

Press Release

Paris, 20 July 2006

Société Générale expands its diversity initiatives

Société Générale demonstrates its continued commitment to diversity with a series of measures at the Group level.

Diversity in recruitment policy

Several measures encouraging diversity of recruitment, including age, level of experience and education, are already operating or are currently being tested, thereby contributing to the principle of social inclusion in employment:

- the partnership with the French National Employment Agency (**ANPE**) was renewed for a further three years at the end of 2005. This agreement has enabled the Group to take on 135 new reception and call-centre staff. The candidates for these posts, who do not have specific qualifications, simply need sales or customer-relations experience;
- participation in the **Plate-forme Nationale Jeunes Diplômés** (National Platform for Young Graduates), which was set up by the ANPE to combat discrimination among young people from deprived urban areas with a first degree or higher;
- setting up a **PARE** (back-to-work assistance plan) in partnership with the French unemployment agency ASSEDIC, enabling jobseekers to undertake professional training in preparation for recruitment. The 45-day training course is provided by Société Générale and an external organisation. The initial results of the Group's involvement with PARE are positive, with 85% (29 out of 34) of the candidates proposed being engaged as reception staff;
- involvement in the "**défi jeunes** ("youth challenge") initiative instigated by the *Délégation Régionale de Marseille* in partnership with the Chamber of Commerce, enabling 10 young people without qualifications to gain experience and professional skills in the banking industry. These young people (aged 16 to 25) will complete a four-year apprenticeship after which they may be hired as reception officers;
- lastly, the launch of a new recruitment drive in March 2006 directed at young graduates as well as experienced people and baccalaureate holders with some sales experience.

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A commitment to diversity

Following the signing of the **Diversity Charter** in November 2004, Société Générale has endorsed a number of agreements aimed at increasing diversity within its businesses:

- in June 2005 it signed and implemented an agreement on gender equality in the workplace, aiming to have women account for 40% of managers by 2008;
- provisions targeting persons without qualifications were integrated into the professional training agreement signed on 14th June 2006.

Steps are being taken to raise awareness of these measures among operational staff at managerial training sessions and among Human Resource managers. The aim is to raise awareness at all levels of the company.

Creation of the Diversity Council

With more than 103,000 employees of 114 different nationalities present in 76 countries, the Group already has considerable professional and cultural diversity and a varied staff profile.

Société Générale has set up a Diversity Council to mark its commitment to recognising and upholding the diversity of its teams across the globe. By doing so, it hopes that diversity will be recognised as a means of performance and growth for the Group.

The Council has identified three key objectives:

- to increase the representation of women (54% of the Group's workforce and 35% of managers in France) at all levels, especially senior level,
- to increase the percentage of international staff within management,
- to identify and promote talent throughout the Group, irrespective of country of origin, gender or culture.

The Council, whose sponsor is Philippe COLLAS, Chief Executive Officer, Société Générale Global Investment Management and Services, will meet twice yearly. Its composition is representative of the diversity of Group: eight men, five women and nine nationalities from 11 countries from all of the Group's business lines.

Société Générale

Société Générale est l'un des tout premiers groupes de services financiers de la zone euro. Avec plus de 103 000 personnes dans le monde, son activité se concentre autour de trois grands métiers :

- Réseaux de détail & Services financiers qui comptent plus de 19,8 millions de clients particuliers en France et à l'international.
- Gestions d'actifs & Services aux investisseurs, où le Groupe compte parmi les principales banques de la zone euro avec 1 521 milliards d'euros en conservation et 402 milliards d'euros sous gestion à fin mars 2006.
- Banque de financement & d'investissement, Société Générale Corporate and Investment Banking se classe durablement parmi les leaders européens et mondiaux en marché de capitaux en euro, produits dérivés, et financements structurés.

La Société Générale figure dans les cinq principaux indices internationaux de développement durable.

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