DIGITAL ACCESSIBILITY

REVIEW OF THE 2024 ACTION PLAN as of 28.02.2025

and

2025 ACTION PLAN

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No	TYPE	ACTION	DETAIL	STATUS (done, in progress, to be done)
1	Annual Action Plan	Implementation of the Annual Action Plan	The annual action plan published online in February/March 2024.	**Done**
2	Inventory	Inventory of all the sites and applications concerned	At the Group level: Criteria have been established to prioritize applications and sites requiring compliance. At BU/SU level: Inventory of internal and external sites and applications for each Business Unit (BU) or Service Unit (SU).	**Done** **In progress**
3	Organization	Management of action plans at a BU/SU level and implementation/confirmation of a transversal coordination	At a BU/SU level, a Digital Accessibility Coordinator/Referent is appointed, who leads and manages the BU/SU action plan At the cross-functional level, the monthly monitoring of actions is operational.	**Done, to be continued in 2025** **Done, to be continued in 2025**
4	Human resources	Identification of needs in terms of awareness and training	A working group from several BU/SUs has been set up to audit the 2023 offer and possibly improve it for 2024.	**Done**
5	Human resources	Updates to recruitment procedures	Centrally, launch actions to improve the accessibility of recruitment tools (pre-hire tests and recruitment portal).	**Done** for the recruitment site and in progress for the hiring test site which is an external solution

No	TYPE	ACTION	DETAIL	STATUS (done, in progress, to be done)
6	Financial Resources	Financial needs assessment	At the BU/SU level, implementation of the 2024 action plans.	**Done** Each BU/SU has carried out its action plan according to its own budget for 2024.
7	Organization	Implementation of a specific procedure for assisting users with disabilities	At the level of the "Assistance To Users" of each digital service, implementation of specific procedures for assistance to users with disabilities.	**Done for main** "Assistance To Users" services
8	Communication	Implementation of communication actions around digital accessibility	At BU/SU level: Communication actions dedicated to digital accessibility integrated into the BU/SU communication plan.	**Done.** Several events dedicated to digital accessibility as well as articles widely distributed internally.
9	Audits	Identify which digital services to audit as a priority	At the BU/SU level, identify digital services and plan audits to be carried out.	**Done**
10	Audits	Industrialize the audit process	At Group level, creation and implementation of an internal team of auditors.	**Done**. The team is operational. Audits continued in 2024.
11	Compliance	Compliance with the actual standards for some sites and applications	At the Group level, validate a Group ambition in order to help BU/SU to prioritize compliance actions. At the BU/SU level, based on the results of audits (and identified non-conformities), manage compliance. Integrate "by design" criteria for new applications.	**Done** **In progress**

No	TYPE	ACTION	DETAIL	STATUS (done, in progress, to be done)
12	Accessibility Statement	Publication of Site Accessibility Statements	At a BU/SU level, publication of accessibility statements on the various relevant sites/applications in progress. These accessibility statements are available via the footer. Implementation of the follow-up of the e-accessibility declaration through a management tool.	**In progress** 696 accessibility statements published (+45 statements published compared to 2023). **In progress**
13	Training	Team training(s) by type of population (developers, communication teams, graphic studio, all contributors (accessibility of visuals and content, office documents))	Group level: Continue to work on the training offer (in English for IT jobs and for non-IT jobs). At the level of each BU/SU: Establish a training plan so that our employees acquire the necessary best practices and can produce accessible sites and applications.	**Done:** A working group has been set up to review the training offer in 2024 and possibly improve it. No new needs identified **In progress**
14	Awareness-raising actions	Internal action(s) on digital accessibility	Acculturation actions carried out locally & in team meetings.	**Done**

2025 ACTION PLAN

No	TYPE	ACTION	DETAIL	STATUS (done, in progress, to be done)
1	Annual Action Plan	Publication of the Annual Action Plan	The annual action plan will be published online in March 2025.	In progress
2	Inventory	Inventory of all the sites and applications concerned	At the Group level: Criteria have been established to prioritize applications and sites requiring compliance. At a BU/SU level: Continue to identify internal and external sites and applications within the Group.	**Done. Applies to 2025.** **In progress**
3	Organization	Management of action plans at a BU/SU level and implementation/confirmation of a transversal coordination	At a BU/SU level, a Digital Accessibility Coordinator/Referent is appointed, who leads and manages the BU/SU action plan At the cross-functional level, the monthly monitoring of actions is operational.	**In progress**
4	Human resources	Updates to recruitment procedures	Centrally, launch actions to improve the accessibility of recruitment tools (pre-hire tests and recruitment portal).	**To be continued** for the hiring test site
5	Financial Resources	Financial needs assessment	At the BU/SU level, implementation of the 2025 action plans.	**In progress**. Each BU/SU carries out its action plan according to its own budget for 2025.
6	Communication	Implementation of communication actions around digital accessibility	At BU/SU level: Communication actions dedicated to digital accessibility integrated into the BU/SU communication plan.	**In progress**

No	TYPE	ACTION	DETAIL	STATUS (done, in progress, to be done)
7	Audits	Identify which digital services to audit as a priority	At the BU/SU level, identify digital services and plan audits to be carried out.	**In progress**
8	Audits	Industrialize the audit process	At Group level, creation and implementation of an internal team of auditors.	**In progress.** Internal audits by a dedicated team will continue at least until the end of H1 2025. Other entities have increased their skills and carry out audits on their perimeter
9	Compliance	Compliance with the actual standards for some sites and applications	At the Group level, validate a Group ambition to help BU/SU to prioritize compliance actions. At the BU/SU level, based on the results of audits (and identified non-conformities), manage compliance. Integrate "by design" criteria for new applications.	**Done,** applies in 2025 **In progress**
10	Accessibility Statement	Publication of Site Accessibility Statements	At a BU/SU level, publication of accessibility statements on the various relevant sites/applications in progress. These accessibility statements are available via the footer. Implementation of the follow-up of the e-accessibility declaration through a management tool.	**In progress** **In progress**

No	TYPE	ACTION	DETAIL	STATUS (done, in progress, to be done)
11	Training	Team training(s) by type of population (developers, communication teams, graphic studio, all contributors (accessibility of visuals and content, office documents))	At the level of each BU/SU: Establish a training plan so that our employees acquire the necessary best practices and can produce accessible sites and applications.	**In progress**
12	Awareness-raising actions	Internal action(s) on digital accessibility	Acculturation actions carried out locally & in team meetings.	**In progress**
13	Compliance	Considering the impacts of legal changes following the DDADUE decree	1/ According to the analyses and prioritizations established by the business lines with the associated budget, develop the websites and mobile applications identified to achieve the expected level of compliance 2/ Evolve cross-functional digital capabilities (identification methods, electronic signatures and security services) to achieve the expected level of compliance	**Launched**

Appendix: List of some Societe Generale sites (France)

Site name and address	Link to the Accessibility Statement	WCAG AA Compliance Status/Rate
The Group's corporate website	https://www.societegenerale.com/en/digital-accessibility	Partially compliant (79%)
Investor Site	https://investors.societegenerale.com/en/digital-accessibility	Partially compliant (58%)
Societe Generale website for individuals (EIP)	https://particuliers.societegenerale.fr/accessibilitenumerique	Partially compliant
Societe Generale Private Banking website	https://www.privatebanking.societegenerale.com/en/accessibility-not-compliant/	Partially compliant
Website of Public Service Employees (BFM)	https://particuliers.societegenerale.fr/accessibilitenumerique	Partially compliant
Societe Generale website for companies	https://entreprises.societegenerale.fr/accessibilitenumerique	Partially compliant
Societe Generale website for professionals	https://professionnels.societegenerale.fr/accessibilitenumerique	Partially compliant
Societe Generale website for associations	https://associations.societegenerale.fr/accessibilitenumerique	Partially compliant
Societe Generale Assurance website	https://www.assurances.societegenerale.com/en/individual/footer/accessibility/	Partially compliant (94%)
Website of the Societe Generale Foundation	https://fondation.societegenerale.com/en/accessibility	Partially compliant (94%)
Societe Generale Job Offers Website	https://careers.societegenerale.com/politique-accessibilite	Partially compliant