



# DIVERSITY, EQUITY & INCLUSION POLICY

---

Societe Generale's Diversity, Equity and Inclusion (DE&I) policy is a strategic component underpinning the Group's position as a leader among European banks that is firmly committed to the positive transformations taking place in the world. We are determined to be a company that reflects the diversity of the clients we serve and the society in which we operate. Diversity in our workforce strengthens our company and gives us a competitive edge. Our ability to hire different profiles, to listen to each other and to question each other helps to boost our creativity, performance, responsibility and attractiveness.

**Societe Generale takes measures to ensure that it offers all employees a welcoming working environment that is inclusive and equitable**, in which they can reach their full potential and be recognised for their skills. This ambition is also incorporated into the Group's values, as set out in our Code of Conduct, which must be adhered to by all employees.

This ambition is set out in a policy that **applies to all the Group's entities, to all Group employees and to all persons working within the Societe Generale group**.

It complements the laws and regulations of the countries in which Societe Generale operates as well as locally applicable internal rule.

## OUR AMBITION

---

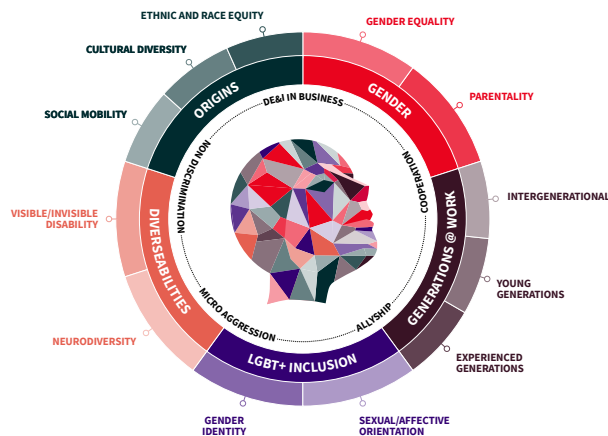
This policy reflects Societe Generale's determination to recognise and promote all the talents within its ranks regardless of their beliefs, age, disability, parenthood status, ethnic, cultural or socio-economic origin, nationality, gender identity, sexual orientation, membership of a political, religious, trade union or minority organisation, or any other characteristic that may give rise to discrimination.

Creating the conditions for an inclusive organisation that treats everyone equally involves both short-term measures (sharing of best practices in particular) and medium to long-term measures (actions covering discriminatory behaviours stemming from prejudice or stereotyping and actions that impact processes) that take into account the different environments, and local regulations and cultures of our different entities.

## DE&I strategy and priorities

In order to fulfil its ambition and ensure adherence at all levels of its organisation, Societe Generale established a Diversity, Equity and Inclusion strategy based on concrete pillars:

- **gender diversity;**
- **disability and neurodiversity** (autistic, attention deficit hyperactivity disorder (ADHD), Dys disorders, etc.);
- **LGBT+ inclusion;**
- **diversity of ethnic, cultural or socio-economic origin;**
- **intergenerational inclusion.**



To ensure the Group's progress, an ambition and recommendations have been defined for each pillar that must be rolled out within all of the entities. They are adapted in line with local operational procedures, taking into account the local culture, but without undermining the primary aim.

## Fight against all forms of discrimination and ensure equity of HR processes

Societe Generale is committed to ensuring the application of neutral human resources management processes, including recruitment, promotion, mobility, contract termination, holiday leave, remuneration, social benefit, training and all other mechanisms in place for employees.

In particular:

- we recruit staff solely based on our needs and the skills offered by each candidate;
- we ensure employees can develop their professional skills and responsibilities without any form of discrimination;
- we remunerate employees in a fair manner throughout their career based on performance and behaviour.

Our HR managers and managers are responsible for complying with these principles in every decision they make that impacts the career of an employee or candidate, anywhere in the world.

## Promoting an inclusive work environment

Societe Generale is committed to guaranteeing the health, safety and well-being in the workplace of all of its employees and to implementing, in particular, the necessary accommodations required by people with a disability or who have acquired a disability during their career at Societe Generale to enable them to carry out their work.

In addition, each employee is invited to:

- behave in a responsible way that is conducive to a working environment that is respectful of all and embraces differences;
- treat their colleagues and partners with integrity, courtesy and respect;
- maintain an attitude of openness in their work with their colleagues and partners.

## Communicate, raise awareness and train

Societe Generale undertakes to:

- ensure compliance with the Group's Code of Conduct and values, which include explicit expectations in terms of promoting diversity;
- carry out awareness-raising activities to combat prejudice and stereotypes;
- provide specific training to support managers in adopting inclusive behaviours and promoting diversity;
- ensure access to all Group commitments.

## Implementing our diversity, equity and inclusion goals in Group governance

Societe Generale undertakes to:

- put in place a governance that fosters diversity, equity and inclusion at the highest echelons of the company;
- measure and communicate the progress made in terms of diversity and fight against all forms of discrimination and to present these annually to the Board of Directors.

## OUR INTERNATIONAL AGREEMENTS

In addition to the initiatives taken locally by the teams, the Group reflects its desire to encourage diversity through different types of global agreements, such as:

- the UN Global Compact's **Women's Empowerment Principles** (WEP) \_ 2016;
- the International Labor Organization's (ILO) **Business & Disability Charter** \_ 2016;
- the **UN's anti-discrimination principles for LGBT+ people** \_ 2018;
- **UNI Global Union** renewal in 2023, based on previous agreements of 2015 and 2019.

**The company will make sure this policy is respected by all the employees, all over the world.**