

Press Release

Paris, 5 March 2009

Women, a priority within Société Générale Group

The agreement on equality of professional rights between men and women, signed in 2005 with the professional representative bodies, then renewed in December last year for a period of three years, confirms Société Générale's engagement to further its commitment in this field. 60% of Société Générale employees are now women (compared with 57% in 2007), out of a total worldwide workforce of 163,000. In France, 40% of female employees work in management positions (compared with 35.7% at the end of 2005), with a target of 42% by the end of 2011. The percentage of women in the top management of the various entities totals 17.5% at Group level and the Management Committee has 6 women members, compared with 2 just 3 years ago.

For several years now, Société Générale has launched initiatives in terms of recruitment, professional training, part-time working and professional mobility. "The Group's results in the field of diversity are due to the combined commitment of various stakeholders (the bank, its managers and HR teams) to launching concrete actions, with measurable targets which are systematically monitored. We want every employee to have the same opportunities to prosper within the Group and we are extremely vigilant on this matter", says Anne Marion-Bouchacourt, Head of Group Human Resources.

Management of salaries and career development

Société Générale is committed to ensuring that our female employees' career development is not penalised by maternity or adoption leave and/or extended parental leave. Initiatives are being set up throughout the Group. For example our Czech subsidiary, KB, has launched a programme designed to improve return-to-work success rates following maternity leave. The programme provides for salary protection during the period of leave, systematic provision of resources (Internet connection, newsletters...) enabling employees to stay in touch with their company and providing access to training during and after their maternity leave.

In France, employees on maternity, adoption or extended parental leave remain entitled to the general pay award as well as exceptional bonus awards under the mandatory annual negotiation scheme. Moreover, basic pay is always reassessed when employees return to work after a period of maternity, adoption or extended parental leave.

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Encouraging career development for women

Société Générale has set up a series of measures aimed at fast-tracking women to management positions.

First of all, the percentage of women promoted at a given level must be at least equal to the percentage of women working at that level. These employees have access to a whole range of specific training programmes, such as career development seminars for middle and top management personnel.

To enable more women to gain access to managerial positions, promotion within the retail banking network in France no longer systematically requires geographical mobility.

Finally, the agreements signed in 2008 pursue the Group's policy of personal and professional development for employees. This policy includes measures such as 90% part-time working, an increase in the budget devoted to reducing pay discrepancies between men and women (EUR800,000 for 2009, an increase of 14% compared to 2008) and a more prominent role for the Delegate for equality of professional rights, a position which now comes under the human resources department.

Developing women's networks within Société Générale Group.

The "Société Générale au féminin" association was founded in 2006 to promote equal representation in top management and provide its members with the possibility of taking part in a Group-wide relational network. It now totals 122 members and nearly 200 supporters. The association's membership is largely located in France, but it has satellites in New York, London and Asia. With its newly opened Intranet site, available to members since the beginning of this year, the association plans to set up new satellites abroad, not least in India and the Czech Republic.

In the United States, "America's Women's Network" has sponsored numerous initiatives in favour of career development for women and access for women to top management positions within Société Générale, thanks to its mentoring and learning programs. This network, founded in 2007, now has 132 members and is supported by the SG Americas U.S. Executive Committee. It will be progressively extended to all the Group's women employees in the United States.

In Japan, SGAM Japan proposes "Woman J Fund", a 100% female fund, investing only in Japanese companies whose development focuses on women or who target women's needs.

Feminising engineering populations

There are numerous engineering positions at Société Générale, such as Design and Development Engineers, Networks and Telecoms Engineers, IT Engineers or Financial Engineers. The Group wishes to promote careers for women within these professions. It therefore takes part in a variety of programmes organised at engineering schools and events dedicated to women engineers (Femme Ingénieur/Centrale Paris conference in 2009, Ingénieurs & Ingénieuses day/EISTI in 2009, International Institute of Women in Engineering/EDF in 2009...).

APPENDIX

Société Générale Group in 2009 - key HR figures

- 163,082 employees at year-end 2008, in 82 countries
- 122 nationalities
- 63% of workforce outside France
- 60% of workforce women in 2008 (57% in 2007)
- female management rate of 40% at year-end 2008 in France

Women at Société Générale - a few key dates

- **Diversity Charter signed in 2004**
In 2004, Société Générale, alongside 40 other major companies, signed the "Diversity Charter" by virtue of which it undertakes to illustrate in its workforce the various different components of French society. This initiative is part of an approach launched by the government to fight discrimination. The aim of the Charter, drawn up by a group of corporate leaders, is to encourage diversity and respect differences, to combat all forms of discrimination and to promote diversity in every aspect of human resources management.
- **Diversity Council set up in 2006**
This council, which is representative of the Group's diversity (8 men and 5 women, representing 10 nationalities in 11 countries) meets twice every year. Its main aim is to strengthen the representation of women at all levels, especially at top levels, increase the proportion of international profiles among management and identify and promote talents within the Group, irrespective of country of origin, gender and culture.
- **Professional Equality label in 2007 (renewed in December 2008)**
Société Générale has been awarded the Professional Equality label, 18 months after signing a company-wide agreement with trade unions (CFDT, CFTC, CGT and FO) on professional equality between women and men. This label, introduced by the French government to highlight and support companies which actively implement policies in favour of professional equality and equal representation, is awarded by an independent certification company, AFAQ-AFNOR, following approval by a commission made up of representatives of employers' organisations, trade unions and the French government. The award is in recognition of Société Générale's concrete commitment to this issue.

Société Générale

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:** Société Générale serves more than 30 million individual customers worldwide.
- **Global Investment Management & Services:** Société Générale is one of the largest banks in the euro-zone in terms of assets under custody (EUR 2 560 billion, December 2008) and under management (EUR 336 billion, December 2008).
- **Corporate & Investment Banking:** Société Générale ranks among the leading banks worldwide in euro capital markets, derivatives and structured finance.

Société Générale is included in 3 socially-responsible investment indexes: FTSE, ASPI and Ethibel.

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