

KEY ESG OBJECTIVES

FINANCING	Sustainable finance	<p>EUR 500 billion to support sustainable finance over the period 2024-2030 with:</p> <ul style="list-style-type: none"> • ~ EUR 400bn financing and ~ EUR 100bn bonds • ~ EUR 400bn in environmental activities and ~ EUR 100bn in social
	Reduction of fossil fuel financing ⁽¹⁾	<ul style="list-style-type: none"> • Oil & Gas: 80% upstream exposure reduction by 2030 vs. 2019, with an intermediary step of -50% in 2025 vs 2019 • Thermal Coal: complete phase-out by 2030 for EU and OECD countries, by 2040 for the rest of the world
	Decarbonisation of financing portfolios ⁽¹⁾	<ul style="list-style-type: none"> • Oil & Gas: -70% absolute carbon emissions by 2030 vs 2019 • Power: -43% carbon emission intensity by 2030 vs 2019 • Automotive: -51% carbon emission intensity by 2030 vs 2021 • Steel: alignment score target of 0 by 2030 • Cement: -20% carbon emission intensity by 2030 vs 2022 • Commercial Real Estate: -63% carbon emission intensity by 2030 vs 2022 • Aluminium: -25% carbon emission intensity by 2030 vs 2022 • Shipping: -43% carbon emission intensity by 2030 vs 2022 • Aviation: -18% carbon emission intensity by 2030 vs 2019
INVESTING	Insurance	Doubling “sustainable” assets between 2020 and 2025
RESPONSIBLE BANK	Increasing the representation of women	≥35% of women in Top 250 (<i>Group Leaders Circle</i>) by 2026
	Reducing the pay gap between women and men	~ EUR 100m to reduce gender pay gap
	Developing the skills of tomorrow	≥ 35 hours of training per employee per year
	Promoting an ESG culture	ESG training for all employees
	Reducing the Group’s carbon footprint	Cut own account CO ₂ emissions by 50% by 2030 vs 2019

⁽¹⁾ Find out more about decarbonisation targets: www.societegenerale.com/sites/default/files/documents/csr/portfolio-decarbonisation-targets.pdf