

DIRECTORS' APPOINTMENTS PROPOSED TO THE GENERAL MEETING OF 23 MAY 2023

Press release

Paris, 10 March 2023

The Board of Directors, acting on the recommendations of the Nomination and Corporate Governance Committee, will submit four Directors' appointments to the Combined General Meeting of 23 May 2023.

These appointments will take effect after the terms of office of Frédéric Oudéa, Kyra Hazou, Gérard Mestrallet and Juan Maria Nin Génova have ended.

The Board of Directors proposes to appoint **Slawomir Krupa** as Director for a term of four years. Once elected, Slawomir Krupa will be appointed Chief Executive Officer by the Board of Directors. The duties of the Chairman and of the Chief Executive Officer will remain separate in accordance with Article L.511-58 of the French Monetary and Financial Code. The [press release dated 30 September 2022](#) details this proposal and the corresponding selection process.

The Board of Directors proposes to appoint **Béatrice Cossa-Dumurgier** as an independent Director for a term of four years. Aged 49 and French, Béatrice Cossa-Dumurgier will bring extensive expertise in retail and digital banking to the Board. She is an independent Director of Casino and Peugeot Invest. She is currently Chief Operating Officer of Believe. She was previously Chief Operating Officer of BlablaCar and held various positions from 2004 to 2019 at BNPP, particularly in retail banking.

The Board of Directors proposes to appoint **Ulrika Ekman** as an independent Director for a term of four years. Ulrika Ekman, aged 60, is a Swedish and American national and will bring strong legal expertise to the Board. She was previously a partner of the US law firm Davis Polk & Wardwell LLP. She then held various positions at Greenhill & Co, a US investment bank, including General Counsel. She is currently a member of the Board of Directors of Greenhill & Co.

The Board of Directors proposes to appoint **Benoît de Ruffray** as an independent Director for a term of four years. Benoît de Ruffray, aged 56, is French and will provide the Board with strong international and industry expertise. He has been Chairman and Chief Executive Officer of Eiffage since January 2016. He holds no other directorship in any publicly listed company. He was CEO of Soletranche Freyssinet in 2015 and previously held numerous positions in Bouygues Group in France and abroad.

If the General Meeting approves these propositions concerning the Board of Directors:

- the percentage of women on the Board of Directors will be 50% (six out of 12) if, in accordance with legislation and the AFEP-MEDEF Code, the Director representing employee shareholders and the two Directors representing employees are excluded from the calculation¹;
- the independence rate will be 92% (11 out of 12 Directors) if, in accordance with the AFEP-MEDEF Code, the three employee Directors are excluded from the calculation; and
- the percentage of non-French Board of Director members will be 53%² (eight out of 15 Directors will be foreign nationals) if the Directors representing employees are included.

The Board of Directors has therefore made certain that it possesses all the necessary skills to function properly and to carry out its tasks of defining the strategy of Societe Generale group and ensuring its implementation.

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¹ The percentage of women on the Board of Directors will be 47% (seven out of 15 Directors) based on a full Board or 46% women (six out of 13), excluding only the two Directors representing employees;

² The percentage of non-French Board of Director members will be 67% (eight out of 12 Directors) if the three employee Directors were excluded from the calculation.

Biographies



Slawomir Krupa

Born on 18 June 1974, French-Polish

A graduate of the *Institut d'Études Politiques de Paris*, he has 27 years' experience in banking, particularly international banking. He joined Societe Generale group in 1996 as part of the General Inspection Department. In 2007, he moved to Corporate and Investment Banking, where he took on a range of responsibilities. In 2007, he was Head of Strategy and Development, then Head of Central and Eastern Europe, Middle East and Africa (CEEMEA) in 2009 and Deputy Head of Financing in 2012. He was appointed CEO of SG Americas in January 2016. In January 2021, he joined the Group's General Management team as Deputy Chief Executive Officer in charge of Global Banking and Investor Solutions. He holds a directorship at Societe Generale Forge, a French unlisted subsidiary of the Group.



Béatrice Cossa-Dumurgier

Born on 14 November 1973, French

A graduate of *École Polytechnique* (1997), *Corps des Ponts et Chaussées* (2000), Béatrice Cossa-Dumurgier also holds a Master of Science from Massachusetts Institute of Technology (Boston, 2000). She began her career at McKinsey in France and the US, before joining the French Ministry of Finance in 2000, first in the Treasury Department and later in the Agence des Participations de l'État (French State Investment Agency). She joined BNP Paribas Group in 2004 and held various strategic, operational and executive positions until 2019, the last being Chief Executive Officer of the online brokerage subsidiary. She was a member of the Domestic Markets Executive Committee and of BNP Paribas G100. In 2019, she joined BlaBlaCar as Chief Operating Officer, CEO of BlaBlaBus and as a member of the Executive Committee. She has been Chief Operating Officer of Believe since September 2022. She is currently an independent member of the Casino Group's Board of Directors and has been a member of the Audit Committee since 2021, as well as independent director of Peugeot Invest and member of the Audit and Governance, Nominations and Compensation Committees since May 2022.



Ulrika Ekman

Born on 6 October 1962, American-Swedish

Ulrika Ekman holds a J.D. from the New York University School of Law, an M.A. in History from New York University and a B.S. in Foreign Service from Georgetown University. She was a partner in the US and international law firm Davis Polk LLP, where she represented clients in complex domestic and cross-border transactions across a wide range of sectors, including mergers, acquisitions, spin-offs, disposals and reorganisations (1990-2004). Ulrika Ekman was a member of the Management Committee of Greenhill & Co, a leading independent investment bank that provides financial advisory services for mergers, acquisitions, restructurings, financing and fundraising to companies, institutions and governments from its multiple offices across five continents (2004-2012). She is currently an independent member of the Board of Directors of Greenhill & Co., where she chairs the Nomination and Governance Committee and sits on the Compensation Committee.



Benoît de Ruffray

Born on 4 June 1966, French

A graduate of *École Polytechnique* and *École Nationale des Ponts et Chaussées*, Benoît de Ruffray also holds a Master's degree from Imperial College in London. He began his career in 1990 upon joining the Bouygues group. After leading major international projects, he became Head of Latin America in 2001. From 2003 to 2007, he was Chief Executive Officer of Dragages Hong Kong, and later, in 2008, Deputy CEO of Bouygues Bâtiment International. He became CEO of Soletanche Freyssinet Group (Vinci Group) in 2015. Benoît de Ruffray was appointed Chairman and Chief Executive Officer of Eiffage on 18 January 2016.

Societe Generale

Societe Generale is one of the largest European financial services groups. Based on a diversified and integrated model, the Group brings together financial solidity, leading edge innovation and a strategy of sustainable and responsible growth. By engaging in positive transformations of companies and economies, Societe Generale works with its teams on a daily basis, helping to build together with its clients a better and more sustainable future through responsible and innovative financial solutions.

As an important player in the real economy for more than 150 years, with a solid foothold in Europe, and connected to the rest of the world, Societe Generale employs more than 117,000 people across 66 countries and supports 25 million individual customers, corporate clients and institutional investors worldwide on a daily basis, offering a broad range of tailored advisory and financial solutions, supported by three complementary core businesses:

- **French Retail Banking** with the SG Bank, a result of the merger of the Societe Generale and Crédit du Nord networks, and Boursorama, offering a comprehensive range of multi-channel financial services at the leading edge of digital innovation;
- **International Retail Banking, insurance and financial services** with networks in Africa, Central and Eastern Europe, and leading specialised businesses;
- **Global Banking & Investor Solutions**, with recognised expertise, top international rankings and integrated solutions.

Societe Generale features in leading sustainable development indices: DJSI (Global and Europe), FTSE4Good (world and Europe), Bloomberg Gender-Equality Index, Refinitiv Diversity and Inclusion Index, Euronext Vigeo (Europe and Eurozone), STOXX Global ESG Leaders indices and MSCI Low Carbon Leaders Index (World and Europe).

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