

Royal Bank of Canada

# France Gender Equality Index Report

(Index de l'égalité professionnelle  
entre les femmes et les hommes)

2025



 Speak Up  
for Inclusion™

RBC in France has more than 50 employees in 2025 and is therefore required to publish the Gender Equality Index Report. This is the first publication since RBC was established in France. Our operations in France subject to the legal requirement to report are RBC Capital Markets (Europe) GmbH, Paris Branch and RBC, Paris Branch (collectively RBC, we, our).

This report covers the reporting period from 1 February 2024 to 31 January 2025.

The Gender Pay Index is a regulatory tool introduced by the French government to help measure and promote professional equality between women and men. For companies with less than 250 employees, it consists of 4 indicators, with a maximum score of 100 points.

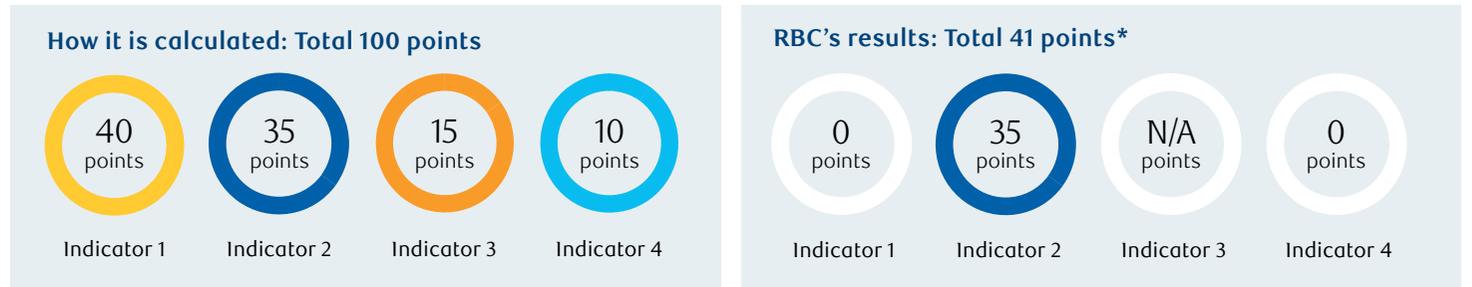
- **Indicator 1 – Gender Pay Gap:** Measures the overall pay gap between the average remuneration of women and men. It does not take into account differences in role type or level/seniority within the same professional category.
- **Indicator 2 – Gap in individual salary increase rates:** Compares the percentage of women and men who received individual salary raises during a given period.
- **Indicator 3 – Percentage of women receiving salary raises after returning from maternity leave.**
- **Indicator 4 – Number of employees of the underrepresented gender among the 10 highest earners:** Evaluates gender diversity among the 10 highest earners. A company receives 0 points on this indicator when there are fewer than two employees of the underrepresented gender among the ten highest-paid.

### Our results

Our total score of 41 out of 100 points is made up as follows:

For indicator 1, we scored 0 out of 40 points. The gender pay gap is primarily attributed to having more men in senior level roles than women. For indicator 2, we met the full points and scored 35 out of 35 points. Indicator 3 is not applicable to us as there were no women who returned from maternity leave during the reporting period. For indicator 4, we scored 0 out of 10 points. We therefore need to provide corrective measures for Indicators 1 and 4.

Given the small headcount footprint of RBC in France and the diverse range of roles and seniorities, the results may not fully reflect the nuances of the organisation and individual career paths. Nonetheless, RBC is fully committed to promoting equity and continuing to review our internal practices as well as working to build an inclusive workplace, fostering a culture based on respect, belonging and opportunity.



\*Indicator 3 is not applicable to us as there were no women who returned from maternity leave during this period. Pursuant to the relevant law, the result is therefore reweighted to preserve a score out of 100 points.

If the organisation scores fewer than 75 points, it must publish its corrective and remedial measures for each of the indicators for which the maximum score has not been obtained.

Indicators	Corrective measures to improve indicator scores
<b>Indicator #1</b> on gender pay gaps	<ul style="list-style-type: none"> <li>• Continue to train our recruiters to work in inclusive recruitment practices and encourage them to work with top recruitment agencies in the region to help ensure we have diverse candidate pools in the recruitment process.</li> <li>• Continue to conduct thorough equal pay reviews as well as benchmark exercises with the external market.</li> </ul>
<b>Indicator #4</b> on gender representation in top 10 paid roles	<ul style="list-style-type: none"> <li>• Continue to develop our employee resource groups RWomen (gender network) and iCare (working families, carers, wellbeing and persons with disabilities) to provide networking opportunities, tailored development and events for all employees across Europe.</li> <li>• Offer a range of development programmes to help our employees, leaders and people managers.</li> <li>• Continue to review succession plans for diverse pipeline of talent and create development plan.</li> </ul>

Actions being taken and improved upon	
Engage	<ul style="list-style-type: none"> <li>• We continue to support our Culture and Engagement Partners model across Europe which brings a group of employees together to collaborate, share ideas and feed back to senior leaders on topics including diversity and inclusion, wellbeing and rewards and recognition.</li> <li>• Implementing HR policies to go beyond what the Collective Bargaining Agreement is providing. For example, enhanced leave policies.</li> </ul>
Retain	<ul style="list-style-type: none"> <li>• We have a comprehensive benefits programme that support physical, mental, financial and social wellbeing of employees. Specifics include childcare support and the Europe Savings Plan.</li> <li>• Coaching is provided to all those taking parental leave, with mandatory coaching for people managers.</li> </ul>

### **Caution regarding forward-looking statements and important notice regarding this document**

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