

2026 REMUNERATION POLICY

DECISIONS OF THE BOARD OF DIRECTORS' MEETING OF 5 FEBRUARY 2026 ON THE REMUNERATION OF THE NON-EXECUTIVE OFFICERS¹

On 5 February 2026, the Board of Directors, on the proposal of the Compensation Committee, took the following decisions concerning the fixed remuneration of the non-executive Corporate Officers.

Pursuant to article L. 22-10-8 of the French Commercial Code, these decisions will be submitted to the General Meeting for approval.

I – REMUNERATION OF THE BOARD MEMBERS

The total remuneration of directors was set at EUR 1,835,000 as of 1 January 2024. This remuneration includes a fixed part, the individual amount of which is linked to the responsibilities of each director (Committee Chairman, Committee member) and a variable part linked to attendance.

The Board proposes to increase the overall amount of directors' remuneration from EUR 1,835,000 to EUR 2,250,000 (+22.6%) to bring it closer to the average of European banking peers. It should be noted that the current amount set in 2024 had not fully taken into account the increase in the number of directors and that the previous amount of EUR 1,700,000 had remained unchanged since 2017.

The Chairman and the Chief Executive Officer do not receive any remuneration as Board members.

II – CHAIRMAN OF THE BOARD OF DIRECTORS

Lorenzo Bini Smaghi's annual gross remuneration was set at EUR 925,000 in May 2018 for his term of office. This remuneration remained unchanged when his term as Director and Chairman was renewed at the General Meeting of 17 May 2022.

Lorenzo Bini Smaghi does not receive remuneration in his capacity as Director. To ensure his total independence when fulfilling his duties, he does not receive variable compensation, securities or any compensation contingent on the performance of Societe Generale or the Group.

These provisions will remain applicable until the end of his term of office in May 2026.

William Connelly's remuneration will be determined by the Board of Directors as part of its appointment in May 2026. The Nomination Committee, the Remuneration Committee and the Board of Directors discussed this matter in advance and plan to maintain the remuneration at the same level as his predecessor. It should also be noted that this remuneration has remained unchanged since 2018.

This orientation is justified:

- By the exceptional experience of William Connelly, member of the Board of Directors of Societe Generale and Chairman of the Risk Committee since 2018, Chairman of Aegon and former CEO of the investment bank ING;
- By the European benchmark: Societe Generale would be in a situation comparable to Barclays, UniCredit, Intesa, Deutsche Bank and BNPP.

¹ Full detail of the remuneration of Group Senior Management are presented in the Universal Registration Document.