

WOMEN'S EMPOWERMENT PRINCIPLES 2018 REPORT

In 2016, Frédéric Oudéa signed the UN Global Compact's Women's Empowerment Principles, applicable Group-wide, which commit their signatories to making progress on promoting gender balance in the workplace, in the economic system and within the community. Many initiatives have been undertaken across the Group. Societe Generale hereby publishes a second report on these initiatives.

Principle 1: prerequisites for signing the charter: establish high-level corporate leadership for gender equality

Diversity is a matter of both ethical responsibility and performance, and the Societe Generale group confirms its ambition to promote women in the company and beyond.

In November 2018, Societe Generale joined the 300 signatories of the Women in Finance Charter in the United-Kingdom which aims at preparing feminine talents to positions of responsibility in the financial industry.

Societe Generale relies upon certain key measures to fulfill its ambition:

- A member of the Group Management Committee is responsible for diversity and inclusion (Caroline Guillaumin, Head of HR and Communication for the Group).
- The share of women in the Group's and its entities' management bodies is monitored by the General Management, together with the share of women in high-potential pools and succession plans.
- The appointment process for top executives is collegial, to limit bias and promote gender diversity.
- The executive compensation policy is aligned with best practices, by integrating social and environmental responsibility criteria – including elements related to diversity and inclusion – into their variable compensation.
- High-potential women, who represent about 40% of the pool at the end of 2018, benefit from specific development programs, and, for some of them, from visibility within the Bank's management bodies.

At the end of 2018, the representation of women in the company's management bodies (as specified in Article L 225-37-4 of the French Commercial Code) was as follows:

- 43% of women sit on the Board of Directors, in line with the framework set by French law n°2011-103 of 27 January 2011 known as the Copé-Zimmermann law.
- 23% of women make up the Group Management Committee, which supports the General Management in running the Group.
- 25% of women hold positions of responsibility (top 1000), compared to 23% in 2017. Within Societe Generale SA France, 35% of women hold positions among the 10% of positions with highest responsibility (last grades of the French banking job classification).

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

In 2018, the Group confirmed its commitments to respect human rights, to fight against discrimination and to promote gender equality:

- In December 2018, Societe Generale SA France signed the #StOpE Initiative, which includes 8 commitments to fight against “everyday” sexism at the workplace, including awareness campaigns on sexist behaviours (acts, comments, attitudes) and their impacts, targeted trainings to share obligations, good practices and educational tools to help employees to fight ordinary sexism and to deal with sexist behaviour within companies (internal / stakeholders).
- Following negotiations in 2018, the Group renewed its agreement on fundamental rights with the International Trade federation UNI Global Union in February 2019. This new agreement includes additional commitments on: preventing misconduct; fighting discrimination and developing diversity in all human resources management processes (a topic already introduced in the 2015 agreement); and maintaining a working environment conducive to health, safety and satisfying working conditions for all employees.

In addition, measures to prevent and detect risks associated with human rights and non-discrimination have been strengthened:

- As part of the French law of 03/2017 on the Duty of Care, 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, of personal health and safety as well as of the environment.
- As part of a global Culture and Conduct program, the existing Group whistleblowing mechanism has been redesigned. The new scheme to collect and process alerts complies with the obligations defined by the French legislation mentioned above. Under this right, any employee, external and occasional employee or service provider with whom an established commercial relationship is maintained, has the possibility of reporting a serious event that does not comply with the rules governing the conduct of the Group's activities, in particular with regard to safety, personal health or harassment. The procedures for exercising this right are specified and reminded in the Group's Code of Conduct. The Group protects whistleblowers from any sanction, dismissal or discriminatory measure if the report is made in good faith. It guarantees the confidentiality of their identity.

Finally, more than 90 entities covering 82% of the Group's workforce have policies or actions in place to promote professional gender equality.

In France, Societe Generale renewed on 24 January 2019 its agreement on gender equality and is thus continuing the programme to reduce unjustified pay gaps between women and men, with a budget of €7 million for the years 2019/2021, including €3 million for 2019. The budget of €1.7 million for 2018 to eliminate the pay gap between women and men has enabled 819 women to have their situation reassessed.

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

For many years, Societe Generale has been committed to ensuring the health and safety of people at work and in the workplace.

Societe Generale's social responsibility is based on:

- An active contribution to the social protection of all its employees.

- 100% of our entities are compliant with local social protection regulations and 90% of our employees benefit from additional health and personal protection guarantees (death, disability, accident).
- Specific prevention programs in the entities.

As examples:

In October 2018, Société Générale SA France, after signing the "Cancer and Employment" Charter on 17 May 2018, organised a "Pink October" day, with a conference on "Preventing and understanding breast cancer", followed by a round table, in the presence of experts from the Marie Curie Institute and a doctor in occupational health services.

In 2017 and 2018, SG Algeria deployed a "Sahetna" health plan offering free screening to all employees. For the fifth edition, it also organised a breast cancer awareness and prevention campaign for employees' wives.

- Specific risk management systems for security and safety risks.

The role of the Group Security Department, created in May 2018, is to define a global and forward-looking vision of security to protect the Group's people, property, tangible and intangible assets, to coordinate action planning to ensure that the Bank's vital activities are maintained in all circumstances and to contribute, if necessary, to crisis management. As such, its mission is to monitor safety risks for employees in high-risk areas (geopolitical or climatic, for example).

In addition to this global system, the Group's entities conduct local initiatives on security and safety issues. Prevention and safety information campaigns are conducted in 130 Group subsidiaries and branches worldwide, covering 95% of Societe Generale's workforce.

The Group is also committed to ensuring the well-being at work of its employees and preventing psycho-social risks.

A global quality of work life program (Life at Work) is deployed throughout the Group. It includes the promotion of teleworking, flexible working hours and a charter on work-life balance signed by the General Management.

Advantages that promote gender equality are also offered: financial support, dedicated services (help in finding childcare facilities, daycare places, etc.), conference cycles on parenthood.

Finally, specific measures are being taken around maternity leave.

- In many subsidiaries, Societe Generale contributes financially to maternity/adoption leave, some of which goes beyond legal obligations. Overall, maternity leave available to Group employees averages 21 weeks.
- In addition, additional measures may be introduced (parental leave, paternity/second parent leave). For example, in Romania, the United States, France, Spain or Brazil, Societe Generale entities offer employees two or more weeks of paternity/second parent leave.
- In France, in accordance with the collective agreement on gender equality, Societe Generale also conducts systematic interviews before and after maternity/adoption/education parental leave, in order to anticipate as well as possible the resumption of activity and salary review.

To achieve its ambitions, Societe Generale ensures that the policies and programs deployed are inclusive, to take into account the diversity of family models.

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

Societe Generale is involved in many initiatives to promote education, training and women empowerment within the Group.

At Group level, the *Corporate University* offers programmes dedicated to women's high potential. Participation in inter-company events, such as the JUMP Forum, is also encouraged.

Awareness-raising, training and mentoring programs are also implemented in the Group's various locations. Let us quote for example:

- the "Equal Opportunities for Men and Women" programme in Luxembourg, accredited and supported by the Ministry of Equal Opportunities; the evening "Dare Diversity" organised in France, sharing best practices and testimonies from the Group's French and international employees, relayed on social networks; the "Women's Testimonials" initiative of Societe Generale Global Solution Center (SG GSC), India, on the theme of "Women Power" and aimed at promoting female talent within the company.

The Group also supports mixed and women's networks within the company (Women in Energy Asia, Financi'elles network in France, Women in MARK worldwide...).

These networks have more than 2,400 members worldwide. They organise exchanges, workshops or mentoring to promote women in the company and thus contribute, in an active and independent way, to the promotion of the gender balance.

Principle 5: implement business development, supply chain and marketing practices that empower women

Societe Generale promotes the development of women's entrepreneurship.

Societe Generale is once again working with the Women in Africa Philanthropy (WIA) foundation to support women's entrepreneurship in Africa. A jury selected 54 African women entrepreneurs who created a company with a high social impact and high growth potential. These 54 winners will receive training, mentoring and coaching throughout the year and will participate in the WIA Annual Summit in Marrakech in June 2019, which will allow them to meet leading pan-African and global leaders, investors and decision-makers.

Another example in the United Arab Emirates is the *The Circle* initiative, founded by SG Dubai, where the bank's expert volunteers share their time and knowledge with women in the Middle East to strengthen their knowledge in the economic and financial field, improve their understanding of regional dynamics and develop their ability to make business decisions.

Lastly, Societe Generale develops financial products and services that target a female clientele or the promotion of gender equality.

This includes day-to-day banking and insurance products or Socially Responsible Investment (SRI) indices aimed at promoting gender equality. For example, the "ELLE" ETF, launched by LYXOR, invests in the shares included in the "Solactive Gender Equality World" index.

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 that promote the empowerment of girls and women.

For example, the Group offers its employees the opportunity to sponsor high school girls and to do skill-based sponsorship outside the company (Capital Filles, City Gateway, etc.).

Societe Generale is also involved with actors working in favour of women's rights.

In 2018, the Group launched a series of "Mandala" conferences on diversity, including a media dedicated to inclusion with the publication of a magazine in 2019, retracing all the exchanges that took place.

In each of the locations, actions are also carried out. Some examples:

- For the second year in a row, Societe Generale sponsored the event "HeForShe, the United Nations movement for gender equality", organised by the French Chamber of Commerce in Hong Kong.
- In India, Véronique Sani, CEO of SG GSC, shared her experience at a round table entitled "She Leads". Along with representatives from Microsoft and Amazon, she discussed how women can break the glass ceiling.

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 registration document, its integrated report, its institutional website, its pay gap reports in the United-Kingdom and its social report on the French perimeter. These reports include gender-disaggregated indicators. In addition, the Group has set itself quantified objectives and a set of indicators to measure the performance of its actions in terms of gender equality. These performances are reviewed through several internal governance committees, including the Compensation Committee and the Appointments Committee, which bring together the General Management, business unit and service unit managers and experts on each of the subjects mentioned.

Reflecting this commitment, Societe Generale shares are included in the main sustainable development indices: DJSI (World and Europe), FTSE4Good (Global and Europe), Euronext Vigeo (World, Europe and Eurozone), STOXX ESG Leaders indexes, MSCI Low Carbon Leaders Index (World and Europe) and Socially Responsible Index (World and Europe).

In 2018, Societe Generale registered as the 1st French bank and the 3rd French company in Equileap's international ranking on gender equality (14th place on the global ranking of more than 3,000 companies). The rating is based on nineteen criteria assessing public company data (percentage of women in management positions, equal pay, subcontracting practices, parental leave, etc.) and Societe Generale stands out in particular on the representation of women on the Board of Directors, training and development policy, parenting support, flexibility in work organisation, employee protection policies and public commitments made by the Group to promote women at work.

In addition, and in accordance with the provisions of the *Avenir* French Law of 5 September 2018 aimed at eliminating pay gaps between women and men, **Societe Generale SA France publishes the level of its Gender Equality Index, which reaches 85 points out of a maximum of 100 points for the 2018 financial year.**