



## Gender Pay Gap Statement

At Sequoia Financial Group, we are committed to fostering an inclusive and equitable workplace for all our employees.

As a diversified financial services company with small, dedicated teams, we continuously strive to ensure fair and equal pay across all roles.

Our latest analysis of the gender pay gap reveals encouraging overall results, demonstrating our commitment to equality. We are particularly pleased to report that in areas where our workforce is at its highest, women are paid more than men. However, we have identified a pay disparity among our managers, where female managers are currently paid less than their male counterparts.

We take this finding seriously and are committed to addressing it promptly and effectively. To this end, we are implementing the following measures:

**Comprehensive Pay Review:** Conducting a thorough review of pay practices and structures to identify and address any unjustified disparities.

**Transparent Salary Bands:** Establishing and communicating clear salary bands for all managerial positions to ensure transparency and fairness.

**Leadership Development Programs:** Enhancing our leadership development programs to support the career progression of female employees into higher-paying managerial roles.

**Ongoing Monitoring:** Regularly monitoring and reporting on our progress to ensure that we continue to close any gaps and uphold our commitment to pay equity.

In addition, we are proud to announce two significant initiatives:

**FIRG Membership:** Our recent acceptance as part of the Financial Industry Remuneration Group (FIRG) provides us access to the primary source of remuneration and benefits data for the financial services sector. This membership enables us to benchmark our practices against industry standards and make informed decisions to promote pay equity.

**Mentoring and Coaching Program:** We have recently launched a mentoring and coaching program at Sequoia, with an impressive 64% representation by women. This program aims to support the development and advancement of our female employees, providing them with the guidance and resources needed to excel in their careers.

We believe that by taking these steps, we can create a more balanced and fairer workplace for all our employees.

Our dedication to diversity and inclusion remains at the forefront of our values, and we are committed to ensuring that all our employees are compensated equitably for their contributions.