

## Press Release

Paris, 3 November 2010

### **Societe Generale launches a plan for the free grant of performance shares, to associate all employees with the Group's success**

In an uncertain economic environment and in a regulatory climate which is undergoing significant change, Societe Generale launched an ambitious transformation programme in the beginning of 2010 to adapt to this new context.

To support this extensive transformation and associate all of its employees with the success of the project, Societe Generale is for the first time making an exceptional grant of 40 performance shares per employee\*, whatever their business line, position or the location of their activity. This grant will be subject to the following conditions of performance:

- 16 shares will be awarded if the Group's 2012 ROE (after tax) is at least 10%
- 24 shares will be awarded subject to an improvement in customer satisfaction across its business lines between 2010 and 2013.

Societe Generale is the first French bank to implement this type of plan, which will involve 161,000 employees in 80 countries\*.

The Free Grant of Performance Shares Plan, which was authorised on 25 May 2010 by the General Meeting and decided by the Board of Directors on 2 November 2010, will take the form of a share issue worth a maximum of 0.73% of the Group's current capital (equivalent to 5.4 million shares\*).

This plan shows the General Management's desire to involve each staff member in the Group's development, at a time when employee commitment is a key factor in its success.

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\* In countries where local regulation does not allow the free grant of performance shares, Societe Generale share equivalents will be paid under the same conditions, corresponding to 1.1 million share equivalents.

PRESS RELATIONS  
SOCIETE GENERALE

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**Societe Generale**

Societe Generale is one of the largest financial services groups in the euro-zone. Its three key businesses are :

- Retail Banking, Specialised Financing & Insurance: Societe Generale serves 32 million individual customers worldwide.
- Private Banking, Global Investment Management & Services: Societe Generale is one of the largest banks in the euro-zone in terms of assets under custody (EUR 3,246 billion, March 2010) and under management (EUR 164 billion excluding Amundi, March 2010).
- Corporate & Investment Banking: Societe Generale tailors solutions for its clients across sectors by capitalising on its worldwide expertise in investment banking, global finance, and global markets.

Societe Generale is included in the socially-responsible investment indexes: FTSE4Good and ASPI. In 2010, the title of SAM Sector Mover was awarded to Societe Generale.

[www.societegenerale.com](http://www.societegenerale.com)