

Press Release

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Société Générale, top socially responsible company in the CAC 40 in terms of diversity

The **Société Générale** Group has topped the list of the best-performing CAC 40 companies in terms of diversity - practices and quality of information provided alike - according to the 2009 classification established by Capitalcom - RiskMetrics[®] which has just published a study on the extra-financial communication and practices of CAC 40 groups in 2008. The study pointed out Société Générale's aim to integrate diversity as a lever of performance, growth and source of innovation and rewarded the means implemented.

These include the Diversity Council, responsible for defining the Group's policy and establishing its formal objectives, the agreements signed in France on professional equality and the insertion of the handicapped, together with objectives backed by figures concerning the fraction of women among executive staff and the number of handicapped recruited. The study also underscored the numerous internal activities such as development of the awareness of managers to diversity, training for Operations staff and Human Resources managers.

Anne Marion-Bouchacourt, Group Human Resources Director and member of the Executive Committee, indicated that *"diversity and upward social mobility have been the two basic pillars of the Société Générale Group Human Resources policy for many years now. With this diversity serving our customers, it increases the Bank's performance: the more different our staff, the more they complement one another for mutual enrichment. By recruiting beyond diplomas, opening up our Group to a wide variety of profiles and personalities, offering them the possibility of developing their potential, we are building the world of the future, receptive to our customers."*

Women, a priority for the Group

One of the missions of the HRD is to foster development of the managerial culture to identify and promote talented managers from among women, some of which may well join executive and management committees. Already in 2006, career development seminars were created for women managers. In addition, measures have been taken to support women when they go on maternity leave and return, facilitate the availability of part-time work, with a 90% option, reduce unjustified remuneration differences and enable promotion without systematic geographic mobility. In 2005, the Group signed an initial agreement on professional equality between men and women, renewed in 2008 and, in 2007 obtained the "Professional Equality" seal of approval.

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Staff who have not followed classic qualification patterns.

Over and above diplomas, Société Générale recruits people with a wide variety of talents. To do this, the Group revised its management processes, notably respecting the logic of non-discrimination by seeking to offer the same opportunity to all its staff. It also upgraded its recruitment processes to attract staff that have not followed classic qualification patterns (the Phoenix project to facilitate the recruitment of young people with graduate backgrounds in human sciences and then train them, the recruitment of women who wish to resume a professional activity after a long career break, to bring up their children, for example). The recasting of these processes received the seal of approval from the HALDE (*non-discrimination and equality agency*) in 2007.

The recruitment and integration of the handicapped.

In 2007, the Group signed a corporate agreement on the employment and insertion of the handicapped. The objective of Mission Handicap is to recruit at least 160 handicapped employees on a permanent basis over four years. The bank intends to double its recruitment of the handicapped every year by 2011. In France in 2008, 62 handicapped employees joined the Group (compared with 44 in 2007).

Upward social mobility, an HR tradition

Société Générale encourages professional insertion and support for staff whatever their profiles if they have the willingness and ambition. The Executive "Cursus", a unique system in the banking sector, enables banking profession technicians to take on managerial responsibilities. Up to now, it has enabled close to 600 successful candidates to assume managerial responsibilities in the Group, who sometimes only had a school leaving certificate. Nowadays, 50% of Société Générale retail bank operation managers are from this programme.

Team internationalisation

The Group's managerial culture has also developed with the ability to recognise and promote talented managers among international profiles. This has resulted in reinforcement of the identification of talent from countries other than France, which accounts for 49% of senior management, experts or general staff in the pipeline, compared with 31% in 2007.

Société Générale Group in 2008 – key figures

- 163,000 employees at the end of 2008, in 82 countries
- 122 nationalities
- 63% of employees outside France
- 60% women employees in 2008 (57% in 2007)
- a 40% ratio of women managers in France at the end of 2008
- 1,778 handicapped employees

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Société Générale is one of the largest financial services groups in the euro-zone. The Group employs 163,000 people worldwide in three key businesses:

- Retail Banking & Financial Services serving some 30 million individual customers in France and worldwide.
- Asset management and Investor Services where the Group is one of the leading banks in the euro zone, with 2,744 billion euros in custody and 371 billion euros under management at the end of September 2008.
- Corporate & Investment Banking: Société Générale Corporate & Investment Banking ranks among the leading banks worldwide in euro capital markets, derivatives and structured finance.
- Société Générale is included in the 3 international sustainable development indices: the FTSE, ASPI and Ethibel.

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* 2009 Capitalcom RiskMetrics classification - methodology

The study covers CAC 40 companies (as of 31.12.2008) with the exception of 6 (2 not having published annual reports). Capitalcom and RiskMetrics used information available to the general public: annual report, sustainable development report, social report, 2008 reference documents, Internet site, codes of conduct, GRI and World Pact Internet sites.

As far as diversity is concerned, the assessment criteria covered company strategy, Governance risk (council supervision, control execution and structures), the internal mechanisms established, external action taken and published indicators. An evaluation grid served as the basis for the rating. Over 250 criteria were completed. The top companies were those who obtained the best scores in the two additional rating systems defined by Capitalcom (evaluation based on the quality of extra-financial information) and by RiskMetrics (evaluation of ESG performance and practices).