

Société Générale signs agreement promoting professional equality between women and men

Société Générale and **four trade unions (CFDT, CFTC, CGT and FO)** have signed an agreement on professional equality between men and women. The three-year agreement underscores the importance for Société Générale Group and its employees and their representatives of professional equality between men and women, particularly in terms of access to employment, professional training and career development (mobility, promotion, remuneration...).

This agreement is part of Société Générale's global approach towards ensuring non-discrimination in all forms, and at every stage of the human resources management process – whether in recruitment, training, career development or promotion within the Group.

The agreement also provides for the implementation of a number of concrete measures. For example, in addition to the systematic salary review upon return from maternity leave, employees will be entitled to an increase of at least 3% if they have not received an individual salary increase, or been promoted, within a period of three years prior to the start of their maternity or adoption leave. In any case, male and female employees on maternity, adoption or parental leave are fully entitled to general salary increases and also to exceptional bonuses awarded during statutory annual wage negotiations.

In addition, over the course of the first year this agreement takes effect, the Group undertakes to examine the personnel files of all women aged 45 and over who have had a child, to identify any inconsistencies in status linked to a temporary career break for maternity leave. Following this process, if any irregularities are discovered, impacted employees will be offered the opportunity of making a career move or of assuming wider responsibilities which could involve a salary increase or a change in contractual status. This would take place during the employee's annual assessment, in function of appropriate available opportunities.

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As far as promotion is concerned, Société Générale undertakes that 40% of the Group's executive employees (*cadres*) will be women by the end of 2008. In order to achieve this objective, the percentage of women promoted within a given contractual category every year is to be at least equivalent to the percentage they represent within said category.

The agreement also provides for the creation of a "representative committee for professional equality" which will be responsible for examining the personnel files of employees who consider themselves victims of unfair professional treatment. The committee will have a maximum of two months after receiving a claim to make a decision.

Finally, the Group will establish a joint commission to ensure that the agreement is respected, together with a statistics unit to monitor its progress.

Société Générale Group

Société Générale is one of the largest financial services groups in the euro-zone. The Group employs 92,000 people worldwide in three key businesses:

- Retail Banking & Financial Services: Société Générale serves about 18 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 1,275 billion, June 2005) and under management (EUR 353 billion, June 2005).
- Corporate & Investment Banking: SG CIB ranks among the leading banks worldwide in euro capital markets, derivatives and structured finance.

Société Générale is included in the four major socially-responsible investment indexes.

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