

Bloomberg Gender-Equality Index		Key Performance Indicators August 2023	
Périmètre	Please note that all data must be representative of 80% or more of the company workforce		
KPI	Definition	FY22	FY22 - Commentaires
Leadership		FY22	FY22 - Commentaires
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.* This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	42%	Diversity & Inclusion Report 2022 - % of women https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=18
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	N	Four committees inform the decisions of the Board of Directors on particular issues. Each one comprises at least four members, including at least one woman.
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	25%	Audit and internal control committee : Chair is Alexandra Schaapveld Risk committee: Chair is William Connelly Compensation committee: Chair is Jérôme Contamine Nomination and corporate governance committee: Chair is Gérard Mestrallet Kindly refer to <i>Integrated Report 2022/2023</i> - https://www.societegenerale.com/sites/default/files/documents/2023-05/Integrated-Report-2022-2023.pdf#page=20
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	N	
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	Y	Claire Dumas, Group Chief Financial Officer https://www.societegenerale.com/en/societe-generale-group/governance/executive-committee https://www.societegenerale.com/en/news/press-release/appointment-claire-dumas
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*	27%	Diversity & Inclusion Report 2022 - % of women in the Management committee https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=18
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	Y	Marie Chambon, Head of Culture, Diversity & Inclusion
Talent Pipeline		FY22	FY22 - Informations supplémentaires
Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.*	42%	Diversity & Inclusion Report 2022 - % of women managers within the Group https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=18
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*	26%	Diversity & Inclusion Report 2022 - % of women in the Key Group Positions https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=18
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*	42%	
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*	58%	
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.*	54%	Diversity & Inclusion Report 2022 - % of women https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=18
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*	55%	Diversity and Inclusion Report 2022 In 2022, 55% of promotions in the Group were for women. https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=10
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*	31%	
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.*	52%	Diversity and Inclusion Report 2022 In 2022, 52% of employees hired were women https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=10
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.*	50%	

<p>Time-bound action plan with targets to increase the representation of women in leadership positions</p> <p>Time-bound action plan with targets to increase the representation of women in the company</p>	<p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior-level responsibilities) or employees with supervisory responsibilities for one or more direct reports.</p> <p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.</p>	<p>Y</p> <p>Y</p>	<p>Diversity & Inclusion Report 2022 - Ambitious objectives https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=7</p> <p>Moreover, in the Czech Republic, Komerční Banka has introduced a 30% quota for female candidates for managerial positions and requires the presence of at least one woman during interviews for such positions. https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=17</p> <p>Professions and Skills report 2022 - Talent management policy/actions in favour of diversity https://www.societegenerale.com/sites/default/files/documents/2023-04/Professions-and-Skills-report-2022.pdf#page=13</p> <p>Diversity & Inclusion Report 2022 - Focus on Gender equality (pages 16 to 19) 98% of the Group's workforce have policies or programmes in place to promote gender equality at work. Among them, the Group applies a proactive policy and initially set itself the goal of achieving representation of 30% women in senior IT positions by 2025 https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=16</p>
Pay		FY22	FY22 - Informations supplémentaires
<p>Gender pay gap</p> <p>Time-bound action plan to close its gender pay gap</p>	<p>Gender pay gap measures the difference in total compensation between women and men</p> <p>Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.</p>	<p>Y</p> <p>Y</p>	<p>In accordance with the stipulations of the French Loi Avenir of 5 September 2018 that aims to eliminate wage disparities between women and men, Societe Generale SA in France publishes its Gender Equality Index score, which stands at 86 out of a maximum score of 100 for the 2022 financial year. https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=11</p> <p>Societe Generale SA in France allocates correcting budgets of pay gaps between men and women every year in the framework of the Gender Equality agreement. https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=11</p> <p>SG Group commits on reducing the gender pay gap by 2026 (€100 million budget) https://www.societegenerale.com/sites/default/files/documents/2023-09/Societe-Generale-Capital-Markets-Day-2023-Presentation.pdf#page=62</p> <p>Performance and compensation report 2022 - Compensation of Management Committee members https://www.societegenerale.com/sites/default/files/documents/2023-04/Performance-and-compensation-report-2022_EN.pdf#page=12</p>
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)		Y	<p>Performance and compensation report 2022 - Compensation of Management Committee members https://www.societegenerale.com/sites/default/files/documents/2023-04/Performance-and-compensation-report-2022_EN.pdf#page=12</p>
Inclusive culture		FY22	FY22 - Informations supplémentaires
<p>Number of weeks of fully paid primary parental leave offered</p> <p>Number of weeks of fully paid secondary parental leave offered</p>	<p>Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.</p> <p>Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.</p>	<p>This data will be available FY2023</p> <p>This data will be available FY2023</p>	<p>As per the Global Agreement on the rights of Societe Generale Group employees, in addition to the local rules governing maternity and paternity, it is agreed, for all of its employees, a right to 14 weeks of maternity leave and a right to 1 week of paternity leave for which the company pays 100% of the fixed salary. https://www.societegenerale.com/sites/default/files/documents/2023-06/2023_Global-Agreement-on-the-rights-of-Societe-Generale-group-employees.pdf</p>
<p>Parental leave retention rate</p>	<p>Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year</p>	<p>This data will be available FY2023</p>	
<p>Back-up family care services or subsidies through the company</p>	<p>Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.</p>	<p>Y</p>	<p>OHS report 2022 - Employee benefits for daycare, covering 85% of employees https://www.societegenerale.com/sites/default/files/documents/2023-04/Occupational_Health_and_Safety_Report_2022.pdf#page=14</p>
<p>Flexible working policy</p>	<p>The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.</p>	<p>Y</p>	<p>Flextime - OHS Report 2022 : in 2022, 91% of the workforce benefited from initiatives promoting work-life balance. More than half the Group's workforce (67%) is covered by a flexible schedule policy. Moreover, https://www.societegenerale.com/sites/default/files/documents/2023-04/Occupational_Health_and_Safety_Report_2022.pdf#page=15</p> <p>Telecommuting, work from home - OHS Report 2022 : At the end of 2022, more than 80,000 people in the Group had access to a teleworking system with procedures appropriate to the local context. This equals nearly 71% of the workforce, illustrating that the Group is continuing to assimilate hybrid work after the pandemic. Moreover, in January 2021, an agreement on working remotely was signed between management and the representative trade unions in France. This agreement makes working remotely an ordinary working method accessible to all employees (fixed-term and permanent contracts, interns, work-study students and new hires). https://www.societegenerale.com/sites/default/files/documents/2023-04/Occupational_Health_and_Safety_Report_2022.pdf#page=12</p>
<p>Employee resource groups for women</p>	<p>Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.</p>	<p>Y</p>	<p>Diversity and Inclusion Report 2022 - Focus on Gender Equality (pages 16 to 19) https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=16</p>
<p>Unconscious bias training</p>	<p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>	<p>Y</p>	<p>Diversity and Inclusion Report 2022 - Training and awareness measures In 2022, the Group continued its work on non-discrimination by adding to its awareness programmes on diversity and inclusion and the impact of unconscious bias and stereotyping in human resources (HR) processes https://www.societegenerale.com/sites/default/files/documents/2023-04/Diversity-and-Inclusion-Report-2022_EN.pdf#page=8</p>
<p>Annual anti-sexual harassment training</p>	<p>Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint</p>	<p>N</p>	<p>Corporate Culture and Ethics Principles Report 2022 (pages 10 and 11) The Group has been actively promoting measures preventing and combating misconduct at work, and specifically harassment (mandatory anti-sexual harassment training every two years) https://www.societegenerale.com/sites/default/files/documents/2023-04/Corporate-Culture-and-Ethics-Principles-Report-2022.pdf#page=10</p>