

WOMEN'S EMPOWERMENT PRINCIPLES 2019 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.

The Group is committed to publish an annual review of its most significant actions.

Societe Generale published this year his Diversity and Inclusion policy, to promote women in the company and beyond.

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

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

- Diony Lebot, Deputy Managing Director, is a Diversity and Inclusion sponsor and takes these issues to the highest level ;
- a member of the Group Management Committee is responsible for diversity and inclusion (Caroline Guillaumin, Head of HR and Communication for the Group);
- the appointment process for top executives is collegial;
- the women and international profiles proportion in high-potential pools, succession plans, promotions, salary increases and changes in managerial classifications are managed within the Group ;
- within the Group, each Human Resources Director and many managers works on the non-discrimination subject. This is the case of Marie Chambon, Diversity and Inclusion Manager for the Group or Damian Smith, Diversity and Inclusion Manager for some of our entities in North America, Canada and Brazil ; also, others entities like ALD Automotive Spain, SG Cameroon, SG Tchad, SG Congo or Societe Generale International Ltd in United-Kingdom have set up a Diversity Committee within their subsidiary to deal with issues of diversity, non-discrimination and inclusion;
- some of our entities signed charters to confirm them commitments. In United-Kingdom, for exemple, Societe Generale joined in 2018 the 300 signatories of the Women in Finance Charter and pledged in 2019 to increase the percentage of women in management positions to 25% by 2022 and to publish annually the results achieved in relation to the targets set.

At the end of 2019, the representation of women in the company's management was as follows:

	2017	2018	2019
Share of women in the Group	59%	58%	57%
Share of women "Ambassadors" (Top 1000)	23%	25%	26%
Share of women on the Board of Directors	50%	43%	43%
Share of women in the Strategic Committee (Top 30)	-	-	20%
Share of women in the Management Committee (Top 60)	22%	23%	25%
Share of women in key groupe positions (Top 150)	-	17%	19%

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

In 2019, the Group confirmed its commitments to respect human rights, to fight against discrimination and to promote gender equality: (*Responsible employer report*):

- Societe Generale renewed in February 2019 its **agreement with the International Trade federation UNI Global Union on fundamental rights** covering 100% of the Group's workforce.
- Developed in 2018, **the inappropriate workplace behaviours policy** took effect in 2019 to prevent and combat inappropriate behaviours in the workplace. In this context, the procedure for reporting and dealing with inappropriate behaviours has been strengthened with the establishment of an alert mechanism and through the policy on disciplinary sanctions;
- Also, the risk management systems associated 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. The Group's risk management framework was reviewed and updated in 2019 (see *Duty of Care Plan*);
 - In 2019, Societe Generale created and deployed new controls on the launch of local initiatives to combat discrimination and reviewed its policy *Diversity & inclusion*.
- In addition, more than 99 Group entities (91% of the Group's workforce) have policies or carry out local actions in favor of professional equality between women and men;
- Within Societe Generale SA France, the salary agreement signed in 2019 marks a strong commitment 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. This budget has enabled 1277 women to have their situation reassessed in 2019, with an average increase of 5.1%;
- Societe Generale SA in France is a signatory of the **#StOpE charter**, which includes eight commitments to fight "ordinary" sexism in companies with 27 other major groups;
- A new agreement on professional equality between men and women was also signed on October 17, 2019 at Societe Generale Group's French subsidiary Franfinance. This agreement affirms the principle of equality between women and men and denounces any discriminatory behaviour in this respect, notably through policies structured around the following 3 pillars: recruitment, training and career management.

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

Societe Generale is committed to ensuring the health and safety of people in the workplace and at work. In particular, the Group relies on its *Occupational health and safety policy*, operationally declined by local entities, taking into account their own legislation and local contexts, without distorting their spirit.

The Group implements this policy to ensure that each employee has a safe working environment. This environment includes both the premises and the work practices, which must ensure safety, physical and psychological health and quality of living conditions at work. The Group ensures that it complies with legal obligations in terms of occupational health and safety in all of its entities and geographies. (*Occupational health and safety report*)

Among the many actions within the Group, the following examples can be mentioned:

- cancer prevention and awareness measures at Societe Generale SA in France, with :
 - The signing of the "Cancer and Employment" Charter;
 - In 2019, Société Générale SA France, 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 ;
- **measures to prevent stress :**
 - ALD Automotive Austria offers its employees workshops on stress management, stress level measurements. A coaching is provided for managers and the Direction team;
 - SG London offers remote assistance for its employees. This service is available 24 hours a day, 7 days a week, in case of concerns. The areas covered are work-related or personal issues, stress management, relationship problems or alcohol issues.SG London has also organised mental health and wellness awareness sessions in 2019.

- **specific measures around maternity leave :**

- 95 entities covering 89% of the Group's workforce benefit from family leave going beyond local regulations. Overall, maternity leave available to Group employees averages 21 weeks, may be added complementary arrangements (parental leave, paternity/second parent leave). The Group's female employees thus have a minimum of 12 weeks maternity leave;
- 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;
- SG SECURITIES SINGAPORE has set up maternity coaching and executive coaching by female doctors ;
- Romania BRD launched in 2019 the Open Studio program, which is a series of open conferences about diversity, maternity leave and support for the integration of mothers returning from maternity leave.

Among the many safety actions implemented within the Group, the following examples can be mentioned:

- BANQUE COURTOIS trains its employees in the management of incivilities, these trainings are given in agency by the safety managers;
- Every year, employees are trained in fire safety at ALD Automotive Hungary. Ten of them have been trained and certified as first-aiders in 2019;
- Within Societe Generale SA France, programs to prevent commercial attacks are organized, through mandatory training in the branch network and a psychological support system for employees who are victims of armed robbery or commercial attacks.

Among the many actions developed by the Group in the area of well-being in the workplace, we can notice:

- **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 ;
- **Specific local programs.**
For example, SG HONG KONG has set up the "New way of working" program, which offers more flexibility to its employees and allows them to work from home as well.

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

Societe Generale is involved in numerous initiatives in favour of education, training and development of women in the Group.

Awareness-raising, training and mentoring programmes are also implemented in the Group's various locations.

Among the many initiatives carried out, we can cite the following examples:

- Societe Generale Middle East Dubai supported the Educate Girls foundation in 2019. This foundation facilitates access to education for out-of-school girls in India through financial and voluntary support;
- Societe Generale's support for the **AFRICA WOMEN 4 TECH** initiative, which enables an all-female panel to discuss the representation of the female gender in the digital ecosystem and the **WOMEN IN BUSINESS MEETING**, which brought together 200 influential women in Paris in June 2019 for a unique networking and personal development experience;
- Societe Generale has once again supported the **IT4Girls** Start-up this year, which aims to raise girls' awareness of digital professions so that they in turn can turn to a sector that is still too often reserved for men;
- In the United Arab Emirates, for the third consecutive year, SG Dubai, through **The Circle** initiative, enabled women from the Middle East to be accompanied by expert volunteers from the bank. These experts share their time and skills with the women, in order to strengthen their knowledge in the economic and financial field, improve their understanding of regional dynamics and develop their ability to make business decisions;
- SG Dubai has also set up in 2019 the programme called **KYWE - DATA4YOURFUTURE** (Know Your Women Employee) which aims to better understand the objectives of its colleagues, their challenges, their needs

and monitor their progress. This is a 16-month personal development coaching program dedicated to women;

- In addition, in 2019, SG Ventures (an innovation fund investing in start-ups) signed the **WeAreSista** charter, in order to accelerate the financing of women entrepreneurs and in particular to promote gender diversity in the digital world.

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

Societe Generale promotes the development of female entrepreneurship.

This year, Societe Generale is once again committed to working alongside the Women in Africa Philanthropy (WIA) foundation to support women's entrepreneurship in Africa. This fund aims to encourage the dissemination of education in the field of economic development and the training of future innovative business creators. A jury selected 54 African women entrepreneurs who have created a business with a high social impact and a high growth potential. These 54 winners benefited from training, mentoring and coaching throughout the year and attended the WIA Annual Summit in Marrakech in June 2019, which gave them the opportunity to meet key pan-African and global leaders, investors and decision-makers.

In 2019, the **Societe Generale Corporate Foundation for Solidarity** also renewed its support for associations working in training or women's entrepreneurship:

- **Rev'Elles** offers innovative guidance programmes for young women from modest backgrounds;
- **Rouge Beauté** provides artistic training to women in Madagascar;
- **Gribouilli**, the Ile-de-France association of parenting assistants, which develops a professionalizing early childhood training program created for low-skilled women.

SG Dubai is an active member of the mentoring programme for women entrepreneurs in the Middle East and bases the Group's commitment to its local partners. It works on topics related to the empowerment of girls and women. Following its involvement during the last years, Societe Generale was appointed in August 2019 to chair the Principles of Women's Empowerment in the United Arab Emirates.

Finally, Societe Generale develops financial products and services that target a female clientele or the promotion of gender equality, including:

- Day-to-day banking and insurance products or Socially Responsible Investment (SRI) indices geared towards promoting professional equality.
For example, the "ELLE" ETF, launched by LYXOR, invests in the shares included in the "Solactive Gender Equality World" index;
- Charitable payment cards. The "Octobre Rose" card which supports the Institut Curie in its fight against breast cancer donates 5 euro cents to the Institut Curie for each payment made with the Charity Collection card, Societe Generale.

Principle 6: promote equality through community initiatives and advocacy

Societe Generale promotes gender equality through its Corporate Foundation's actions, which invests in associations to empower girls and women.

The Foundation supports around one hundred projects per year, in France and in the countries where the Group operates, with an annual endowment of 4 million in 2019.

For example, this year, the Societe Generale Foundation and its partner **Pro Bono Lab** have created a tailor-made commitment format and the pro bono mission has started at **Food de Rue**. The association for integration through economic activity created five years ago promotes sustainable food via a shop supplied mainly through short circuits in the 14th arrondissement of Paris. The association manages an exclusively female integration project and supports 12 women who are far from employment in the food industry (catering, local shops) and entrepreneurship.

Societe Generale is also committed to working with players promoting women's rights.

Actions are also carried out in each of its subsidiaries. Here are a few examples:

- In 2018, the Group launched a series of "**Mandala**" conferences on diversity. Ten meetings were organised with personalities who came to share **their vision of diversity** and **how they are working for a more**

- inclusive society.** These meetings led to the publication of the "Mandala" magazine in 2019, which reports on all the discussions that took place;
- The International Banking Union in Tunisia obtained in 2019 the **GEEIS** label "Gender Equality European & International Standard", an international label for professional equality that evaluates and promotes companies with a proactive approach to professional equality.

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 Universal Registration Document, its Integrated Report, its corporate website, its reports on pay differentials in the United Kingdom, and its social report for Societe Generale SA in France. These reports include gender-differentiated indicators. Besides, the Group has published a *Diversity and inclusion policy* this year.

The Group has also set quantified objectives and a set of indicators to measure the performance of its actions in terms of professional equality. These performances are reviewed by several internal governance bodies, including the Remuneration Committee and the Appointments Committee, which bring together senior management, heads of business units and service units and experts on each of the topics mentioned.

Reflecting this commitment, Societe Generale shares are included in the main sustainable development indices: DJSI (World and Europe), Euronext Vigeo (World, Europe and Eurozone), MSCI Low Carbon Leaders Index, FTSE4Good (Global and Europe), EURO STOXX ESG Leaders 50, STOXX Global ESG Social Leaders indexes, STOXX Global ESG Environmental Leaders indexes, STOXX Europe Low Carbon Indexes (Europe), STOXX Europe ESG Leaders 50.

In 2019, Societe Generale was ranked 2nd French bank and 7th French company in the international ranking of the NGO Equileap on gender equality (34th place in the global ranking of more than 3,000 companies).

Societe Generale has also been included this year in the Bloomberg gender equality index alongside 325 companies. The index recognises companies that are committed to advancing gender equality and are transparent in their disclosure of information.

In addition, and in accordance with the provisions of the French Law of 5 September 2018 aimed at eliminating pay gaps between women and men, **Societe Generale SA in France publishes the level of its Gender Equality Index, which reaches 86 points out of a maximum of 100 points for the financial year 2019.**

Furthermore, all the Group's French subsidiaries obtained an index higher than 75 points.