

REMUNERATION FOR 2024

DECISIONS OF THE BOARD OF DIRECTORS' MEETING OF 5 FEBRUARY 2025 2024 REMUNERATION OF GROUP SENIOR MANAGEMENT¹ - 2024

At the proposal of the Compensation Committee, the Board of Directors' meeting of 5 February 2025, subject to approval by the General Meeting of 20 May 2025, made the following decisions concerning the remuneration and post-employment benefits of the Group Senior Management for 2024.

I – REMUNERATION OF THE BOARD MEMBERS

The total remuneration of directors was set at EUR 1,835,000 as of 1 January 2024. This remuneration includes a fixed part, the individual amount of which is linked to the responsibilities of each director (Committee Chairman, Committee member) and a variable part linked to attendance. The full amount was paid to the Directors in respect of 2024.

The Chairman and the Chief Executive Officer do not receive any remuneration as Board member.

A table showing the individual distribution of Board members' remuneration for 2024 is provided in the appendix.

II – CHAIRMAN OF THE BOARD OF DIRECTORS

Lorenzo Bini Smaghi's annual remuneration was set at EUR 925,000 in May 2018 and will remain unchanged for the duration of his term of office. This remuneration remained unchanged when his term as Director and Chairman was renewed at the General Meeting of 17 May 2022.

His status is unchanged. He receives neither remuneration in his capacity as Director, nor variable remuneration, nor long-term incentives. He is provided with company accommodation for the performance of his duties in Paris.

III – REMUNERATION OF THE CORPORATE OFFICERS FOR 2024

A - Fixed remuneration for 2024

As Chief Executive Officer, Slawomir Krupa's annual fixed remuneration was set at EUR 1,650,000 as of his appointment by the Board of Directors on 23 May 2023. It has not been reviewed since that date.

Annual fixed remuneration for Pierre Palmieri, Deputy Chief Executive Officer, was EUR 900,000 as of his appointment by the Board of Directors of 23 May 2023. It has not been reviewed since that date.

Philippe Aymerich's annual fixed remuneration was set at EUR 900,000 as of the renewal of his term as Deputy Chief Executive Officer on 23 May 2023. Philippe Aymerich's fixed remuneration as Deputy Chief Executive Officer was paid pro rata temporis until 31 October 2024 inclusive, when his term of office ended.

These fixed remuneration amounts were approved by a vote by the General Meeting of 23 May 2023.

¹ Full details of the remuneration of Group Senior Management are presented in the Universal Registration Document.

B - Annual variable remuneration due in respect of 2024

In accordance with the rules set by the Board of Directors and approved by the General Meeting of 22 May 2024, the annual variable remuneration granted for 2024 is based on the achievement of financial and non-financial objectives, respectively accounting for 65% and 35% of annual variable remuneration.

The **financial portion** corresponds to 65% of the target annual variable remuneration, which is equal to 120% of fixed annual remuneration for the Chief Executive Officer and 100% for the Deputy Chief Executive Officer.

The financial criteria based on the Group's performance are the Return On Tangible Equity (ROTE), the cost-to-income ratio and the Core Tier 1 Ratio weighted in equal parts.

These objectives are defined and evaluated on the basis of budgetary data. The Board of Directors excludes from its calculations any components it deems exceptional.

- compliance with the budgetary target equates to an achievement rate of 100% of the target variable;
- the budgetary target is guided by the three points pre-defined by the Board of Directors and allowing for an achievement rate of 125% (a high point), an achievement rate of 90% (an intermediate point) and an achievement rate of 50% (a low point), below which the achievement rate is deemed null.

The achievement rate of each objective is defined on a straight-line basis between these limits.

Each of the financial performance criteria is capped at 125% of its target weighting. As such, the maximum financial portion is capped at 81.25% of the target annual variable remuneration, with the latter corresponding to 120% of annual fixed remuneration for the Chief Executive Officer and 100% for the Deputy Chief Executive Officer.

The non-financial targets are divided between common targets for General Management involving CSR targets (20% weighting) and regulatory compliance (7.5% weighting), and specific targets for the Chief Executive Officer and Deputy Chief Executive Officer (7.5% weighting).

Attainment of the non-financial targets is assessed based on key indicators that may be quantified either based on meeting milestones or based on a qualitative evaluation by the Board of Directors. These indicators are defined in advance by the Board of Directors. The achievement rate can be anywhere between 0 and 100% of the maximum non-financial portion. In the event of exceptional performance, the achievement rate of some non-financial targets can be increased to 120% by the Board of Directors, but on the condition that it is quantifiable, and the overall non-financial target achievement rate may not exceed 100%.

B.1 – Summary of the results of the evaluation of the financial and non-financial objectives for 2024

The breakdown of achievement levels per objective validated by the Board of Directors is presented in the table below:

	S. Krupa		P. Palmieri		P. Aymerich	
	Weight in	Achievement rate	Weight	Achievement rate	Weight	Achievement rate
Financial targets: 65%						
Group ROTE	21.7%	26.5%	33.3%	26.5%	33.3%	26.5%
Group cost-to-income ratio	21.7%	27.1%	33.3%	27.1%	33.3%	27.1%
Group CET1 Ratio	21.7%	26.9%	33.3%	26.9%	33.3%	26.9%
Total financial targets	65.0%	80.5%	65.0%	80.5%	65.0%	80.5%
% achievement of financial targets	123.8%		123.8%		123.8%	
Non-financial targets: 35%						
CSR	20.0%	17.7%	20.0%	17.7%	20.0%	17.7%
Regulatory Compliance	7.5%	7.5%	7.5%	7.5%	7.5%	7.5%
Specific scope of responsibility	7.5%	7.5%	7.5%	7.5%	7.5%	6.9%
Total non-financial targets	35.0%	32.7%	35.0%	32.7%	35.0%	32.1%
% achievement of non-financial targets	93.3%		93.3%		91.7%	
Overall 2024 target achievement rate	113.1%		113.1%		112.6%	

Note: In these tables, rates have been rounded for presentation purposes.

ROTE: Return on tangible equity.

As a result, the following annual variable remuneration amounts were awarded in respect of 2024:

- EUR 2,239,875 for Slawomir Krupa, corresponding to a financial performance of 123.8% and a non-financial performance estimated by the Board of Directors at 93.3%
- EUR 1,018,125 for Pierre Palmieri, corresponding to a financial performance of 123.8% and a non-financial performance estimated by the Board of Directors at 93.3%

Note that Philippe Aymerich, whose term of office ended on 31 October 2024, is not eligible for annual variable remuneration for the period of his term of office in 2024. The 2024 performance assessment is necessary in order to determine the 2024 supplementary pension contribution calculated according to the rate of achievement of the objectives.

The table below shows the history of the total amount of fixed remuneration and annual variable remuneration.

Fixed and annual variable remuneration of Chief Executive Officers

As for Slawomir Krupa and Pierre Palmieri, it should be noted that the remuneration for 2023 was only for 7 months compared to a full year in 2024. If we annualise the 2023 remuneration, the variation in the fixed remuneration and the annual variable remuneration of Slawomir Krupa is +11% and that of Pierre Palmieri is +10% compared to the variation in net income, group share of +69% and an increase in the dividend from EUR 0.9 to EUR 1.09 (+21%).

	Fixed remuneration + 2022 annual variable remuneration ⁽¹⁾			Fixed remuneration + 2023 annual variable remuneration ⁽²⁾			Fixed remuneration + 2024 annual variable remuneration		
(In EUR)	Rem. (annual, fixed)	Annual variable rem.	Annual fixed and variable rem.	Rem. (annual, fixed)	Annual variable rem.	Annual fixed and variable rem.	Rem. (annual, fixed)	Annual variable rem.	Annual fixed and variable rem.
S. Krupa				994,583	1,110,492	2,105,075	1,650,000	2,239,875	3,889,875
P. Palmieri				542,500	504,769	1,047,269	900,000	1,018,125	1,918,125
P. Aymerich	800,000	848,424	1,648,424	861,000	848,424	1,648,424	750,000 ⁽³⁾	N/A	750,000

Note: Gross remuneration in EUR, as calculated upon award.

(1) Up to 80% of the amounts awarded for annual variable remuneration in 2022 and 2023 was deferred.

(2) Prorated taking into account the duration of the corporate office in 2023.

(3) Prorated taking into account the duration of the corporate office in 2024.

The Board of Directors has set the terms for vesting and payment of annual variable remuneration as follows:

- a portion vested in March 2025, representing 40% of the total allocated amount, half of which, converted into share equivalents, is unavailable and deferred for one year;
- 60% of the total amount awarded remains unvested and is deferred over five years on a pro rata basis; three-fifths of this portion is awarded as shares or share equivalents, subject to two performance conditions: Group profitability and Core Tier One levels. The Board of Directors reviews the target achievement rates ahead of the definitive vesting of deferred variable remuneration. A one-year holding period applies after each definitive vesting date of payments in shares or share equivalents.

If the Board deems that a decision taken by the corporate officers has particularly significant consequences for the Company's results or image, it may decide not only to reconsider payment of the deferred annual variable remuneration in full or in part, but also to recover, for each award, all or part of the sums already distributed over a six-year period.

B.2 - Achievement of 2024 financial objectives

The Group exceeded the objectives disclosed to the market in terms of revenues, cost to income, ROTE and CET1 ratio for 2024.

Group reported net income reached EUR 4,200m increasing by 68.6% vs 2023. Reported ROTE stood at 6.9% (vs. 4.2% in 2023)

Revenues are increasing by 6.7% on a reported basis, mostly supported by good performance in Global Banking and Investor Solutions, progressive recovery of French retail activities versus a 2023 year impacted by the negative impact from short-term hedges on Net interest margin, while Mobility and International Retail Banking pillar is almost stable.

The Group C/I ratio stood at 69.0% (73.8% in 2023) with operating expenses slightly decreasing by -0.3% at Group level.

Cost of risk is normalizing in 2024, within the range targeted by the Group, increasing by 49.3% from a very low 2023.

Finally, at 31 December 2024, the Group's Common Equity Tier 1 ratio stood at 13.3%, or approximately 310 basis points above the <regulatory requirement set on 31 December 2024.

B.3 - Achievement of non-financial objectives for 2024

The objectives and results of the Board of Directors' assessment are summarised in the table below.

Indicator	Description	Weight in the Total	Weighted achievement rate ⁽¹⁾
Collective CSR targets: 20%			
▪ Client experience	▪ Improving the client experience: measured based on the change in NPS for the main activities	5.0%	4.8%
▪ Responsible employer	▪ Developing our priorities as a responsible employer, measured through compliance with commitments to promote women to and ensure international profiles for senior managerial positions, and commitments for an improved employee engagement rate	5.0%	2.9%
▪ Implementation of the CSR strategy	▪ Rolling out the CSR strategy presented during the Capital Markets Day event of 18 September 2023 with reinforced governance and compliance with alignment targets compatible with commitments made by the Group with regard to the energy and environmental transition	5.0%	5.0%
▪ CSRD & ECB Recommendations	▪ Implementing the European Corporate Sustainability Reporting Directive (CSRD) and the ECB's recommendations on CSR and climate change topics	5.0%	5.0%
		20.0%	17.7%
Common goal: 7.5%			
▪ Regulatory Compliance	▪ Quality of the relationships with supervisory bodies and implementation of ECB recommendations.	7.5%	7.5%
		7.5%	7.5%
Specific objectives for areas of responsibility: 7.5%			
S. Krupa, Chief Executive Officer			
▪ good governance and continued implementation of the strategy presented at the Capital Markets Day event.		7.5%	7.5%
		7.5%	7.5%
P. Palmieri, Deputy Chief Executive Officer			
▪ continued deployment of the post-acquisition strategy for the Ayvens activities		2.5%	2.5%
▪ compliance with the 2024 milestones for retail banking in Africa, Mediterranean, and Overseas Territories and notably for disposals and the rollout of the new operating model		2.5%	2.5%
▪ continued work on the decarbonisation of activities and on financing the energy transition		2.5%	2.5%
		7.5%	7.5%
P. Aymerich, Deputy Chief Executive Officer until 31 October 2024⁽²⁾			
▪ achieving business and customer satisfaction targets for SG network activities		2.5%	1.9%
▪ implementation of 2024 Strategic Roadmap for Information Systems		2.5%	2.5%
▪ achievement of the 2024 objectives of BoursoBank, Private Banking and Insurance activities		2.5%	2.5%
		7.5%	6.9%

(1) Weighted by the respective weight of each criterion; rounded percentages for presentation purposes in this table.

(2) P. Aymerich is not eligible for annual variable remuneration for the period of his term in 2024. The 2024 performance assessment is necessary in order to determine the 2024 supplementary pension contribution calculated according to the rate of achievement of the objectives.

In order to assess the achievement of non-financial objectives, after consulting the Compensation Committee, the Board of Directors took the following components into account.

Regarding the common objective of Regulatory Compliance of Executive Corporate Officers:

The Board of Directors considered that **the quality of relations with supervisors and the implementation of the ECB's recommendations** had improved significantly in 2024. General Management has continued to be strongly involved in the monitoring of ongoing remediation through the chairmanship of the monthly *Remediation Oversight Committee* ("ROC") and a sustained dialogue with supervisors.

In 2024, the number of recommendations closed and/or in the process of being closed was double that of 2023 and the overall rate of expired recommendations was almost halved. The main remediation programmes were monitored more closely and presented quarterly to the Executive Committee and the Audit and Internal Control Committee.

Concerning the assessment of the collective CSR objectives of the Corporate Officers:

The quality of the client experience, measured by the change in Net Promoter Score (NPS) for the Group's main activities, on average improved within the Group in 2024.

In terms of pillars, the NPS of Global Banking and Investor Solutions (GBIS), already high, continued to grow, while the international retail banking, mobility services and leasing (MIBS) entities had contrasting results, depending on the geography and type of customer. Regarding the Retail Banking in France, Private Banking & Insurance (RPBI) pillar, while BoursoBank, the Private Banking (PRIV) and Insurance (ASSU) businesses have significantly improved their NPS, the situation for Retail Banking in France (SGRF), in a context of profound transformation, remains behind our peers.

Regarding the group's **responsible employer** objective, the Board of Directors considered it had only been partially achieved. It noted the improvement in the results of the employee survey and more specifically in the engagement index. In terms of diversity, in particular the representation of women in management bodies, the objective has been partially achieved (2 out of 5 of the objectives have been achieved) due in particular to the redesign of the Group's Key Positions circle in June 2024 with the creation of the Top 250. On that occasion, the targets were not reviewed and it was considered that the previously defined targets applied.

The Board of Directors considered that the objective regarding **the implementation of the CSR strategy announced at the Capital Markets Day on 18 September 2023** had been achieved.

The two external commitments in **terms of ESG training for employees** through the promotion of ESG expertise and the deployment of the workshops of the Climate Fresk (participation of more than 40,000 employees) have been achieved.

The Board of Directors observed that the targets for trajectories compatible with **the Group's commitments to the energy and environmental transition** were met or surpassed.

- The bank reached, in advance, the target of EUR 300 billion in contribution to sustainable finance between 2022 and 2025 and the target of EUR 100 billion in financing.
- A new target of EUR 500 billion between 2024 and 2030, including EUR 100 billion in sustainable bonds, has been defined and publicly announced. It is more granular than the previous one and covers a wider scope.
- The bank reduced its overall exposure to the oil and gas production sector by more than 50% compared to 2019, ahead of its target at the end of 2025 (-80% by 2030 compared to 2019, with an intermediate step of -50% in 2025).
- The Groupe carbon emissions reduction on its own account at the end of 2024 (compared to 2019) is in line with the -50% target at end of 2030.

The Board of Directors noted the **successful implementation of the European Corporate Sustainability Reporting Directive (CSRD)** and the **ECB's recommendations on CSR and climate change**.

The Board took into account in its assessment that the subject of double materiality was presented to the Executive Committee in July 2024 and was validated by the Audit and Internal Control Committee in September 2024.

All ECB recommendations on CSR, climate and environment issues issued in 2022 and 2023 have been closed.

Regarding the assessment of the specific targets for each Executive Officer's remit:

Assessment of the specific targets of Slawomir Krupa, Chief Executive Officer

The Board of Directors considered that the **objective of good governance and the continued deployment of the strategy presented at the Capital Markets Day** had been achieved.

In its assessment, the Board of Directors took into account the progress of the disposal, cost reduction and transformation programmes. The Group completed these disposals in good financial, legal and operational conditions. Financial guidance given to the market in 2024 has been exceeded.

The Board of Directors also noted the improvement in investor relations with the overhaul of the financial disclosure process and a determined and increased commitment by senior management on the qualitative and quantitative level in relation to investors. The improvement in the share price was also taken into account in the Board of Directors' assessment.

The on-time rollout and the savings achieved are in line with the objectives of the project to merge retail banking networks in France. The integration of LeasePlan has progressed in line with the planned schedule.

Regarding ESG aspects, a partnership with IFC and the creation of the Scientific Advisory Board should make it possible to further integrate the framework of the United Nations Sustainable Development Goals into the Group's strategic thinking.

The Group initiated its EUR 1 billion investment in the energy transition by acquiring 75% of Reed Management, an alternative management company founded by seasoned energy investment specialists, to support emerging leaders in the energy transition.

The structural overhaul of information systems initiated in 2023, a key element of the Group's efforts to improve operational efficiency, was continued.

Proactive management of the performance of senior managers has been implemented and international staff have been recruited. A global plan called "*People Ambition*" has been launched. The plan aims to strengthen commitment and a culture of pride within the Group, build an effective organisation, develop the right skills for the future, diversify our talents and improve the employee experience while reducing costs.

Assessment of objectives specific to Pierre Palmieri, Deputy Chief Executive Officer

Regarding **AYVENS**, the Board of Directors took into account the successful integration of Leaseplan in its evaluation. The new post-acquisition financial trajectory was respected or even exceeded, particularly with regard to how expected synergies were brought about. The reorientation towards a model focused more on profitability than on volume growth has been achieved while refocusing it in order to allow the consolidation of the regulatory and risk management framework.

The permanent control and internal control systems within Ayvens have been strengthened in line with the schedule. During 2024, a programme dedicated to the strategy in the electric vehicle segment was launched (the Electric Vehicles "EV" Programme) with an overhaul of governance and the EV risk management processes involving Ayvens' central functions (mainly Commerce, Remarketing, Finance, Risk & Operations) and also the countries concerned by these challenges (France, Netherlands, Belgium, Norway and the United Kingdom).

Regarding the **scope of the International Banking Networks, Africa, Mediterranean, and Overseas Territories (AFMO)**, the 2024 milestones were met and the disposal plan continued. Four subsidiaries were sold (Chad, Mozambique, Morocco and Madagascar). These developments have been accompanied by the implementation of a new operating model for AFMO in the context of a reduced structure.

As part of his role as **President of the Responsible Commitments Committee**, P. Palmieri has set new targets in the area financing contributing to the ecological transition and positive local impact. A new target of EUR 500 billion in 2024-2030 including EUR 100 billion in sustainable bonds has been defined and publicly announced. It is more granular than the previous one (distinguishing between environmental and social aspects and defining the main sectors targeted) and covers a wider scope.

Assessment of objectives specific to Philippe Aymerich, Deputy Chief Executive Officer until 31 October 2024

The Board of Directors considered that the objective of achieving commercial targets and targets in the area of customer satisfaction for **SG network activities** had been partially achieved.

For retail activities (Individuals and Professionals), the performance achieved at the end of 2024 are in line with the levels of achievement of the commercial objectives set at the beginning of the year. For non-retail activities (Corporates), the objectives were partially achieved. Compared to 2022, the 2024 NPS improved in the Retail customer segment (excluding High Net Worth clients).

Regarding **the execution of the 2024 part of the strategic roadmap for information systems (IS)**, the Board of Directors considered that the objectives of strengthening the security and resilience of the IS system had been achieved, with all the Group's significant entities having reached the level required by the Board of Directors.

The information systems area has been reorganised. More specifically, the IT division of the France Retail Banking, Private Banking & Insurance (RBS, formerly ITIM) pillar has been attached to the Group Chief Operating Office (GCOO); a new Chief Data Officer has been recruited externally to structure the data quality approach.

The reduction of IT costs is achieved in accordance with or even beyond the objectives.

Regarding other areas of supervision, **Boursorama** was profitable for the second year in a row, while maintaining a growth in its customer base of more than 20%.

The **Private Banking** business experienced significant commercial momentum with very good commercial results (EUR 6 billion in inflows), with entities in France, Luxembourg and Monaco posting record levels of assets under management.

The divestments of SGPB Switzerland and SG Kleinwort Hambros are underway.

The **Insurance** business had a record year in terms of life insurance inflows with a significant increase in market share in France (+42% in inflows compared to 2023).

C - Long-term incentives awarded in respect of 2024

The plan allocated in respect of 2024 provides for the following terms and conditions:

- Long-term incentives will be awarded in a single instalment, with a vesting period of five years, followed by a one-year holding period after vesting; shares or share equivalents will be granted in this respect;
- The performance conditions governing vesting of LTIs are as follows:
 - for 33.33% of the LTI award, the relative performance of the Societe Generale share, as measured by the increase in Total Shareholder Return (TSR) compared with that for 11 comparable European banks over the full vesting period. Consequently, the full number of shares or share equivalents will only vest if Societe Generale's TSR falls in the first quartile of the sample panel. If it falls slightly above the median value, the vesting rate will be 50% of the total number of shares or share equivalents granted. No shares or share equivalents will vest if the TSR performance is below the median value;
 - for 33.33% of the LTI award, the Group's future profitability;
 - for 33.33% of the LTI award, CSR performance related to implementing trajectories compatible with the Group's commitments to aligning its lending portfolios with the Paris Agreement;
- Regarding the condition of the Group's future profitability, the Board of Directors' meeting of 5 February 2025 decided that this condition will be measured by the level of Group ROTE over the period 2026-2028:
 - the ROTE for 2026 matches the target indicated to the market at the Capital Markets Day event in September 2023, making up 50% of the condition;
 - the ROTE to be achieved in 2027 and 2028 will be equal to that of 2026 or the amount set by the Board of Directors based on the new targets announced to the market before 1 January 2027. Each year counts for 25% of the condition;

- Low and high points around the targets define the achievement rate, which cannot exceed 100%.
- Regarding the CSR condition related to compliance with trajectories compatible with the Group's commitments to align lending portfolios with the Paris Agreement, the targets set by the Board of Directors on 5 February 2025 are as follows:
 - Half of the target is linked to the Group's commitment to reduce exposure to the oil and gas production sector.
For this criterion, if the target of the 70% reduction in exposure as at 31 December 2029 compared to the exposure as at 31 December 2019 is achieved, the vesting would be 100%. If the target is not reached, the vesting would be nil.
 - Half of the target is linked to the Group's commitment to contribute EUR 500 billion to sustainable finance by the end of 2030.
For this criterion, if the target of the contribution of EUR 425 billion by 31 December 2029 is reached, the vesting would be 100%. If the level of EUR 350 billion is reached, the vesting would be 75%. Below EUR 350 billion, the vesting would be nil.
- If the Group is not profitable in the year preceding the definitive vesting of long-term incentives, no payment will be made, regardless of the Societe Generale share performance, the Group's CSR performance, and achievement of the Group's future profitability target;
- The Board of Directors reviews the satisfaction of the performance conditions ahead of the vesting of any long-term incentives.

Definitive vesting is subject to a condition of presence in the Group as an employee or in an executive position throughout the vesting period. However, and subject to the faculty for the Board of Directors to decide to make an exception under special circumstances:

- in the event of death, disability or incapacity, the shares will be retained and full payments made;
- if a beneficiary retires or leaves due to a change of control, the shares will be retained and full payments made, provided the Board of Directors is satisfied that the performance conditions have been met;
- if a beneficiary leaves the Group due to changes in its structure or organisation, or due to their term of office not being renewed (except where the Board deemed their performance to be inadequate), payments will be made on a pro rata basis according to the time spent in office compared to the overall vesting period, provided the Board of Directors is satisfied that the performance conditions have been met.

Lastly, a "malus" clause also applies to the beneficiaries' long-term incentives. Accordingly, if the Board deems that a decision made by the Executive Corporate Officers has had particularly significant consequences on the Company's results or image, it may decide to reconsider payment of the long-term incentives in full or in part.

The final value of the vesting is capped at EUR 90 per share, i.e. approximately 1.2 times the value of the net assets per share of the Societe Generale Group at 31 December 2024.

In compliance with current regulations, the total variable component (i.e. annual variable remuneration plus long-term incentives) is in all events capped at 200% of the fixed component.

To the extent that the ratio between the variable component awarded and the fixed remuneration for 2024 shows that the regulatory ratio for the Chief Executive Officer was exceeded, the Board of Directors applied the rule by reducing the number of instruments allocated under the long-term incentive scheme in order to comply with this ratio.

The table below indicates the book value of the long-term incentives and the maximum number of corresponding shares for each Corporate Officer in respect of 2024, after adjustment:

	Long-term incentives for financial year 2024			
	Amount attributable in book value (IFRS)		Maximum number of instruments allocated	
	Attributable	After adjustment by the Board of Directors	Attributable	After adjustment by the Board of Directors
S. Krupa	1,150,000	1,081,496	49,166	46,238
P. Palmieri	650,000		27,790	

No long-term incentive is awarded to Philippe Aymerich for 2024, his term of office having ended on 31 October 2024.

D - Estimate of the complementary pension contribution (art. 82)

As a reminder, following the revision of the complementary allocation scheme for non-classified executives at 31 December, 2018, a complementary fixed-contribution pension plan (art. 82) was established for members of the Management Committee, including the Deputy Chief Executive Officers, effective 1 January 2019.

Under the scheme, the Company pays a yearly contribution into an individual Article 82 pension account opened in the name of the eligible beneficiary, calculated on the portion of their fixed remuneration exceeding four annual French Social Security ceilings. The rate set for the Company's contribution is 8%. As required by law, the annual contributions are subject to the following performance condition: they will only be paid in full if at least 80% of the performance conditions of the variable remuneration for that same year are met. For a performance of 50% and below, no payment will be made. For a rate of attainment between 80% and 50%, the calculation of the payment for the year will be carried out in a linear manner.

The following table presents a calculation of the payments for 2024 based on the rate of achievement of the objectives of annual variable remuneration:

	Overall target achievement rate	% vesting, art. 82	Payment for 2024 EUR
S. Krupa	113.1%	100%	117,162
P. Palmieri	113.1%	100%	57,162
P. Aymerich	112.6%	100%	47,333 ⁽¹⁾

(1) In proportion to the term of office in 2024

Equity Ratios

The equity ratio for the Chief Executive Officer would be 55 times the average remuneration and 77 times the median remuneration of Societe Generale SA's employees, a scope that includes its foreign branches. The evolution from 2020 to 2024 is presented below.

	2020	2020⁽¹⁾	2021	2022	2023⁽²⁾	2024
Ratio to average remuneration	35:1	41:1	45:1	33:1	44:1	55:1
Ratio to median remuneration	47:1	56:1	64:1	47:1	60:1	77:1

(1) Ratios calculated on the amount of remuneration before waiving 50% of the annual variable remuneration. For the record, corporate officers waived in advance their annual variable remuneration for 2020 based on the Board of Directors' evaluation.

(2) For 2023, the calculation of the ratio is attached to the position and not to the person, it is calculated on the basis of the remuneration of Frédéric Oudéa for his corporate office from 1 January to 23 May 2023 and that of Slawomir Krupa for the period from 24 May to 31 December 2023.

A full presentation of the equity ratios and the method of calculation is included in the Universal Registration Document.

APPENDIX: REMUNERATION OF NON-EXECUTIVE CORPORATE OFFICERS FOR 2024

<i>In EUR</i>	For the 2024 financial year
William Connelly	271,669
Jérôme Contamine	149,548
Béatrice Cossa-Dumurgier	89,925
Diane Cote	167,981
Ulrika Ekman	167,981
France Houssaye ⁽¹⁾	97,667
Annette Messemer	157,275
Henri Poupart-Lafarge	111,994
Johan Praud ⁽²⁾	75,432
Lubomira Rochet	61,544
Benoît de Ruffray	119,903
Alexandra Schaapveld	255,708
Sébastien Wetter	108,373
TOTAL	1,835,000

(1) Paid to SNB Societe Generale trade union

(2) Paid to CGT Societe Generale trade union

2025 REMUNERATION POLICY

DECISIONS OF THE BOARD OF DIRECTORS' MEETING OF 5 FEBRUARY 2025 ON THE FIXED REMUNERATION OF THE EXECUTIVE OFFICERS²

On 5 February 2025, the Board of Directors, on the proposal of the Compensation Committee, took the following decisions concerning the fixed remuneration of the Corporate Officers.

Pursuant to article L. 22-10-8 of the French Commercial Code, these decisions will be submitted to the General Meeting for approval.

I – CHAIRMAN OF THE BOARD OF DIRECTORS

Lorenzo Bini Smaghi's annual gross remuneration was set at EUR 925,000 in May 2018 for his term of office. This remuneration remained unchanged when his term as Director and Chairman was renewed at the General Meeting of 17 May 2022.

He does not receive remuneration in his capacity as Director. To ensure his total independence when fulfilling his duties, he does not receive variable compensation, securities or any compensation contingent on the performance of Societe Generale or the Group.

He is provided with company accommodation for the performance of his duties in Paris.

II – FIXED REMUNERATION OF THE EXECUTIVE CORPORATE OFFICERS FOR 2025

Slawomir Krupa, Chief Executive Officer

As Chief Executive Officer, Slawomir Krupa's annual fixed remuneration was set at EUR 1,650,000 as of his appointment by the Board of Directors on 23 May 2023. This fixed remuneration was approved by a vote by the General Meeting of 23 May 2023. It remains unchanged.

Pierre Palmieri, Deputy Chief Executive Officer

Annual fixed remuneration for Pierre Palmieri, Deputy Chief Executive Officer, decided by the Board of Directors on 8 March 2023 and approved by the General Meeting of 23 May 2023, was set at EUR 900,000. This fixed remuneration was approved by a vote by the General Meeting of 23 May 2023.

It is proposed to increase his remuneration from EUR 900, 000 to EUR 1,200,000. This change is justified by his growing role since the reorganisation of the General Management as of 1 November 2024 and the reduction in the number of Deputy Chief Executive Officers. This change applies from 1 January 2025.

This fixed remuneration would position him 4% below the 3rd quartile of CAC 40 Deputy Chief Executive Officers and 17% below the median of the European panel.³

² Full details of the remuneration of Group Senior Management are presented in the Universal Registration Document.

³ The reference panel of comparable European banks used for Long-terms incentives' Total Shareholder Return performance condition.