

# NON-FINANCIAL INFORMATION

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Global Reporting Initiative Content

2022

## GRI - Global Reporting Initiative Content Index 2020

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207-3	Stakeholder engagement and management of concerns related to tax	Group's <a href="#">Framework for responsible advocacy activities</a> <a href="#">Charter for responsible advocacy with public authorities and representative institutions</a>
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103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Group's direct environmental impact: 2022 Universal Registration Document, <a href="#">pages 325-330</a>

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103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
301-1	Materials used by weight or volume	2022 Universal Registration Document, <a href="#">page 330</a> <a href="#">Group's CSR figures</a> (worksheet 8)
301-2	Recycled input materials used	2022 Universal Registration Document, <a href="#">page 330</a> <a href="#">Group's CSR figures</a> (worksheet 8)
301-3	Reclaimed products and their packaging materials	Not relevant to the banking sector
<b>GRI 302: ENERGY - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Group's direct environmental impact: 2022 Universal Registration Document, <a href="#">pages 325-330</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
302-1	Energy consumption within the organization	2022 Universal Registration Document, <a href="#">page 328</a> <a href="#">Group's CSR figures</a> (worksheet 8)
302-2	Energy consumption outside of the organization	Not relevant to the banking sector
302-3	Energy intensity	2022 Universal Registration Document, <a href="#">page 328</a> <a href="#">Group's CSR figures</a> (worksheet 8)
302-4	Reduction of energy consumption	2022 Universal Registration Document, <a href="#">page 328</a> <a href="#">Group's CSR figures</a> (worksheet 8)
302-5	Reductions in energy requirements of products and services	Not relevant to the banking sector

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
<b>GRI 303: WATER AND EFFLUENTS - 2018</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Group's direct environmental impact: 2022 Universal Registration Document, <a href="#">pages 325-330</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
303-1	Interactions with water as a shared resource	Not relevant to the banking sector
303-2	Management of water discharge-related impacts	Not relevant to the banking sector
303-3	Water withdrawal	Not relevant to the banking sector
303-4	Water discharge	Not relevant to the banking sector
303-5	Water consumption	Water consumption: <a href="#">Group's CSR figures</a> , worksheet 8
<b>GRI 305: EMISSIONS - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Group's direct environmental impact: 2022 Universal Registration Document, <a href="#">pages 325-330</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
305-1	Direct (Scope1) GHG emissions	<a href="#">Group's CSR figures</a> , worksheet 8, line 48

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
305-2	Energy indirect (Scope2) GHG emissions	<a href="#">Group's CSR figures</a> , worksheet 8, line 49
305-3	Other indirect (Scope3) GHG emissions	<a href="#">Group's CSR figures</a> , worksheet 8, line 50
305-4	GHG emissions intensity	<a href="#">Group's CSR figures</a> , worksheet 8
305-5	Reduction of GHG emissions	Group's direct environmental impact: 2022 Universal Registration Document, <a href="#">pages 325-330</a> <a href="#">Group's CSR figures</a> , worksheet 8, lines 17-19
305-6	Emissions of ozone depleting substances (ODS)	Not relevant to the banking sector
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not relevant to the banking sector
<b>GRI 306: EFFLUENTS AND WASTE - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13</a> ; <a href="#">34-35</a> Group's direct environmental impact: 2022 Universal Registration Document, <a href="#">pages 325-330</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
306-1	Water discharge by quality and destination	Not relevant to the banking sector
306-2	Waste by type and disposal method	<a href="#">Group's CSR figures</a> , worksheet 8, lines 32-35
306-3	Significant spills	Not significant for the banking sector
306-4	Transport of hazardous waste	Not significant for the banking sector
306-5	Water bodies affected by water discharges and/or runoff	Not significant for the banking sector

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
<b>GRI 307: ENVIRONMENTAL COMPLIANCE - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Group's direct environmental impact: 2022 Universal Registration Document, <a href="#">pages 325-330</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
307-1	Non-compliance with environmental laws and regulations	No relevant fines were imposed in 2020 for non-compliance with environmental laws or regulations Information on risks and litigation: 2022 Universal Registration Document, <a href="#">pages 534-537</a>
<b>GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Group's direct environmental impact: 2022 Universal Registration Document, <a href="#">pages 325-330</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">Group's CSR figures</a> , worksheet 5 Group's responsible sourcing policy: 2022 Universal Registration Document, <a href="#">pages 323 - 325</a>
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">Group's CSR figures</a> , worksheet 5 Group's responsible sourcing policy: 2022 Universal Registration Document, <a href="#">pages 323 - 325</a>

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
<b>GRI: SOCIAL STANDARDS</b>		
<b>GRI 401: EMPLOYMENT - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
401-1	New employee hires and employee turnover	<a href="#">Group's CSR figures</a> , worksheet 10, lines 22-32 and 35-40 Professions and skills 2021 report, <a href="#">pages 8- 10</a>
401-2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees	<a href="#">Group's CSR figures</a> , worksheet 10, lines 101-102 and 111-121 Performance and compensation 2021 report, <a href="#">pages 8 - 9</a> Occupational health and safety 2021 report, <a href="#">pages 7-8</a>
401-3	Parental leave	<a href="#">Group's CSR figures</a> , worksheet 10, lines 78-80 Occupational health and safety 2021 report, <a href="#">page 7</a> Performance and compensation 2021 report, <a href="#">page 6</a> Diversity and inclusion 2021 report, <a href="#">pages 10; 16</a>
<b>GRI 402: LABOUR/MANAGEMENT RELATIONS - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
402-1	Minimum notice periods regarding operational changes	-
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY - 2018</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
403-1	Occupational health and safety management system	Group's <a href="#">occupational health and safety policy</a> Management of the risks related to non-compliance with internal social regulations and rules and poor working conditions: 2022 Universal Registration Document, <a href="#">pages 318-323</a> Occupational health and safety <a href="#">2021 report</a> Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a> <a href="#">Group's CSR figures</a> , worksheet 10, lines 103-121
403-2	Hazard identification, risk assessment, and incident investigation	Management of the risks related to non-compliance with internal social regulations and rules and poor working conditions: 2022 Universal Registration Document, <a href="#">pages 318-323</a> Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a> Whistleblowing mechanism: 2022 Universal Registration Document, pages: <a href="#">276-277; 343</a> Prevention of psychosocial risks: 2022 Universal Registration Document, page <a href="#">321</a>
403-3	Occupational health services	Occupational health and safety <a href="#">2021 report</a> <a href="#">Group's CSR figures</a> , worksheet 10, lines 103-121
403-4	Worker participation, consultation, and communication on occupational health and safety	Corporate culture and ethics principles, 2021 Report, <a href="#">pages 13- 14</a> Safety information and prevention campaigns: Occupational health and safety 2021 report, <a href="#">page 8</a> Uni Global Union renewal of agreement ( <a href="#">2019</a> ) <a href="#">Group's CSR figures</a> , worksheet 10, lines 103-121
403-5	Worker training on occupational health and safety	Corporate culture and ethics principles, 2021 Report, <a href="#">pages 13- 14</a> Occupational health and safety 2021 report, <a href="#">page 8</a>



GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
403-6	Promotion of worker health	Occupational health and safety, 2021 Report, <a href="#">pages 5-8</a> <a href="#">Group's CSR figures</a> , worksheet 10, lines 103-121
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Group's CSR figures</a> , worksheet 10, lines 103-121
403-9	Work-related injuries	<a href="#">Group's CSR figures</a> , worksheet 10, lines 103-121
403-10	Work-related ill health	<a href="#">Group's CSR figures</a> , worksheet 10, lines 103-121 Prevention of psychosocial risks: 2022 Universal Registration Document, <a href="#">pages 320-321</a> Occupational health and safety, 2021 Report, <a href="#">page 14</a>
<b>GRI 404: TRAINING AND EDUCATION - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a> Professions and skills, <a href="#">2021 report</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
404-1	Average hours of training per year per employee	Training policy: Professions and skills, 2021 report, <a href="#">pages 16-17</a> <a href="#">Group's CSR figures</a> , worksheet 10, lines 55-63
404-2	Programs for upgrading employee skills and transition assistance programs	Training policy: Professions and skills, 2021 report, <a href="#">pages 10; 16-19</a> <a href="#">Group's CSR figures</a> , worksheet 10, lines 55-63
404-3	Percentage of employees receiving regular performance and career development reviews	Performance review: Performance and compensation 2021 report, <a href="#">pages 6-7</a> <a href="#">Group's CSR figures</a> , worksheet 10, lines 93, 94
<b>GRI 103: DIVERSITY AND EQUAL OPPORTUNITY - 2016</b>		

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Diversity and inclusion, <a href="#">2021 report</a> Focus on diversity in the company: 2022 Universal Registration Document, <a href="#">page 320</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
405-1	Diversity of governance bodies and employees	Diversity policy within Societe Generale: 2022 Universal Registration Document, <a href="#">page 96</a> Diversity and complementarity of the Board composition: 2022 Universal Registration Document, <a href="#">pages 66-68</a> Diversity and inclusion, <a href="#">2021 report</a> <a href="#">Group's CSR figures</a> , worksheet 10, lines 65-87
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Group's CSR figures</a> , worksheet 10, lines 95-98 2021 Social report, <a href="#">page 14</a> Diversity and inclusion 2021 report, <a href="#">page 10</a>
<b>GRI 406: NON-DISCRIMINATION - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Diversity and inclusion, <a href="#">2021 report</a> Focus on diversity in the company: 2022 Universal Registration Document, <a href="#">page 320</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
406-1	Incidents of discrimination and corrective actions taken	Whistleblowing mechanism: 2022 Universal Registration Document, pages: <a href="#">276-277</a> ; <a href="#">343</a> The Group's policy on disciplinary matters: Corporate culture and ethics principles, 2021 report, <a href="#">pages 10-11</a> 2022 Universal Registration Document, <a href="#">page 321</a>
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13</a> ; <a href="#">34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Diversity and inclusion, <a href="#">2021 report</a> Focus on diversity in the company: 2022 Universal Registration Document, <a href="#">page 320</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a> <a href="#">Group's CSR figures</a> , worksheet 5
<b>GRI 408: CHILD LABOUR - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13</a> ; <a href="#">34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's <a href="#">environmental and social general principles</a> for business engagement Responsible Sourcing Policy: 2022 Universal Registration Document, <a href="#">pages 323-325</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
408-1	Operations and suppliers at significant risk for incidents of child labour	Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a> Group's <a href="#">statement on human rights</a> Societe Generale's Slavery and human trafficking <a href="#">statement 2022</a>
<b>GRI 409: FORCED OR COMPULSORY LABOUR - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's <a href="#">environmental and social general principles</a> for business engagement Responsible Sourcing Policy: 2022 Universal Registration Document, <a href="#">pages 323-325</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a> <a href="#">Group's CSR figures</a> , worksheet 5 <a href="#">2021 Equator Principles report</a>
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
103-2	The management approach and its components	<p>CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a></p> <p>Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a></p> <p>Integrated Report 2021-2022, <a href="#">pages 28-29</a></p> <p>Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a></p> <p>Group's <a href="#">environmental and social general principles</a> for business engagement</p> <p>Responsible Sourcing Policy: 2022 Universal Registration Document, <a href="#">pages 323-325</a></p> <p>Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a></p>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
411-1	Incidents of violations involving rights of indigenous peoples	<p>Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a></p> <p>E&amp;S risk management in the businesses: 2022 Universal Registration Document, <a href="#">pages 285-289</a></p> <p><a href="#">2021 Equator Principles report</a></p>
<b>GRI 412: HUMAN RIGHTS ASSESSMENT - 2016</b>		
103-1	Explanation of the material topic and its Boundary	<p>CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a></p> <p>Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a></p> <p>CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a></p> <p>Integrated Report 2021-2022, <a href="#">pages 62-71</a></p> <p>Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a></p> <p>Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a></p>
103-2	The management approach and its components	<p>CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a></p> <p>Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a></p> <p>Integrated Report 2021-2022, <a href="#">pages 28-29</a></p> <p>Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a></p> <p>Group's <a href="#">environmental and social general principles</a> for business engagement</p> <p>Group's <a href="#">statement on human rights</a></p> <p>Societe Generale's Slavery and human trafficking <a href="#">statement 2022</a></p> <p>Diversity and inclusion, <a href="#">2021 report</a></p> <p>Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a></p>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>E&amp;S risk management in businesses: 2022 Universal Registration Document, <a href="#">pages 285-289</a></p> <p>Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a></p> <p><a href="#">2021 Equator Principles report</a></p> <p><a href="#">Group's CSR figures</a>, worksheet 4</p>
412-2	Employee training on human rights policies or procedures	<p>Training on the Code of Conduct including human rights issues: 2022 Universal Registration Document, <a href="#">pages 275-277</a></p> <p>Specific CSR training: 2022 Universal Registration Document, <a href="#">pages 317-318</a></p> <p>Sustainable Sourcing training: 2022 Universal Registration Document, <a href="#">page 324</a></p>

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a> <a href="#">2021 Equator Principles report</a> <a href="#">Group's CSR figures</a> , worksheet 4
<b>GRI 413: LOCAL COMMUNITIES - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13</a> ; <a href="#">34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's <a href="#">environmental and social general principles</a> for business engagement Group's <a href="#">statement on human rights</a> Societe Generale's Slavery and human trafficking <a href="#">statement 2022</a> Diversity and inclusion, <a href="#">2021 report</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
413-1	Operations with local community engagement, impact assessments, and development programs	Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a> E&S risk management in the businesses: 2022 Universal Registration Document, <a href="#">pages 285-289</a> <a href="#">2021 Equator Principles report</a> Supporting business and entrepreneurs: 2022 Universal Registration Document, <a href="#">page 300-302</a> Sustainable cities: 2022 Universal Registration Document, <a href="#">pages 302-304</a> Sustainable mobility: 2022 Universal Registration Document, <a href="#">pages 304-306</a> Infrastructure in Africa: 2022 Universal Registration Document, <a href="#">page 304</a> Inclusive banking: 2022 Universal Registration Document, <a href="#">pages 310-313</a> Integrated Report 2021-2022, <a href="#">pages 68-69</a>
413-2	Operations with significant actual and potential negative impacts on local communities	Group's duty of care plan: 2022 Universal Registration Document, <a href="#">page 339</a> E&S risk management in the businesses: 2022 Universal Registration Document, <a href="#">pages 285-289</a> <a href="#">2021 Equator Principles report</a>
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT - 2016</b>		

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Business conduct: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Group's <a href="#">environmental and social general principles</a> for business engagement Responsible Sourcing Policy: 2022 Universal Registration Document, <a href="#">pages 323-325</a> Suppliers section on the <a href="#">Group's website</a> <a href="#">Sustainable sourcing charter</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Group's CSR figures</a> , worksheet 5
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Group's CSR figures</a> , worksheet 5 Implementation of the measures linked to the Duty of care plan in sourcing pillar: 2022 Universal Registration Document, <a href="#">page 346</a> CSR risk management during the sourcing process – <a href="#">on Group's website</a>
<b>GRI 415: PUBLIC POLICY - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Group's <a href="#">environmental and social general principles</a> for business engagement Group's <a href="#">Framework for responsible advocacy activities</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
415-1	Political contributions	Group's Framework for responsible advocacy activities, <a href="#">page 6</a>
<b>GRI 416: CUSTOMER HEALTH SAFETY - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Group's <a href="#">environmental and social general principles</a> for business engagement Customer protection: 2022 Universal Registration Document, <a href="#">page 307</a> Customer satisfaction: 2022 Universal Registration Document, <a href="#">page 306-308</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
416-1	Assessment of the health and safety impacts of product and service categories	Customer protection: 2022 Universal Registration Document, <a href="#">page 307, 254-255</a> <ul style="list-style-type: none"> <li>- claims and mediation: <a href="#">page 307</a></li> <li>- data protection: <a href="#">page 257</a></li> <li>- cybersecurity: <a href="#">page 235</a></li> <li>- anti-corruption measures: <a href="#">page 256</a></li> <li>- new product committees: <a href="#">page 237</a></li> </ul>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Group's CSR figures</a> , worksheet 3
<b>GRI 417: MARKETING AND LABELLING - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>



GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
103-2	The management approach and its components	<p>CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a></p> <p>Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a></p> <p>Integrated Report 2021-2022, <a href="#">pages 28-29</a></p> <p>Group's <a href="#">environmental and social general principles</a> for business engagement</p> <p>Customer protection: 2022 Universal Registration Document, <a href="#">page 307</a></p> <p>Customer satisfaction: 2022 Universal Registration Document, <a href="#">page 306-308</a></p> <p>Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a></p>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
417-1	Requirements for product and service information and labelling	<p>Customer protection: 2022 Universal Registration Document, <a href="#">page 307</a>, <a href="#">254-255</a></p> <ul style="list-style-type: none"> <li>- claims and mediation: <a href="#">page 307</a></li> <li>- data protection: <a href="#">page 257</a></li> <li>- cybersecurity: <a href="#">page 235</a></li> <li>- anti-corruption measures: <a href="#">page 256</a></li> <li>- new product committees: <a href="#">page 237</a></li> </ul>
417-2	Incidents of noncompliance concerning product and service information and labelling	<a href="#">Group's CSR figures</a> , worksheet 3
417-3	Incidents of non-compliance concerning marketing communications	<a href="#">Group's CSR figures</a> , worksheet 3
<b>GRI 418: CUSTOMER PRIVACY - 2016</b>		
103-1	Explanation of the material topic and its Boundary	<p>CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a></p> <p>Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a></p> <p>CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a></p> <p>Integrated Report 2021-2022, <a href="#">pages 62-71</a></p> <p>Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13</a>; <a href="#">34-35</a></p> <p>Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a></p>
103-2	The management approach and its components	<p>CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a></p> <p>Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a></p> <p>Integrated Report 2021-2022, <a href="#">pages 28-29</a></p> <p>Group's <a href="#">environmental and social general principles</a> for business engagement</p> <p>Customer protection: 2022 Universal Registration Document, <a href="#">page 307</a></p> <p>Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a></p>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>

GRI STANDARD	DISCLOSURE	URL OR PAGE NUMBER
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer protection: 2022 Universal Registration Document, <a href="#">page 307</a> Risks related to information security and information and communication security: 2022 Universal Registration Document, <a href="#">page 235</a> Since May 2018, the Group monitors complaints received from Data Protection Authorities on the perimeter of GDPR. They are not publicly disclosed.
<b>GRI 419: SOCIOECONOMIC COMPLIANCE - 2016</b>		
103-1	Explanation of the material topic and its Boundary	CSR approach founded on the basis of stakeholder consultation: 2022 Universal Registration Document, <a href="#">pages 269-270</a> Cross analysis between the CSR topics and Group's types of risks, 2022 Universal Registration Document, <a href="#">page 271</a> CSR ambition: 2022 Universal Registration Document, <a href="#">pages 268-271</a> Integrated Report 2021-2022, <a href="#">pages 62-71</a> Value creation: Integrated Report 2021-2022, <a href="#">pages 12-13; 34-35</a> Five core priorities in the area of human resources: Integrated Report 2021-2022, <a href="#">pages 28-29</a>
103-2	The management approach and its components	CSR Governance: 2022 Universal Registration Document, <a href="#">page 272-273</a> Culture and conduct: 2022 Universal Registration Document, <a href="#">pages 275-277</a> Integrated Report 2021-2022, <a href="#">pages 28-29</a> Group's <a href="#">environmental and social general principles</a> for business engagement E&S risk management in the Businesses: 2022 Universal Registration Document, <a href="#">pages 285-289</a> Compliance: 2022 Universal Registration Document, <a href="#">pages 253-258</a> Group's key figures: Integrated Report 2021-2022, <a href="#">pages 58-59</a>
103-3	Evaluation of the management approach	Independent third party's report on consolidated non-financial statement: 2022 Universal Registration Document, <a href="#">pages 336-338</a>
419-1	Non-compliance with laws and regulations in the social and economic area	Information on risks and litigation: 2022 Universal Registration Document, <a href="#">page 534</a>