

WOMEN'S EMPOWERMENT PRINCIPLES REPORT 2022

In 2016, Frédéric Oudéa signed the Women's Empowerment Principles of the UN Global Compact for the whole Group: these principles commit their signatories to progress on the promotion of equality between women and men at work, in the economic ecosystem and in the community. As such, the Group has committed to publish an annual report on its most significant actions.

Societe Generale's Diversity and Inclusion Policy, updated in 2022, affirms the Group's Diversity and Inclusion ambition and reflects the attention paid to the promotion of women in the company and beyond.

Principle no. 1, prerequisite for the signing of the charter: Establish high-level corporate leadership for gender equality

As diversity is an ethical and performance issue, Societe Generale is maintaining its commitment to promoting women in 2021 and relies on various levers:

- Diony Lebot, Deputy Chief Executive Officer, is a **Diversity and Inclusion sponsor** and takes these issues to the highest level of the organization;
- To drive and accelerate the deployment of its actions, the Group has a **Diversity and Inclusion Council**, composed of members from the Management Committees of its Business Units and Services Units (BUs/SU) with the mission of defining the Group's ambition and orientations in terms of diversity and inclusion, as well as annual (or multi-year) priorities;
- Within the Group, **developing an equitable and inclusive work environment is a shared and measured managerial priority in all businesses at all levels of the organization**. Each Group entity is in charge of operationally implementing the Group's policy and ambitions in compliance with local regulations;
- The Group gives each employee the opportunity to express themselves and act on the subject. The recent introduction in the Employees barometer of questions on diversity and inclusion allows us to **measure employees' feelings and implement targeted actions to make the work environment more inclusive**. In 2022, the average grade given by the employees to evaluate the level of inclusion in their working environment is 7.3/10;
- In the United Kingdom, Societe Generale signed the **Women in Finance Charter** in 2018 and committed to reach 30% of women in senior positions by 2025;
- The common goal for all African subsidiaries was achieved in 2021 with an average of 33% of women on executive committees (the Africa Management Committee had announced, in February 2019, a goal of one third of women at the end of 2022). This target has even been exceeded in some subsidiaries, which have more than 40% women on their management committees;
- Societe Generale France is a signatory to the **#StOpE charter**, which includes eight commitments to combat "ordinary" sexism in companies with 27 other major groups;
- **New public commitments over the past two years:**
 - signing of the **OneInThreeWomen Charter** to raise awareness of violence against women,
 - signing of three charters to foster gender diversity:
 - **#JamaisSansElles** is a movement for gender diversity, promoted by a hundred entrepreneurs, humanist actors and stakeholders accustomed to taking part in public debates and events, but who today refuse to take part if there are no women involved;
 - **Financi'Elles** (French Federation of Networks Promoting Gender Diversity in Financial Sector Companies) demonstrates the Group's commitment to improve gender diversity and, above all, to accelerate women's access to the top of the organization;

- and **Towards the Zero Gender Gap** is a commitment signed by Diony Lebot on the occasion of the 2021 Global Women Forum. This initiative demonstrates the Group's ambition to take action in particular to reduce the impact of unconscious bias in hiring and promotion processes and on equal pay for equivalent positions;

▪ **As proof of its ambitions in terms of gender equality, the Group has reaffirmed its ambitions in terms of gender equity** through the implementation of a more proactive diversity policy, combining quantified and measurable objectives over time and an individualized career plan, to accelerate momentum. (See [Diversity and Inclusion Report](#))

By 2023, the Group's management bodies must have a **minimum of 30% women**, ensuring that this objective is met in both business and functions. This objective applies to the Strategic Committee, the Management Committee and the 160 main executives of the Group.

The Diversity and Inclusion indicators are presented annually to the **Board of Directors**.

At the end of 2022, the representation of women in the Group and in management bodies is as follows:

Share of women...	2019	2020	2021	2022
in the Group	57%	56%	56%	54%
in recruitment	57%	57%	55%	52%
in promotions -	57%	58%	56%	55%
"Ambassadors" (Top 1400)	26%	27%	37%	37%
to the Board of Directors	43%	43%	42%	42%
managers within the Group	44%	43%	43%	42%
within the Strategic Committee (Top 30)	20%	24%	23%	21%
within the Management Committee (Top 60)	25%	29%	26%	27%
within the Group's key positions (Top 160)	19%	20%	25%	26%

Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination

In 2022, the Group strengthens its commitments to respect human rights, fight against discrimination and promote gender equality through various actions. (See [Report Corporate Culture and Ethical Principles](#)):

- The global framework agreement with the international trade union federation **UNI Global Union** on fundamental rights (begun in 2015, renewed in February 2019, and in renegotiation in 2023) covers 100% of the Group's workforce. The agreement takes the form of regular exchanges with the UNI Global Union on the implementation of the commitments and a yearly follow-up meeting that brings together the representatives of UNI Global Union, the Human Resources Department (HRD) and the Group's trade union representatives affiliated with UNI Global Union. Several meetings were held in 2022;
- Developed in 2018, the **Inappropriate Workplace Behaviour Policy** took effect in 2019 to prevent and combat inappropriate behaviour. In this context, the procedure for reporting and dealing with inappropriate behaviour has been strengthened with the establishment of an alert mechanism and through the disciplinary sanctions policy;
- In addition, as part of the French law of 03/2017 on the Duty of Vigilance, the Group has developed a Duty of Care Plan on Human Rights and Environment, which aims to prevent and mitigate serious breaches of human rights and fundamental freedoms, the health and safety of persons and the environment. The Group's risk management framework was reviewed and updated in 2022 (see [Duty of Care Plan](#));

- In addition, 98% of the Group's workforce have **policies or programmes in place to promote gender equality at work**;
- Since 2013, Societe Generale SA's agreements relating to professional equality in France have enabled it to allocate €21.1 million to correct more than 9,172 gender wage gaps, business line, hierarchical level and equivalent seniority level in the company. The agreement on professional equality of 19 December 2018 was extended until 31 December 2023 and provides for the maintenance of all existing commitments (budget of €10 millions over 4 years via the 2019 wage agreement, of which €3 million for 2022) and enriches them with new measures on the elimination of gender pay gaps: an additional budget of 3,5 million euros has been allocated for 2023 in this objective;
- In France, in 2021, **this budget was used to adjust the fixed compensation of 864 women (average increase of 4.9%)**;
- In France, the salary review on returning from maternity or adoption leave or childcare leave must be at least equal to the average adjustments made for employees in the same category. Quite often, this amount is exceeded due to application of the minimum raise. **Fixed salaries are adjusted for all women returning from maternity or adoption leave.**

Principle 3: Ensure the health, safety and well-being of all women and men workers

Societe Generale ensures the health and safety of persons at the workplace and in the performance of their professional duties. The Group relies on its Occupational Health and Safety policy, which is operationally implemented by local entities, taking into account their own laws and local contexts, without distorting its purpose.

The Group implements this policy so that each employee has a safe working environment. This environment includes both the workplace and work practices, which must guarantee safety, physical and psychological health and quality of working conditions. The Group ensures that it complies with legal obligations regarding occupational health and safety throughout its entities and geographies. (See Occupational Health and Safety Report)

Among the many health actions implemented within the Group, we can mention the following examples:

- In 2021, **stress prevention initiatives** were carried out in 118 Group subsidiaries and branches, covering 94% of Societe Generale's workforce. They aim to inform, train and accompany employees likely to encounter situations with psychosocial risks, through free assistance programs in partnership with specialists in the health or insurance sector, training and/or awareness of psychosocial risks, surveys and assessments of stress levels and relaxation and relaxation activities.
- Measures to **encourage participation in sport**. Thus, for example:
 - o La Marocaine Vie (LMV) rewards employees participating in internal sports challenges with vouchers for online sports sessions;
 - o The entity Shine distributes 300 euros per year to employees for their registration for sports activities;
- Specific measures have been put in place, in collaboration with the Group's social workers and occupational medicine, to best **support employees who are victims of violence within the couple**;
- Specific measures in favour of **parenthood**:
 - o 94 entities covering 90% of the Group's workforce benefit from maternity leave arrangements that go beyond local regulations and 70 entities covering 69% of the Group's workforce benefit from paternity leave arrangements that go beyond local regulations.
 Overall, Group employees have a minimum of 12 weeks of maternity leave. For example:
 - In Brazil, the legislative rule provides for 16 weeks for maternity leave. Banco SG Brasil SA adds 8 additional weeks;

- In Sweden, the Group offers a supplement to the allowance granted to the employee by the social insurance fund, for a total of 360 days, until the child is 18 months old;
- o Since July 1, 2021, in France, the father benefits from paternity and foster leave of the child of 25 calendar days divisible (32 days in case of multiple births);
- o 71 entities covering 86% of the Group's workforce have daycare benefits. For example, in France, permanent employees get a regular spot in inter-company daycare service. Within SG Hong Kong, the Family-Friendly policy includes the provision of a corporate daycare for employees;
- o Komerční Banka (Czech Republic) has a «Maternity Programme» which facilitates the return of employees after a maternity leave (maintenance of exchanges during the leave, facilitation of return with the possibility of working part-time, access to training);
- o Within GBIS, the "KeepinTouch" mentoring program was deployed to maintain a connection with women during their maternity leave and facilitate their return to work. Conferences dedicated to fatherhood have also been organized to accompany fathers/second parents in their role and in the sharing of responsibilities related to parenthood;
- o The Group renewed the signing of the Parenting Charter in October 2021 and produced an advisory guide on parenting, in addition to participating in a working group on the subject of Same-Sex Parenting in Business;
- o Leave arrangements that recognise the diversity of family situations, specifically in France, with the child arrival leave, launched in 2022 and designed to encompass the diversity of parenting situations. In this arrangement, any employee, regardless of household composition, who does not meet the requirements for adoption or maternity/paternity leave is entitled to 11 calendar days' paid leave for the arrival of a child.

Among the many safety actions implemented within the Group, we can mention the following examples:

- In Burkina Faso, in connection with the local situation, there have been employee information campaigns about areas with security risks, and security advisors have been given further training about what to do in the event of a terrorist attack or complex situation ;
- Within Societe Generale France, with regard to attacks on businesses, special mandatory online training is also provided. In case of an incident or armed robbery, any employees directly affected are entitled to confidential psychological support under a partnership with France Victime;
- Societe Generale is confirming its investment against domestic violence. HR staff are offered webinars to help them welcome and listen to employees living with domestic violence and connect them with the best services and solutions for the situations they are facing. Special arrangements are also made in cooperation with the Group's social and occupational health workers.

Many actions in terms of well-being at work, such as the Quality of Life and Conditions at Work Agreement in France, signed by the Human Resources Division and the representative trade unions in November 2022. This agreement marks the joint ambition of the Division and the Unions to instil new momentum to improve working conditions and prevent occupational hazards. Implemented as from 1 January 2023 for a three-year period, this agreement revolves around five themes: work-life balance, new forms of work (remote/hybrid), the right to collective and individual expression, psychosocial risk prevention and workloads.

Principle 4: Promote education, training and professional development for women

Societe Generale is involved in many initiatives in support of women's education, training and development in the Group.

Among the many actions taken in favour of women, we can mention the following examples:

▪ **The deployment of mentoring and leadership programs to promote women in business:**

- o Launching two new development programmes, ACCELERATE and BECOME, specifically for talented women employees in the Group who are identified as potentially moving into key Group positions, both in France and abroad. These programmes are designed to guide participants toward positions of greater responsibility. As such, they will have a customised programme of six to ten months comprised of individual and group coaching, co-development and mentoring. Every promotion will be supported by an executive in the Group;
- o ALD Automotive Italy continues its partnership with Professional Women's Network, which promotes gender-balanced leadership and develops mentoring programs for talented employees;
- o A sponsorship program involving members of the Asia-Pacific Executive Committee and female talent is being implemented to promote the development of their careers;

▪ **Promoting gender diversity:**

- o With notably the Mix & Win network welcomes women and men to exchange on the subject of gender diversity during workshops and conferences;
- o The Women in GLBA (Global Banking Advisory) network facilitated several workshops to identify levers for action in favour of gender equality and support the entity to define its priorities for action in the area of Diversity;
- o In the Czech Republic, Komerční Banka introduces a 30% rate of female applications for managerial positions and requires the presence of at least one woman during interviews for the recruitment of managers;
- o In Morocco, SGMA offers training to all the Management Committees of the Moroccan Region on the subject of gender equality.

▪ **Initiatives to bring more women into the digital and IT world**

The Group is committed to staying in the fight against bias and creating a more diverse and inclusive working environment and has made it a priority in business lines where women are underrepresented. The Group applies a proactive policy and initially set itself the goal of achieving representation of 30% women in senior IT positions by 2025.

In 2022, Societe Generale launched a programme to strengthen the position of women in its Cybersecurity branch. The programme is aimed at onboarding 40-65 more women per year into the Cybersecurity branch, including in senior positions, and developing their skills throughout their careers.

And since 2018, Societe Generale has been partnering with Simplon in launching the inclusive IT School, which trains candidates from the French national employment service in the digital occupations whether or not they have any background in tech.

Principle 5: Implement enterprise development, supply chain and marketing practices that empower women

Societe Generale promotes the development of female entrepreneurship.

- Since 2018, Societe Generale has been the sponsor of Project 54. This fund, created together with the WIA Philanthropy Foundation, supports female entrepreneurship in Africa. Each year, 54 women entrepreneurs from each of the 54 countries of the continent are selected on application to benefit from support, coaching and media coverage around their activity. In 2021, Women in Africa

Philanthropy rolled out its 2030 plan and increased the number of beneficiaries by 10 times. As a result, 540 candidates received training and support. This initiative aims to support more than 10,000 women entrepreneurs and indirectly help create 100,000 jobs by 2030;

- In 2019, SG Ventures signed the WeAreSista Charter to speed up the financing of female entrepreneurs and to promote gender diversity in the digital world.

Societe Generale encourages its suppliers and sellers to implement a gender equality strategy or policy. For example, in calls for tenders on categories of purchases identified as being at risk in terms of discrimination, the Group evaluates and weighs in the overall evaluation of the tenders the supplier practices in terms of gender equality. Certain criteria such as the signing of an agreement on equal opportunities, the Gender Index, the share of women in senior management or the actions implemented in terms of remuneration or professional development are analysed.

Societe Generale develops financial products and services, which target a female clientele or the promotion of gender equality, this includes:

- Everyday banking and insurance products with Socially Responsible Investment (SRI) indices aimed at promoting professional equality. For example, in early 2021, Societe Generale launched a new 100% responsible savings offer for all its customers. The proposed new investment solutions will systematically integrate social and environmental issues, including the consideration of the criterion of gender equality in companies;

- Charity payment cards. There is notably the October Rose card, which supports the Curie Institute in its fight against breast cancer and the Care card which allows to support female entrepreneurship through training in business management, to help women refugees from war, or fight violence and harassment at work. With each payment made with these charity collection cards, Societe Generale pays 5 cents € to the partner institution.

- Societe Generale is a partner of the Initiative France associative network, which manages a women's initiative guarantee fund (FGIF) to guarantee bank loans for women who want to start or take over a business.

Finally, since 2018, Societe Generale has been a signatory to the **FAIRe programme of the Union des Marques (UDM)** and has engaged in a progress approach based on 15 commitments for responsible communication, including:

- A commitment around the recurrence of stereotypes. The Group applies to all of its communication media the stereotype recurrence identification grid provided by the UDM. Various indicators are monitored and evaluated by the UDM, such as the assignment of a stereotyped activity or visual to the woman or man or the referral to a stereotyped role of the woman. The goal is to ensure that sexist and harmful stereotypes are removed.

- A commitment linked to the integration of social and environmental parameters in the selection of the Group's communication partners.

Principle 6: Promote equality through community initiatives and advocacy

Societe Generale promotes gender equality through the actions of its [Corporate Foundation](#), which invests in associations working for women's entrepreneurship, the empowerment of girls and women and social diversity.

Societe Generale The Future is You Foundation supports projects with a positive and sustainable impact in the Group's countries of establishment, mainly in France and on the African continent. The Foundation has an annual budget of €7 million to carry out its activities.

This year, the Foundation renewed its support for several associations, including:

- **Rev'Elles** - offers innovative guidance assistance programmes for young women from modest backgrounds;
- **DesCodeuses** - promotes the inclusion of women in the IT and digital sectors through training and empowerment;
- **Claire Amitié** - welcomes and trains young women from all countries in precarious situations to become FREE: Women Responsible Epanouies and Entrepreneurs;
- **Social Builder** - trains women in digital skills and tech professions through orientation, training and vocational integration actions. The Foundation offered employees mentoring the beneficiaries and donated fifty refurbished computers;
- **Empow'Her** - provides personalized support to women who want to lead an entrepreneurship project in France and around the world. The association promotes the social and economic empowerment of women.

Principle 7: Measure and publicly report on progress to achieve gender equality

Societe Generale communicates on its actions in favour of gender equality in the [Group's Universal Registration Document](#), its Integrated Report, its institutional website, its reports on wage gaps in the United Kingdom-Uni, or its corporate balance sheet for Societe Generale SA in France. These reports include gender-differentiated indicators. In addition, the Group publishes a [Diversity and Inclusion report](#), which summarises the main indicators, policies and actions in favour of equal opportunities for women and men.

As part of the Group's new arrangements and in order to reach the target of 30% women in senior management, an action plan has been put in place, **including the evaluation of each member of the Management Committee on Diversity objectives, starting in 2021**. In addition, the Board of Directors is committed to monitoring the achievements and results of the diversity policy in a precise and regular manner.

Reflecting this commitment, **Societe Generale is included in the main sustainability indices:**

DJSI

(World and Europe), Euronext Vigeo (World, Europe and Eurozone), MSCI Low Carbon Leaders Index, FTSE4Good (Global and Europe), EURO STOXX ESG Leaders 50, STOXX Global ESG Social Leaders indexes, STOXX Global ESG Environmental Leaders indexes, STOXX Europe Low Carbon Indexes

(Europe), STOXX Europe ESG Leaders 50.

In 2022, Societe Generale was in the **Top 100 of the Equileap international ranking on gender equality**, with a score of 66% (+3 points compared to 2021).

For the fourth consecutive year, Societe Generale is part of the **Bloomberg Gender Equality Index** alongside 484 companies (out of 11 sectors, 45 countries). This index recognizes companies that are committed to advancing gender equality and being transparent in the disclosure of their information.

In addition, and in accordance with the provisions of the Loi Avenir of 5 September 2018 aimed at eliminating the gender pay gap, Société Générale SA in France publishes the level of **its Gender Equality Index** who reach 86 points out of a maximum of 100 points in 2022.