is safe, accessible, and reflective of all diverse communities and all Scotiabankers.
- ❖ **Gender diversity** remained a standing agenda item for our London Executive Committee.
- ❖ Continued support for new parents and mothers through the **Enhanced Maternity Pay Policy** and access to our on-site **Wellness Room** for returning parents.
- ❖ **Mandatory representation of women on interview panels** and each client-facing job vacancy must include a diverse pool of both men and women.
- ❖ **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.

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