

TABLE 4

Diony LEBOT, Deputy Chief Executive Officer
Remuneration compliant with the policy approved by the General Meeting of 17 May 2022

Remuneration components put to the vote	Amounts awarded in respect of 2022	Description	Amounts paid in 2022
Fixed remuneration	EUR 800,000	Diony Lebot's gross fixed remuneration paid during the financial year, as set by the Board of Directors on 3 May 2018 upon her appointment as Deputy Chief Executive Officer, effective from 14 May 2018 and which has remained unchanged since.	EUR 800,000
Annual variable remuneration		Diony Lebot benefits from annual variable remuneration broken down into two sub-components: 60% is based on financial targets and 40% on non-financial targets. These components are detailed on page 123. Her annual variable remuneration is capped at 115% of her fixed remuneration.	<ul style="list-style-type: none"> ■ Annual variable remuneration in respect of 2021, as approved by the General Meeting of 17 May 2022 (Resolution 14): EUR 182,086. <p>The criteria used to calculate and pay annual variable remuneration are detailed in the chapter on remuneration of the Chairman of the Board of Directors and the Chief Executive Officers. Payment of 50% of the annual variable remuneration vested is deferred.</p>
<i>o.w. annual variable remuneration payable in 2023</i>	EUR 169,905 (nominal amount)	<p>Evaluation of 2022 performance – In light of the financial and non-financial criteria defined by the Board of Directors on 9 February 2022 and 10 March 2022 and the achievement rates observed in financial year 2022, Philippe Aymerich was awarded annual variable remuneration of EUR 849,528⁽¹⁾. This corresponds to an overall target achievement rate of 92.3% and is calculated based on his maximum annual variable remuneration (see page 126).</p>	<ul style="list-style-type: none"> ■ Deferred annual variable remuneration (see Table 2, page 145): <ul style="list-style-type: none"> - in respect of 2018: EUR 76,617, - in respect of 2019: EUR 136,437, - in respect of 2020: EUR 50,765 and EUR 84,154. ■ The above variable remuneration was approved by the General Meetings of: <ul style="list-style-type: none"> - 21 May 2019 (Resolution 17), - 19 May 2020 (Resolution 14), and - 18 May 2021 (Resolution 14), respectively. ■ For deferred payments subject to performance conditions, the Board of Directors reviewed the conditions at its meeting of 9 February 2022 and was satisfied that they had been met. <p>The applicable performance conditions and the level of their achievement are shown in Table 2, page 145.</p>
<i>o.w. annual variable remuneration payable in subsequent years</i>	EUR 679,623 (nominal amount)	<ul style="list-style-type: none"> ■ payment of all annual variable remuneration in respect of 2022 is subject to approval by the General Meeting to be held on 23 May 2023; ■ 40% of this annual variable remuneration will vest upon approval by the General Meeting of 23 May 2023. Half of this portion (20%) will be converted into Societe Generale share equivalents, paid after a one-year holding period; ■ 60% of this annual variable remuneration is conditional upon achievement of targets in terms of Group profitability and equity capital, as assessed over financial years 2023, 2024 and 2025. Two-thirds of this portion will be converted into Societe Generale shares, half of which become transferable after two years and six months and half after three years and six months; ■ the terms and conditions of vesting and payment in respect of this deferred remuneration are detailed on page 128. 	
Multi-annual variable remuneration	N/A	Diony Lebot does not receive multi-annual variable remuneration.	N/A
Exceptional remuneration	N/A	Diony Lebot did not receive any exceptional remuneration.	N/A
Value of options awarded during the financial year	N/A	Diony Lebot has not been awarded any stock options.	N/A