

Press Release

Paris, 30 January, 2007

Société Générale announces strong growth in recruitment with close to 15,000 new hires in 2006

Société Générale Group confirms its strong development, supported by an active recruitment policy throughout the world. In 2006, 14,671 new employees were hired on permanent contracts, representing a 39% increase on 2005.

The Group's total workforce has grown to 120,000 employees at 31 December 2006. The internationalisation of the Group continues, with the majority of its workforce (51.4%) located outside France for the first time, across 76 countries.

The Group's growth drivers have seen significant development in recruitment with increases ranging from close to 50% for international retail banking, to a doubling of recruitment in Global Investment Management and Services. In terms of geographical regions, Europe ex-France welcomed 44% of all new employees.

"These figures show the attractiveness of the Group as an employer," said Anne Marion-Bouchacourt, Head of Corporate Human Resources for the Société Générale Group. Société Générale today ranks third among the most attractive companies to work for in France, according to a poll of French business school students (TNS Sofres survey – May 2006). In the Czech Republic, Komerční Banka was voted the most attractive employer by students for the fourth year running.

In France, 5,350 new employees were hired on permanent contracts, confirming the Group as a market leader in terms of recruitment. Moreover Société Générale is seeking to diversify its recruitments through various initiatives, broadening its selection criteria and running targeted communication campaigns. Diversity of recruitment boosts the Group's overall performance, bringing a broad spectrum of skills as well as contributing to the principle of social inclusion in employment.

A number of initiatives promoting diversity are in operation in France. For example:

- Renewal for 3 years (at end-2005) the Group's partnership with the French National Employment Agency (ANPE). The partnership's objective is to recruit into the retail bank candidates who do not have specific qualifications but who have previous sales experience;

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A French corporation with a share capital of
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- Société Générale's participation in the National Platform for Young Graduates (Plate-forme Nationale Jeunes Diplômés), set up by the ANPE to combat discrimination among young people with a first degree or higher, coming from disadvantaged urban areas;
- Setting up a back-to-work assistance plan (Plan d'Aide au Retour à l'Emploi, or PARE) in partnership with the French unemployment agency ASSEDIC, to help job-seekers find work following a training programme;
- Involvement in several initiatives targeting young people such as the "youth challenge" ("défi jeunes"), which aims to give young people without qualifications experience and professional skills in the banking industry;
- More generally, a desire to attract diverse profiles, illustrated for example by an innovative, inclusive recruitment campaign ("La Société Générale vous dit 3 fois oui", March 2006).

In 2007, Société Générale Group will continue a robust recruitment policy, to support its continued growth and increasingly international dimension.

Société Générale

Société Générale is one of the largest financial services groups in the euro-zone. The Group employs 120,000 people worldwide in three key businesses:

- Retail Banking & Financial Services: Société Générale serves more than 21 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 (over EUR 2 155 billion, 30 September, 2006) and under management (EUR 411 billion, September 30, 2006).
- Corporate & Investment Banking: Société Générale ranks among the leading banks worldwide in euro capital markets, derivatives and structured finance.

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

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