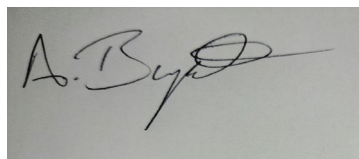


SCOR Services UK Ltd Gender Pay Gap Report 2023

SCOR Services UK Ltd

Introduction

- The gender pay gap remains a critical issue across the Insurance Industry and broader UK. SCOR is undergoing a transformation to bring more transparency and clarity to our teams and roles, which will help us make progress in areas of our Gender Pay Gap view.
- In this pay period, we underwent some structural alignment which has had a negative impact on aspects of our reporting. This doesn't reflect our progress and is part of our ongoing simplification efforts as an organisation. We continue to identify trends and pinpointing areas where inequality is most pronounced, we will continue to develop insights and actions that will inform our ongoing efforts to promote fairness and inclusivity in our workplace.



Anthony Burpitt, General Manager, SCOR Services UK Ltd

Statutory disclosure:

I confirm the data in this report is accurate and calculated in line with Gender Pay Gap Reporting requirements.

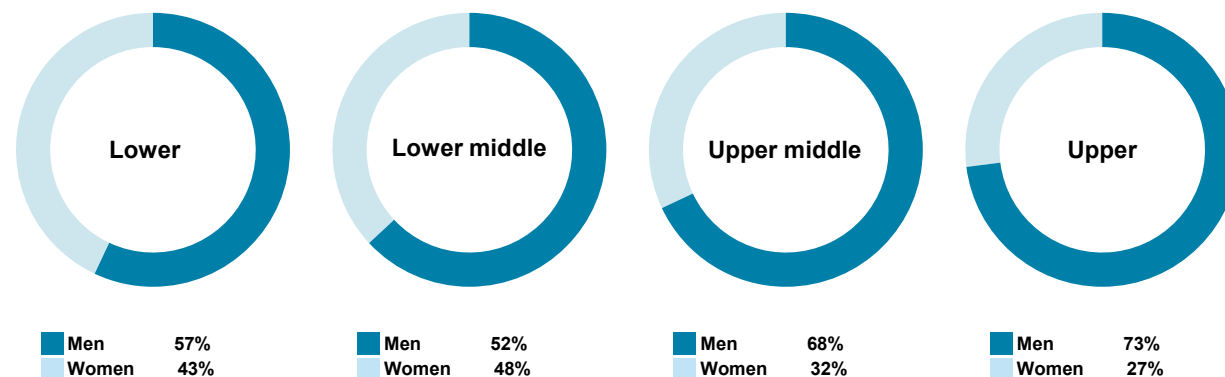


Understanding our gender pay and bonus gaps

Gender Pay Gap 2020 - 2023

Metric	2023 (YoY % change)	2022 (YoY % change)	2021 (YoY % change)	2020 (YoY % change)
Median Pay Gap	27.7% -4.1%	31.8% +2.0%	29.8% +6.4%	23.4% -0.9%
Mean Pay Gap	22.6% -13.6%	36.2% +2.6%	33.6% +5.3%	28.3% -2.6%
Median Bonus Gap	73.6% +37.8%	35.8% -3.5%	39.3% +5.0%	34.3% +13.2%
Mean Bonus Gap	53.9% -6.0%	59.9% -3.2%	63.1% +10.5%	52.6% -13.3%

Proportion of men and women in each pay quartile



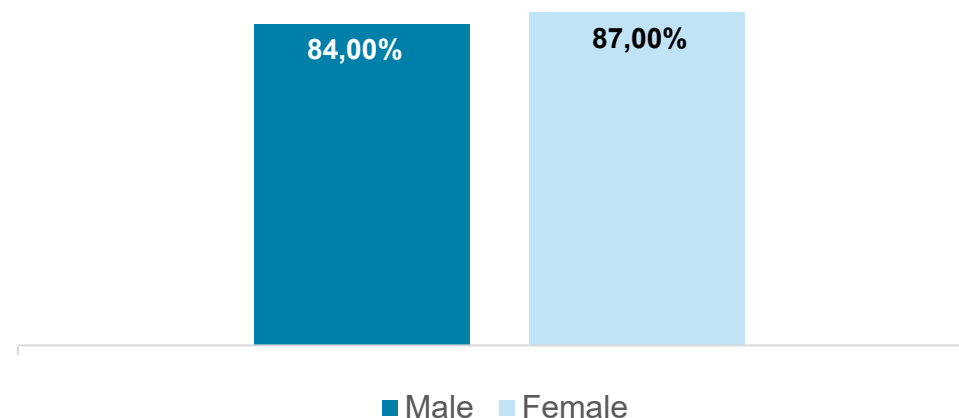
Pay gap

- As of April 2023, our median and mean pay gaps have increased by 4.1% and 13.6% respectively.
- We have made positive progress across our pay gaps a better balance of males and females across the UK organization. Whilst we still have more men across all quartiles, we have seen a five percentage points increase in females in our top quartile, and a reduction of females in the lower quartile by eight percentage points.

Bonus gap

- Our mean bonus gap reduced by a further six percentage points which is reflective of an increase in females receiving a bonus.
- However, our median bonus gap has increased by 37.8% because of cost of living payments made to staff, which has had a disproportionate impact on the data set.

Proportion of men and women receiving a bonus



Actions to close the gap

Promotion of Women

Actively work to ensure a proportionate and reflective number of female promotions, and effective development plans to support future growth

Recruitment Sourcing Strategies

We continue to look at diverse hiring and panels to continue our positive positioning for hiring senior female talent across the market and internally

Visibility of talent

Deliver talent review and succession plans for key roles to ensure personal growth plans can be developed

Professional Development

Create and embed talent programmes aimed at the future potential of female talent

Deep dive our results

Continue to review results and analyse the impact of future business decisions to ensure a reduction of disproportionate impact

Compensation Planning & Levelling

Continue to focus on minimum salary levels for roles, to remove risk of hiring below benchmarks. Introduce job grading to make compensation more objective and agnostic of gender

Early Careers

Continue to support our partners to engage female talent at the start of their careers, and continue to provide internships where possible.

Policy & PMI Reviews

Continue our global review of policies and providers to ensure our provisions are family friendly, relevant, and market leading



scor

The Art & Science of Risk