

NEWS FLASH

Paris, 15 February 2016

SOCIETE GENERALE CERTIFIED TOP EMPLOYER FRANCE 2016 FOR THE QUALITY OF ITS HUMAN RESOURCES POLICY

Societe Generale has received Top Employer France certification for the third year in a row for its Human Resources policy.

Societe Generale was notably awarded for:

- **its capacity to develop the skills and employability of its employees:** an active internal mobility policy, identification of strategic talent and help in preparing them for future management roles, an enhanced training offering available to all through new digital channels (virtual classes, videos, MOOCs¹, Rapid Learning courses², etc.);
- **its concrete measures to optimise quality of life in the workplace** as part of the Life at Work programme, which include teleworking, experimenting with flexible work spaces, initiatives to help foster a work/life balance;
- **the development of a digital culture** through the Digital For All programme, designed to encourage the appropriation of digital tools by all employees, and the rollout of the "Make Me Digital" MOOC;
- **a corporate culture that centres on the clients and the Group's values** (Team Spirit, Innovation, Commitment, Responsibility), which are reflected in our skill requirements and rolled out across all of our HR processes (recruitment, evaluation, training, etc).



This certification is a reflection of the attention the Group places on its employees and the commitment shown by them. Recognising their contribution to the Group's performance, promoting quality of life in the workplace, and emphasising team diversity are key attributes that help to anchor employees within the Bank and increase efficiency.

The Top Employers Institute awarded this certification to a panel of benchmark companies after an independent evaluation of their HR policies and practices, which included: the management of careers and talented employees, training, working conditions, employee commitment, social benefits, etc. The results of this evaluation are audited by Grant Thornton.

¹ Massive Open Online Courses.

² E-learning modules of 15 to 20 minutes designed internally by business line experts.

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Societe Generale

Societe Generale is one of the largest European financial services groups. Based on a diversified universal banking model, the Group combines financial solidity with a strategy of sustainable growth, and aims to be the reference for relationship banking, recognised on its markets, close to clients, chosen for the quality and commitment of its teams.

Societe Generale has been playing a vital role in the economy for 150 years. With more than 148,000 employees, based in 76 countries, we accompany 30 million clients throughout the world on a daily basis. Societe Generale's teams offer advice and services to individual, corporate and institutional customers in three core businesses:

- **Retail banking in France** with the Societe Generale branch network, Credit du Nord and Boursorama, offering a comprehensive range of multichannel financial services on the leading edge of digital innovation;
- **International retail banking, financial services and insurance** with a presence in emerging economies and leading specialised businesses;
- **Corporate and investment banking, private banking, asset management and securities services**, with recognised expertise, top international rankings and integrated solutions.

Societe Generale is included in the main socially responsible investment indices: DJSI (World and Europe), FTSE4Good (Global and Europe), Euronext Vigeo (Europe, Eurozone and France), ESI Excellence (Europe) from Ethibel and 4 of the STOXX ESG Leaders indices.

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