Free translation - In the event of discrepancies between the French and the English versions, the French one shall prevail.

Societe Generale SA – Annual General Meeting of 20 May 2025

Responses to written questions from shareholders

The text of the following questions has been summarised (without changing the meaning) when it is unnecessary to quote them in full to ensure their proper understanding.

<u>Questions from the French Sustainable Investment Forum, a non-profit organisation established under the French Law of 1901</u> *<u>(questions sent by email on 15 April 2025):</u>*

<u>Response of the Board of Directors</u>:

Environment

<u>Question 1: Energy restraint</u>

According to the IPCC definition, energy restraint policies cover everyday actions and practices that avoid the demand for energy, materials, land and water, while ensuring the well-being of all, within the planet's boundaries.

Energy restraint consists of multiple approaches relating to the limitation or moderation of demand (reparability, timelessness, marketing of moderation, etc.) or supply (reduction in the number of products and/or product ranges, production on demand, etc.). It also applies to resources and materials (means of production and inputs, as well as material intensity or finished products, e.g. reduction of packaging, removal of anything that is non-essential to how the product is used and which does not affect customer satisfaction, etc.).

a) Is the concept of energy restraint factored into your environmental strategy? If so, how do you define it? If not, do you use another concept whose objective is equivalent, in your opinion? If so, which one(s)? Can you give us a definition?

The concept of energy restraint is factored into Societe Generale Group's environmental strategy as one of the levers of its energy transition, both in terms of the decarbonisation of its business through supporting its customers and in terms of its own environmental footprint.

We define energy restraint as an approach that limits energy and resource consumption, while encouraging responsible behaviour from our customers (https://www.societegenerale.com/sites/default/files/documents/CSR/nzba-progress-report-2024.pdfsee NZBA progress report[1], page 51). The aim is to try to reduce consumption in the first place, to promote reuse through the circular economy and finally to implement recycling.

Regarding the decarbonisation of financing portfolios, optimising the use of materials and promoting reuse and recycling are key issues for sectors that are difficult to decarbonise. The use of secondary steel is, for example, one of the solutions for reducing the carbon intensity of steel production.

Regarding its own carbon emissions, the Group has set itself a target of a 50% reduction in its carbon emissions between 2019 and 2030. It is on track to meet this objective.

In addition, in its own approach to energy restraint, the Group has also relied on government or institutional initiatives in France, such as:

- The energy restraint plan imposed by the French government, targeting a 10% reduction in energy consumption (gas, electricity, fuel);
- The EcoWatt Charter drawn up by RTE and ADEME, which aims to improve electricity consumption;
- The Eco d'Eau Charter, which involves us as an employer through employee awareness-raising actions and as a consumer through actions to moderate water use.

[1] The report is available on the website www.sociétégénérale.com.

b) How do you apply the concept of energy restraint in terms of the use of resources and in your products and services throughout your value chain? Have you worked out what proportion of your business (as a percentage of revenue or equivalent) is covered by this concept?

The Group takes energy restraint into account in the definition of its objectives for the decarbonisation of financing portfolios. For example:

- In the cement production sector, efficiency in construction and the manufacture of concrete has the effect of limiting demand for cement,
- In the steel production sector, energy restraint is achieved through the growing use of recycled steel, which is an integral part of the information necessary to support our customers in this sector,
- In the aviation sector, integration of the IEA's scenario assumptions on behavioural changes to reduce overall demand,
- In the real estate sector, energy efficiency includes changes in habits (turning down the heating, limited use of air conditioning, etc.).

These examples are explained in the Group's NZBA progress report, in which the sectors for which energy restraint and circularity are identified as levers are identified with the following symbol:

For the Group's vehicle leasing subsidiary, Ayvens, the concept of energy restraint is applied as follows:

- When helping customers select vehicles and service plans: leasing a vehicle for the right length of time (flexible short- and medium-term lease plans), choosing a vehicle which is the right size and specification, selecting the most fuel-and energy-efficient vehicles in a given category, etc.,
- If vehicles need to be serviced and repaired during the term of the agreement, which has an impact on purchasing policies and operational management: tyre replacement based on reasonable wear, windscreen repair instead of replacement, use of second-hand parts, etc.

The concept of energy restraint is also reflected in the actions that the Group is taking to reduce its carbon footprint, in particular by looking at the environmental impact of its real estate, its digital footprint and its employees' business travel (flights and vehicle fleet). This is measured against the target of a 50% reduction in its own carbon emissions between 2019 and 2030.

Real estate portfolio:

- Matching floor space to actual requirements by making use of the flexible office and remote working,
- Actions to reduce energy consumption adapted to the location and use (management of energy consumption by adjusting temperatures, switching off unnecessary equipment when buildings are closed, grouping employees together in certain buildings on days when fewer employees are in the office, LED lighting solutions, etc.),
- Use of renewable energy and, where possible, self-generation with photovoltaic panels.

Internal responsible digital programme:

- Migration of legacy datacentres to more energy-efficient sites or introduction of green energy for datacentres in France and abroad,
- Signing of a partnership agreement with Recycléa in 2019 to recycle and recover waste electrical and electronic equipment.

In addition, the Group has signed the Charter to combat food waste and has set up a partnership to collect food from its company restaurants in La Défense and to distribute meals to non-profit organisations.

Lastly, Societe Generale encourages its employees to take individual action by promoting eco-friendly practices in areas such as the responsible use of digital technology, building energy, responsible consumption and water use.

c) **Can you provide recent examples of where actions put in place to incorporate energy restraint into your business model have been successful? What metric(s) do you use to ensure that these measures are effective? What difficulties have you encountered with your customers or your main suppliers in implementing energy restraint policies?**

To support customers, the Bank has developed products and services and financed projects related to energy restraint and the circular economy. Below are some examples:

- In 2024, the retail bank signed a partnership agreement with the Schneider Electric Group to help its customers reduce the carbon footprint of their buildings and industrial processes,

- Ayvens supports its customers in their employee mobility policy (e.g. matching engine type to use, mobility plans). In addition, Ayvens is transitioning its business model towards one where vehicles will be leased for longer. During the life of the contract, vehicle servicing and repair are a source of opportunities related to the circular economy (see examples mentioned above),

- Examples of performance metrics: size of the fleet under medium-term flexible leases and number of long-term leases of used vehicles, CO_2 emissions of the fleet, vehicle weight, windscreen repair rate, utilisation rate of second-hand parts, etc.,

- For this activity, the following obstacles to adoption have been identified: drivers' preference for new parts, in a context where the employer pays the leasing costs; the statutory dimension of company vehicles (an element of the employer's attractiveness) or the availability of second-part parts, reconditioned tyres, etc.,

- Franfinance has taken out a €350 million loan with the EIB specifically aimed at small and medium-sized enterprises, which allows eligible customers to get an attractive rate. Being approved for this loan is contingent on 30% of Franfinance's loans being linked to climate action, including a percentage related to the circular economy (loans of used or refurbished equipment),

- Insurance: Societe Generale Assurances' protection insurance policies take into account issues related to the use of resources and the circular economy. In 2023, motor insurance damage claims saw reconditioned parts used in 46% of cases, circular economy parts used in 10.5% of cases and windscreens repaired in an average of 26% of cases. In 2024, Societe Generale Assurances continued to set quantified targets in this area. For mobile insurance, device repair is prioritised over replacement. Alternatively, a refurbished device in the same category may be offered. Societe Generale Assurances encourages responsible behaviour from its motor insurance policyholders (advantage for low-mileage drivers and lower premiums for clean vehicles),

- Financing: financing solutions linked to recycling (plastic, metals, batteries, etc.), including metrics related to the circular economy. The Bank raised the bar in 2023 with an innovative structured transaction for Unilever. This took the form of a social impact and sustainable development bond linked to the treatment of plastic waste in Nigeria. In addition, the teams financed a new wastewater treatment plant in Sweden aimed at reducing water consumption and minimising pollutant emissions, the first large-scale project in the green steel sector.

This energy restraint approach is also reflected in the Group's responsible purchasing policy, introduced in 2006 and involving all stakeholders in the value chain (advisors, buyers and suppliers).

d) **How do you reconcile energy restraint with business profitability?**

In general, the Group takes profitability aspects into account in all its decisions in order to create value for its shareholders. Energy restraint is not incompatible with profitability: initiatives that lead to more energy restraint, for example reducing energy consumption by regulating temperatures or limiting travel, also reduce costs. Similarly, in-house repair initiatives for older equipment are much less expensive than purchasing new equipment.

Energy restraint for our customers means upgrading their production facilities, which requires investment and support, and therefore more opportunities for the Bank to provide advice and financing.

Social

Question 2: Decent standard of living

A decent standard of living is partly ensured by the payment of a decent salary, as well as social protection, financial benefits, etc.

As a reminder, the living wage is defined by the Global Living Wage as "*the remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events". This remuneration must also allow the employee and his or her family to enjoy a social life (leisure, access to communication, etc.).*

The living wage, the amount of which varies from place to place, should therefore not be confused with any national minimum wage.

The question as a whole concern:

- Employees in your value chain (excluding own workforce), both upstream (employees of suppliers, service providers, subcontractors, etc.) and downstream (franchisees, etc.).
- Non-salaried personnel such as self-employed workers, temporary workers and contractors.
- The question does not therefore concern the salaried personnel of your company and its subsidiaries.

a) **How do you guarantee a decent standard of living (living wage, social protection, precautionary savings and other benefits, such as housing assistance) for these workers? Which workers does this concern (tier 1, 2 and 3 suppliers, all of your strategic suppliers, non-salaried personnel, etc.)?**

The Group has defined the concept of a living wage by taking into account the living wage guidelines developed for each country and region of the world by Fair Wage Network, a globally recognised NGO (2025 Universal Registration Document – D.25-0088 – 12 March 2025, page 337). This concept is integrated into the Group's approach to employee remuneration.

Under the CSRD[2], because the Group considers ESRS S2[3] "Workers in the value chain" as non-material, it has taken no action to date on the specific subject of the decent standard of living of these workers.

However, as part of its duty of care, Societe Generale implements several environmental and social risk management measures, particularly for tier 1 suppliers and subcontractors with whom it has an established business relationship.

Mapping these risks takes into account risks in terms of human rights and social conditions, including: health and safety, working conditions and freedom of association, discrimination, forced labour and modern slavery, and child labour. Additional contextual factors are also taken into account: supply chain characteristics (complexity, including the number of actors and distance from the intermediaries to the end purchaser) and labour intensity.

[2] *Corporate Sustainability Reporting Directive*

[3] *European Sustainability Reporting Standards S2 Workers in the Value Chain*

By way of illustration, actions to prevent and mitigate serious intrinsic E&S risks implemented with tier 1 suppliers include the following:

- In scoring grids for calls for tenders, E&S criteria are weighted according to the level of E&S risk of the purchasing category. For example, one of the criteria in CSR evaluation grids for categories at risk is: "What actions are you taking to promote healthy working conditions for staff assigned to the manufacture of the equipment or the provision of the service, in particular with regard to wages and working hours? Please provide details of the actions put in place separately",

- The inclusion of a CSR clause in all model contracts of the Purchasing Department and the International Purchasing function entails a contractual commitment related to compliance with the **Group's Responsible Purchasing Charter**. It calls on suppliers to commit to the UN Guiding Principles on Business and Human Rights, including the provision of decent pay and working hours by paying a minimum wage that meets basic needs.

In addition, the Group has contracts for the supply of workers with temporary employment agencies in France, under which those workers enjoy equal treatment with its own employees. Framework agreements with temporary employment agencies are subject to the conditions set by the Purchasing Department under the same conditions as all service providers.

b) Have you identified and mapped the risks and barriers to the payment of fair wages and social benefits in your value chain (e.g. business lines at risk, countries at risk, local regulatory context, inflation, competitiveness, transparency of supplier practices, etc.)? What specific measures are you taking to reduce the risks associated with these business lines (annual review and correction of discrepancies, introduction of supplier incentives, etc.)?

Under the CSRD, because the Group considers ESRS S2 "Workers in the value chain" as non-material, it has taken no action on the specific subject of a "living wage" for these workers. Work to identify and map E&S risks in the supply chain, in common with our peers in the French banking sector, covers broader categories of risk (see answer above).

Supplier CSR audits and the identification and management of E&S controversies also enable us to detect any risks relating to the payment of a living wage by our tier 1 suppliers.

For example, in 2024, the Purchasing Department commissioned four new supplier CSR audits, including an evaluation component focusing on remuneration. The following audit item is assessed in particular during the audits: "Where the statutory minimum wage is not sufficient to cover the basic needs of workers, the employer has implemented a living wage approach to remuneration". No anomalies were detected for this topic.
The process for identifying controversies is based on a commercially available tool, which searches for the keywords "living wage requirements[4]" for the topic "Poor employment conditions[5]".

c) Is ensuring a decent standard of living one of the selection criteria when choosing your suppliers or subcontractors? To what extent is the selection based on this criterion?

As stated in the response to question 2a), the scoring grids for calls for tenders include E&S criteria. These cover wages for certain categories at risk, such as waste management, foodservice and IT equipment. This criterion is crucial for the overall score awarded to the tender. The E&S criteria are weighted in the scoring grid according to the level of E&S risk of the purchasing category (at least 15% for high-risk categories).

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[4] Living/minimum wage requirements
[5] Precarious working conditions

d) **If you have adopted a policy to ensure a decent standard of living for some or all of the workers in your value chain/self-employed workers, how successful has this been? What is your roadmap for the future (measurement and quantification, example of metrics, monitoring of metrics and progress, broadening of the scope, etc.)?**

How do you ensure that the commitments made by your suppliers, subcontractors and franchisees are implemented? Where a supplier is involved in a controversy, how do you resolve the situation (termination of the contract, dialogue and engagement, etc.)?

To date, the Group has not adopted a specific policy to ensure a decent standard of living for all/some of the workers in its value chain.

The roadmap: the risk management framework for a living wage in the supply chain will be reviewed in 2025 with regard to (i) specific mapping for this type of risk and (ii) peer benchmarking. The possible courses of action that may be considered, if the intrinsic risk is assessed as "high", are:

- Updating the E&S risk mapping for procurement,
- Updating CSR descriptions by purchasing category to include living wage requirements and criteria,
- Implementation of a "fair wage" clause based on the results of the abovementioned review.

When a tier 1 supplier is involved in an E&S controversy or an anomaly is detected during an E&S audit, the Group engages in dialogue with its suppliers and encourages the implementation of progress plans. For example, following the identification of controversies on the topic of forced labour, a specific questionnaire concerning the measures taken to monitor their supply chains was sent to three sensitive suppliers. In addition, three sensitive suppliers who had already responded to this specific questionnaire in 2022 have been subject to a review of their processes to control their supply chains on the theme of forced labour.

The Group also ensures that the commitments made by its tier 1 suppliers are implemented under progress plans, holding regular follow-up meetings until the action plan is effectively implemented.

Governance

Question 3: Sustainability governance

a) **Do you publish a board skills matrix?**
Is it named (by director)? Does it include a granular presentation of sustainability skills (listing in detail the skills of each director beyond CSR/ESG/sustainability: climate, biodiversity, human rights, diversity and inclusion, energy transition, social and value chain, financial impact of the climate, etc.)?

Societe Generale publishes a board skills matrix by director in the Universal Registration Document, which is available at: https://www.societegenerale.com/sites/default/files/documents/2025-03/universal-registration-document-2025.pdf#page=70.

The granularity relates to whether the director possesses this skill or is in the process of acquiring it. The Bank decides that a director has CSR or sustainability skills either on the basis of the business sector in which he or she currently works or previously worked (energy, construction, electronics, etc.), or on the basis of how long he or she has served on the Board of Directors, thus enabling him or her to acquire this expertise, in particular through the training courses attended or the topics discussed at meetings. The "sustainability" component of the matrix contained in the Universal Registration Document covers all of these subjects.

b) How do you decide that a director has CSR or sustainability skills? Have you defined any prerequisites/criteria for each of these skills? If so, what are they?

Most of the directors have professional experience in which CSR and sustainability have featured prominently, in view of their respective fields of activity. They already have a solid level of expertise in this area.

In addition, in accordance with the Board of Directors' internal regulations, several training courses are organised each year by Societe Generale or, where appropriate, by third parties to update and enhance the skills of directors in various areas, including CSR and the climate more specifically.

The Nomination and Corporate Governance Committee has set targets based on the development of the company's strategy, the Group's current situation and regulatory changes.

Since 2021, the Board of Directors has been assisted by a non-voting member whose remit is to assist it with the implementation of its CSR policy. His name is J.-B. Lévy, former Chairman and Chief Executive Officer of EDF, who has a major role. Among other things, he is involved in the preparation of dossiers examined by the Board of Directors on the topic of CSR risk management.

c) For each director possessing sustainability skills (stating their first and last name), could you list the specific skills, as well as the nature of those skills (experience, scientific/research profile, regulatory expertise, specialised training)?

First and last name	Specific skills	Type of skill
Lorenzo Bini Smaghi	Economy, banking, finance Regulatory (acquired at the ECB) Energy and energy transition	Very high-level experience at the ECB Regulatory expertise Specialised CSR training
Slawomir Krupa	Banking, finance	Global expertise, corporate & investment banking, strategy, risk, compliance Regulatory expertise Specialised CSR training
William Connelly	Banking, finance Chairman of the Board of Directors of Amadeus IT (Spain) Group & Aegon Ltd (Bermuda)	International expertise, corporate & investment banking, technology Regulatory expertise Specialised CSR training
Jérôme Contamine	Engineering, energy, automotive industry, biopharmaceuticals, (e.g. TotalEnergies, Véolia, Sanofi, Valéo, etc.)	Expertise in the fields of industry, energy, pharmaceuticals, automotive, audit, finance and business management in an international environment Regulatory expertise Specialised CSR training

Béatrice Cossa-Dumurgier	Engineer by training (Ecole Polytechnique and Ecole des Ponts et Chaussées in France, MIT in the US) Engineering, research, banking (e.g. BNPP, Blablacar, Believe, Peugeot Invest, Casino)	Banking expertise (retail banking), strategy, finance, compliance and digital, retail, automotive Regulatory expertise Specialised CSR training
Diane Côté	Finance, accounting, consulting, insurance. Energy performance – Director at ACT Commodities (Netherlands)	Expertise in the fields of audit, finance, risk, insurance, energy Regulatory expertise Specialised CSR training
Ulrika Ekman	Legal & international	International legal expertise (mergers, acquisitions, demergers, divestitures and restructuring) Regulatory expertise Specialised CSR training
France Houssaye	Banking	Retail banking expertise Regulatory expertise Specialised CSR training
Annette Messemer	Banking, international, building & construction, food & beverage and mining due to her professional experience and directorships at Vinci SA, Savencia SA, Imerys SA and Essilor Luxottica.	Expertise in banking and finance, in particular audit, risk control, financial market activities, compliance, building & construction, food & beverage and mining. Regulatory expertise Specialised CSR training
Henri Poupart-Lafarge	Engineer by training (Ecole Polytechnique and Ecole des Ponts et Chaussées in France, MIT in the US) Engineering, industry, transport Alstom	Expertise in strategy, finance, compliance, transport Significant expertise in CSR and sustainability Regulatory expertise Specialised CSR training
Johan Praud	Banking	Retail banking expertise Regulatory expertise

		Specialised CSR training
Benoît de Ruffray	Engineer by training (Ecole Polytechnique and Ecole des Ponts et Chaussées in France, Imperial College in London) Engineering, industry Director of the Eiffage Group, building & construction industry (e.g. Bouygues)	Expertise in strategy, finance, international, building & construction. Significant expertise in CSR and sustainability Regulatory expertise Specialised CSR training
Alexandra Schaapveld	Economics, banking Oil & gas, construction and infrastructure. Former member of the Supervisory Board of Vallourec SA	International expertise, corporate & investment banking, risk, audit, compliance Regulatory expertise Specialised CSR training
Sébastien Wetter	Finance & management, audit & inspection.	International expertise, corporate & investment banking, audit, control, strategy, marketing, customer service Regulatory expertise Specialised CSR training

d) In terms of transparency, do you publish the following:

Do you publish the following:	yes	no	If so, please provide us with the source/reference.
A detailed biography for each of your directors highlighting their experience or training in **sustainability.** ?		X	Details of directors' university education and experience are provided in the Universal Registration Document, available at: https://www.societegenerale.com/sites/default/files/documents/2025-03/universal-registration-document-2025.pdf#page=75 The training courses attended are also specified. Details can be found at: https://www.societegenerale.com/sites/default/files/documents/2025-03/universal-registration-document-

				2025.pdf#page=91
Howwas the skill acquired?	Format of each training course (internal or external)	X internal		Universal Registration Document
	Content of each training course	X		Universal Registration Document
	Whether or not each training course is mandatory	X Training is mandatory		Universal Registration Document
	Frequency of each training course	X		Universal Registration Document
	Recipients of the training courses	X		Universal Registration Document
Type of ongoing skills assessment	Self-assessment	X		Universal Registration Document
	External third-party assessment		X	
	Other:		X	

Question 4: AI governance

a) Vision/proficiency:
- Which activities and business lines in your company are already impacted by the use of AI?
- Which ones will be impacted by the use of AI in less than a year, in the medium term (between one and three years) and in the long term (more than three years)?
  Which ones will not, in your view, be impacted or will only be slightly impacted in the near future?

b) Impacts:
- Have you measured the current direct and indirect impacts generated by your company's use of AI on energy consumption (particularly electricity and water)? Have you made projections on how energy consumption will change as a result of the use of AI? Over what timescale? Please provide quantified information.
- Have you identified the social consequences of your Group's use of AI?
- What ethical issues are raised by your company's use of AI?
- For each of these three areas (energy, social and ethics), do you factor the potential impacts identified into your investment decisions? What organisational structure have you put in place and what measures have you taken to reduce or eliminate impacts? Please be specific and provide examples.

c) Dependence:
- How many AI systems do you use?
- Have you anticipated any dependence on your AI system vendors?
- If so, how have you addressed this risk, or how do you plan to address this risk?

Vision

a) Which activities and business lines within your company are already impacted by the use of AI?

Like the rest of the banking sector, Societe Generale has been looking at the issues surrounding the use of AI (machine learning, predictive models, automation and more recently, generative AI) for more than 10 years. These technologies have the potential to improve:

- Operational efficiency,
- Customer experience,
- Commercial efficiency of the teams,
- Risk management.

The applications of AI potentially cover all business lines and functions within the Group.

b) Which ones will be impacted by the use of AI in less than a year, in the medium term (between one and three years) and in the long term (more than three years)?

In the short term, AI-related applications are being rolled out to facilitate the work of advisors, such as preparing for their customer appointments and managing note-taking.

AI will help advisors triage calls and requests. This will increase the Bank's responsiveness and reduce the time it takes to handle customer queries, which are key factors in customer satisfaction. AI has positive effects on customer service.

It will also be used to process large quantities of documents, for example when onboarding new customers.

IT teams are also integrating the use of AI tools to accelerate developments on banking platforms.

In the medium term, the introduction of AI agents will help staff perform repetitive day-to-day tasks, enabling them to focus on value-added activities such as customer contact and experience, consulting and strategy, etc.

It is difficult to predict the *long-term* applications at this stage because the technology is evolving so quickly.

c) Which ones will not, in your view, be impacted or will only be slightly impacted in the near future?

The bulk of AI will be used to support our employees in their day-to-day tasks at all levels of the company. It will be particularly valuable in helping our customer-facing employees.

<u>Impacts</u>

a) Have you measured the current direct and indirect impacts generated by your company's use of AI on energy consumption (particularly electricity and water)?

Progress will initially come from the companies involved in AI (infrastructure, agents, suppliers of models, particularly large language models, and datacentres), which are actively and publicly engaged in programmes aimed at reducing their energy footprint.

In addition, AI comes under the Green IS programme, which is part of the Group's CO_2 equivalent emissions reduction programme.

b) Have you made projections on how energy consumption will change as a result of the use of AI? Over what timescale? Please provide quantified information.

These topics are still emerging and lack overall maturity. However, the Bank is mindful of this issue, which will be incorporated into our own energy policy.

c) Have you identified the social consequences of your Group's use of AI?

As with any technological transformation, the Bank is actively supporting employees in learning about AI. It is rethinking its working methods and organisation to take full advantage of this technology, by developing skills and recruiting new employee experts.

d) What are the ethical issues raised by your company's use of AI?

To establish a framework for the responsible use of AI, the Group has set up an AI Authority to draw up guidelines and standards to develop projects responsibly and ethically, in line with the Bank's values of transparency and accountability.

The use of AI is also regulated at EU level, particularly with the AI Act. The Bank is fully committed to this framework, as well as any future regulatory developments.

The Bank also aligns its practices with the OECD AI Principles by implementing specific policies and guidelines in the management of its AI projects.

When it comes to processing personal data, the Group complies with the applicable laws, in particular GDPR within the European Union.

e) For each of these three areas (energy, social and ethics), do you factor the potential impacts identified into your investment decisions?

The Group is fully committed to all aspects of CSR, both internally and in its investment decisions. We refer you to this page on our website CSR commitments: Corporate Social Responsibility – Societe Generale.

f) What organisational structure have you put in place and what measures have you taken to reduce or eliminate impacts? Please be specific and provide examples.

AI projects are monitored at the highest level of the Group.

(i) The *Group AI Transformation Committee* is composed of the entire Executive Committee, including of course the essential aspects of Risk and Compliance.

(ii) *The AI Authority, as mentioned in response to question (d)*.

(iii) AI comes under the Green IS programme, which is designed to reduce the Group's carbon footprint. To that end, a working group has been set up to measure and monitor the impact of generative AI use cases on CO_2 equivalent emissions.

(iv) AI training is a priority for the Group's Human Resources team.

(v) Risk and compliance management now incorporates specific AI-related risks by progressively aligning existing policies with existing and future legislation.

(vi) The Bank works with industry peers to identify and learn from best practices. This takes the form of participation in think tanks.

Dependence

a) How many AI systems do you use?

The Bank uses multiple AI platforms and technologies (natural language processing, large language models, optical character recognition, etc.). Some of them are proprietary and some are open source, covering all the different use cases that the teams are working on.

b) Have you anticipated any potential dependence on your AI system vendors? If so, how have you addressed this risk, or how do you plan to address this risk?

Societe Generale actively manages risks relating to AI system vendors through the following measures:

- A supplier diversification strategy: the Bank is committed to diversifying its AI system vendors to reduce dependence on a single vendor. This strategy allows the Bank to maintain operational flexibility and negotiate better terms while minimising the risk of service disruption.

- The use of internal developments where relevant: our internal capabilities (the Data Labs of the business lines and support functions, as well as the new cross-functional entity SocGen AI) allow the Group to develop internal AI solutions where relevant, based on a diversified range of open-source and commercially available technologies. This configuration reduces dependence on external suppliers and allows solutions to be tailored to the Bank's specific needs.

- Collaboration and partnerships: the Bank actively collaborates with other financial institutions and technology partners to share best practices, which helps it to stay informed of market developments and reduce its dependence on monopoly suppliers.

Custom Question 5

Achieving carbon neutrality by 2050 for the transport sector in Europe means phasing out the use of new light vehicles (cars and commercial vehicles) running on fossil fuels (conventional combustion engines as well as hybrids, including plug-in hybrids) by 2035.

The vehicle financing activities of banks play a key role in achieving this goal. This is particularly the case with loans for the purchase of new vehicles and long-term vehicle leasing.

Can we expect the Group to publicly commit to a phase-out trajectory for the financing of new internal combustion engine and hybrid vehicles (including plug-in hybrids) over the next decade? Please give a detailed answer.

a) For purchase loans and
b) For long-term leasing (leases with and without an option to buy)

The Group is addressing the decarbonisation of the automotive sector at source by engaging in dialogue with vehicle manufacturers on their transition strategy, particularly around issues related to electrification. This dialogue is part of the Bank's decarbonisation strategy for the sector, which is also based on a target to reduce the emissions intensity of its portfolio of loans to vehicle manufacturers, taking into account the direction of travel at EU level.

Regarding loans for the purchase of new vehicles, EU regulations have banned the sale of new vehicles with internal combustion engines from 2035. All banks in Europe will automatically stop providing loans for new vehicles with internal combustion engines from 2035.

Through its specialised financing activities, the Societe Generale Group is financing the energy transition of the vehicle fleet. It has also set itself targets in terms of financing pure electric vehicles. These targets contribute to its goal of providing €500 billion in sustainable finance between 2024 and 2030.

Through its vehicle leasing subsidiary Ayvens, the Group supports its customers in their energy transition so that they can achieve their greenhouse gas emission reduction targets. Ayvens keeps track of market developments and works closely with its customers to help them understand the regulatory landscape and explore the various options available to them. Whether it's switching to electric vehicles, investing in charging infrastructure or implementing alternative mobility solutions, the Group helps its customers optimise their operations.

In concrete terms, this transition is well underway:

- Ayvens' current fleet of more than 600,000 electric vehicles (BEVs and PHEVs) reflects its commitment to the transition, with a growing share of BEVs (~390,000 at end-2024, compared with ~290,000 at end-2023),

- Ayvens' EV penetration rate reached 40% (BEV and PHEV) of new car registrations in Europe in 2024 (27% of which were BEVs, compared with 21% in 2023),

- The CO_2 emissions of the Ayvens fleet totalled 106 g/km at 31 December 2024 (a year-on-year decrease of 5.3 g).

At the end of its lease agreements, Ayvens makes a significant contribution to the decarbonisation of the vehicle fleet by putting these low-emission vehicles on the used vehicle market.

Questions from Mr Philippe de Jong, individual shareholder *(questions sent by email on 17 April 2025):*

1) **A new partnership will unlock investment of EUR 8 billion in the wind power manufacturing sector (at 14 g CO_2/kWh).**
   How much investment has been made in the nuclear power industry for its carbon-free electricity (at 4 g CO_2/kWh)?

Response of the Board of Directors:

In early 2025, Societe Generale announced that an agreement had been signed with the European Investment Bank (EIB), under which the Group will provide bank guarantees of up to €1 billion to boost investment in the wind power industry (France: EIB and Societe Generale announce agreement to stimulate up to €8 billion investment in the wind industry – Societe Generale

Societe Generale firmly believes that, in order to meet energy and environmental challenges, the diversification of low-carbon energy sources is crucial to ensure the resilience of energy systems. In addition to wind, solar and battery storage solutions, the Group believes that nuclear power must also be supported and developed to reduce dependence on fossil fuels and curb greenhouse gas emissions. Alongside 13 other banks (14 Major Global Banks and Financial Institutions Express Their Support for Effort to Treble Nuclear Energy by 2050), in September 2024 we voiced our support for the Declaration to Triple Nuclear Energy (by 2050) made by countries at COP28.

In concrete terms, Societe Generale offers banking and financial services to the civil nuclear power sector, in compliance with its "Civil Nuclear Power Sector Policy". As a major long-standing partner for its customers in this sector, it plays a key role in consulting on and financing civil nuclear power projects. These range from the construction of new nuclear power plants to the modernisation of existing infrastructure, as well as providing support for players in this sector throughout the value chain.

2) **What strategic levers are being pulled to achieve a historically low cost-to-income ratio of 60% by 2026?**

Response of the Board of Directors:

A comprehensive strategic approach has been undertaken to structurally improve the Group's operating leverage, as part of the Bank's new strategic plan announced in September 2023. In 2024, the cost-to-income ratio stood at 69%, below the headline target of 71%. This improvement was confirmed in Q1 2025 to deliver a cost-to-income ratio of 65%, below the target of less than 66% set for FY 2025. The Group is targeting a cost-to-income ratio of less than 60% by 2026, in line with that of our peers.

To achieve this objective, the Group is taking practical steps to reduce costs, the effects of which are gradually gaining momentum: improved operating efficiency in banking networks in France with our new SG operating model, following the merger of the retail networks of Societe Generale and Crédit du Nord; accelerated synergies at Ayvens resulting from the acquisition of LeasePlan; streamlined operations at the head office in France and simplification of working methods; adaptation of IT processes and infrastructure.

In terms of optimising our revenue base, the Group has implemented targeted strategic actions to increase its revenues by 2026: increase in the contribution of BoursoBank; ramp-up of equity brokerage activities with the creation of the Bernstein joint venture in April 2024; new partnership with Brookfield in private debt investments; continued growth in Global Banking fees with the development of a less capital-intensive model; growth of our business in the Czech Republic and Romania thanks to the implementation of high value-added digital solutions and increased synergies in mobility activities.

Major milestones have been reached for all these initiatives, enabling us to achieve the target cost-to-income ratio of less than 60% by 2026. These efforts will continue over the coming months.

3) **Will the share buyback programme (still tax-exempt, it seems) fully offset the dilutive impact of the capital increase reserved for employee shareholders? Will other shareholders ever have the opportunity to benefit from such an arrangement on favourable subscription terms?**

Response of the Board of Directors:

The amount of the share buyback programme and the amount of the subsequent capital reduction is determined by applying the shareholder distribution policy approved by the Board of Directors. For FY 2024, this would be equivalent to EUR 1.09 per share. In addition, the amount of the share buyback is essentially determined with the aim of fully offsetting the dilutive impact, for shareholders, of the future capital increase for the benefit of the Group's employees and retirees during FY 2025. This was approved in principle by the Board of Directors for a maximum nominal amount of EUR 15,056,000. The programme will be subject to the tax imposed by the 2025 Finance Act under the conditions and limits provided for therein.

The legislator wanted to offer employees the option of subscribing for capital increases under specific conditions, with a view to actively involving them in the long term in the company's development and value creation. Therefore, these subscription conditions cannot be offered to non-employee shareholders. In return for the favourable subscription conditions, consisting of a discount on the price, the shares subscribed for by employees may not, with limited exceptions, be sold for at least five years.

<u>Questions from Mr Pierre-Yves Grimaud, individual shareholder</u> *<u>(questions sent by email on 5 May 2025):</u>*

1) **<u>Exactly</u> how many contracts were there on 31 December 2024?**
2) **And with <u>exactly</u> how many counterparties?**
3) **These off-balance sheet commitments represent 12 times the consolidated balance sheet total: Were the models developed by your services to account for these commitments at "fair value" validated by the ACPR (French Prudential Supervisory and Resolution Authority)?**
4) **In their comments, the Statutory Auditors considered these off-balance sheet commitments "to be a key audit matter": a euphemism that reflects their uncertainty. <u>Exactly</u> how many contracts were audited by your Statutory Auditors (amount, compliance with covenants, counterparty quality, etc.) in order to certify the accuracy of the accounts?**

<u>Response of the Board of Directors</u>:

If we have understood correctly, you are referring, as you had the opportunity to do during questions for previous General Meetings, to the notional amounts of the underlying derivatives.

By way of introduction, please note that the notional amounts of derivative financial instruments correspond to the nominal amounts of the derivatives' underlying instruments (e.g. the value of underlying shares for an equity option, the nominal amount of the theoretical loan and borrowing for an interest-rate swap, etc.). Together with other parameters, they serve as the basis for the calculation of the fair value of the derivatives. However, their gross value does not reflect the financial risk to which a banking group is exposed. In effect:

- The notional commitments presented in the Universal Registration Document correspond to the total gross amounts of the commitments on all the underlyings on which the Bank took positions, without any netting between the contracts that mutually hedge each other, even when they are concluded as part of overall netting agreements. However, the risks arising from derivative exposures are generally managed by putting in place new contracts in opposite directions (in order to reduce the overall net exposure), rather than by terminating existing contracts early. Therefore, the total exposure measured as the total of gross exposures does not reflect the risk ultimately borne by the Bank,

- The off-balance sheet commitments do not take into account the margin call and deposit guarantee mechanisms, which limit the exposure and risks,

- The fair value of derivative instruments is different from the amount of notional commitments. Hence, the fair value of a derivative instrument is generally zero at initiation, even though the notional amount may be very high. Likewise, the fair value of a conditional derivative instrument only corresponds at initiation to the premium received or paid (recognised on the balance sheet), which is generally only a small percentage of the notional amount.

For example, a derivative instrument perfectly hedged by another derivative instrument, with daily margin calls securing their settlement, whose net fair value corresponds to the Bank's intermediation margin, resulted in the presentation of cumulative notional amounts of the two instruments in the table entitled "Commitments (notional amounts)" in the 2025 Universal Registration Document.

At end-December 2024, there were approximately 25,000 contracts, while the number of counterparties stood at around 13,000 at year-end 2024. As mentioned previously, the high number can be explained by the fact that the contracts are generally not "terminated" or cancelled but are rather cancelled or reduced by the introduction of a new contract with an opposite position. These contracts are subject to numerous controls, in accordance with best practices and regulatory standards. Among these controls are counterparty reconciliations, which, in the majority of cases, are automated. Notably, there are also daily margin call mechanisms to safeguard changes in value of these instruments by enabling an immediate payment.

The accounts are certified by the Statutory Auditors. Details of their audit approach on the key audit matter concerning the valuation of complex financial instruments can be found in their Statutory Auditors' report, inserted in the 2025 Universal Registration Document on pages 580 to 587 for the consolidated financial statements, and on pages 649 to 654 for the annual financial statements.