

JUNE 2006



# Social Audit for 2005

Our human resources policy  
Key figures and review



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Complete data for the figures quoted are available online on  
[www.socgen.com](http://www.socgen.com)



## Editorial

### KEY FIGURES

#### ■ Paid employees of Société Générale Group at December 31

2004 → 92 000      2005 → **103 555**

The Group's headcount increased 12% between 2004 and 2005. Employees based outside France represent almost half of the workforce.

#### ■ Employee share ownership in 165 entities worldwide

2004 → EUR 302,9 million      2005 → **EUR 357,7** million

Over 60,000 Group employees and former employees subscribed to the capital increase in 2005 and own 7.56% of capital.

#### ■ Recruitment of Société Générale employees on an open-ended contract in France

2004 → 2 360      2005 → **3 103**

The number of recruitments increased 30% between 2004 and 2005. The Retail Bank in France welcomed 66% of new recruits and the Finance and Investment Bank hired 24%.

#### ■ Hours of training for Société Générale employees in France

2004 → 891 087      2005 → **963 165**

Over 75% employees went on a training programme in 2005, with an average investment of EUR 2,366 per employee.

The success of our Group is the fruit of the dynamism and diversity of its employees.

As part of its role to accompany the Group in its growth strategy, the Human Resources department works to respond to challenges of an ever complex human environment, while taking account of the changes in its staff members' expectations, whatever their position, culture or profile.

The 2005 Social Audit highlights some of the key elements of managing men and women over the past year. The figures and challenges highlighted make it easier to grasp the human dimension of our Group in France and abroad.

I hope that the next pages will be of interest to you and that they will give you a global overview of the HR policy within the Group. I also hope that they will reflect measures undertaken, yet again this year, to optimise staff satisfaction.

I wish you a pleasant read!

Bernard de Talancé

Senior Executive Vice-President,  
Corporate Resources and Human Relations



# Employment

The expansion of the Group's target businesses abroad and the diversification of its recruitment in France help strengthen its diversity. Société Générale Group has continued to expand, with the workforce topping 100,000.

## KEY FIGURES Group

Total headcount worldwide  
at December 31

**103,555**

**81%** in the retail banking network  
and financial services

**9%** in corporate and  
investment banking

**7%** in asset management

**3%** in the holding company

**54%**

women

**10,585**

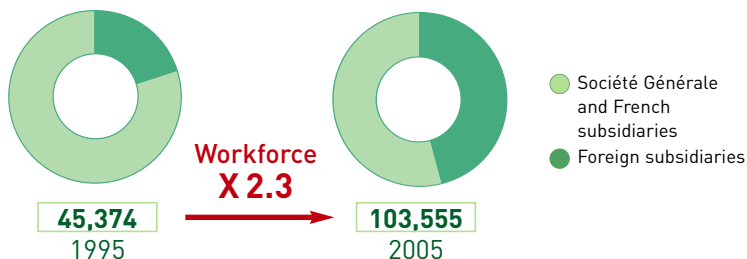
employees were recruited  
on open-ended contracts

58% of whom were women

## ■ Staff numbers on the increase, reflecting the Group's robust growth

The diversity of nationalities, professions, cultures and profiles within the Société Générale Group is already a reality. With 103,555 employees and 114 nationalities, including 46% abroad and 54% female staff, the Group is present in 76 countries.

### Change in Société Générale Group workforce

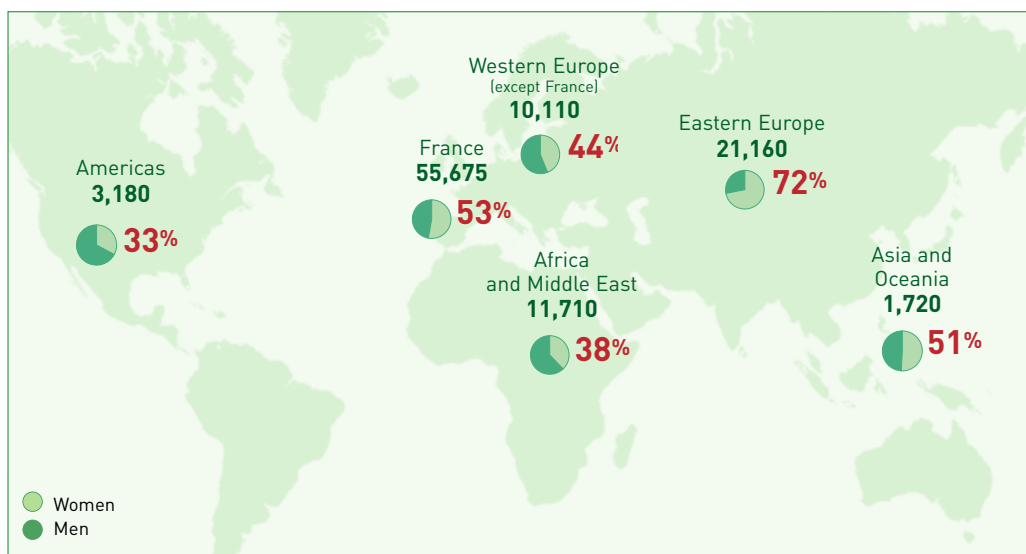


In 2005, Société Générale Group continued its external growth policy targeting its areas of strategic development:

- Retail Bank: MI Bank (1,300 employees) in Egypt
- Specialised financing:
  - mortgage loans with Delta Credit (140 employees) in Russia,
  - consumer credit with Eurobank (1,100 employees) in Poland,
  - consumer credit with Promek Bank (600 employees) in Russia.

### Breakdown of global workforce by geographical area

(% of female employees)



Text with in a pale green background is Group data.



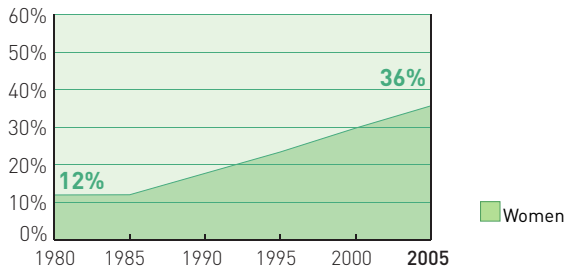
## KEY FIGURES Société Générale

### ■ Female staff within Société Générale Group

The proportion of women working for Société Générale Group increased from 51% in 2004 to 54% in 2005. The Group's rapid expansion in Eastern European countries, where the number of women is higher than average, is the main reason behind this.

In 2005, women held 36% of executive positions, compared with 12% in 1980.

#### Growth in female executive staff



As part of its diversity policy, Société Générale in France signed an agreement on professional equality between women and men on June 30, 2005. Several commitments have been made; particularly, the 40% female executive staff target between now and 2008.

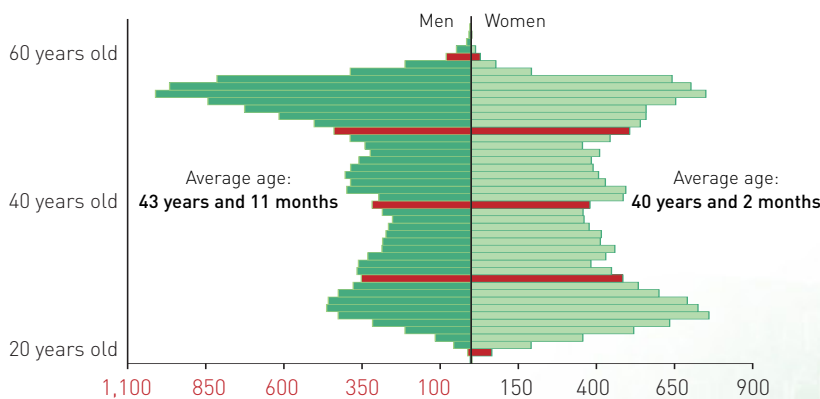
### ■ Strong and diversified recruitment growth

To spur development, our Group leads a policy enabling it to contribute to growth and ensure the transfer of skills. As such, in 2005, the Group welcomed 10,585 new employees on open-ended contracts (doubled compared to 2004), 58% of whom were female employees.

39% of Group employees are under 35 years old.

In 2005, Société Générale remained one of France's top employers, with 3,103 new employees on open-ended contracts and 724 employees on apprenticeships.

#### Age distribution at December 31, 2005 Société Générale France



Paid staff  
at December 31

**36,928**

including:

technical staff **22,733**

executive staff **14,195**

women **53%**

**3,103**

employees recruited on  
an open-ended contract

**1,150**

young people  
on apprenticeships

**1,154**

staff members left under  
CATS (the Group's early  
retirement agreement)

**666**

staff members retired



\*ARPE: Work replacement benefit

\*CATS: The Group's early retirement scheme

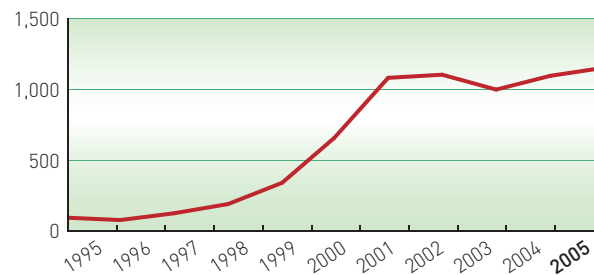
In France, Société Générale will see retirements peak between 2009 and 2010, linked to the recruitment wave from 1965 to 1970, especially in retail banking.

Over the past few years, Société Générale has anticipated the renewal of generations by an active recruitment policy and the implementation of an early retirement scheme as of 1995 with the ARPE\* system, followed by CATS\* to smooth out departures. A more diversified recruitment policy has been in place since 2005. Although young graduates (Bac+2 to Bac+5) are one of the main focuses of recruitment, recruitment is now broadening to experienced professionals as well as college leavers with first-time commercial experience.

### Young people on apprenticeship contracts and Société Générale

Société Générale has continued its aggressive apprenticeship policy with more than 1,100 young people on vocational or apprenticeship contracts in 2005, mainly in retail banking.

### Change in the number of young people on apprenticeship contracts



## Comments from Frédéric Vaquié Head of Recruitment

Société Générale Group is aware that the diversity of the men and women it employs is a major asset for development. This factor is therefore favoured in recruitment procedures. We are looking to take on various profiles, both in terms of age and experience, adapted to the needs of different businesses.

### For example:

- Employment Forums organised at the Stade de France to recruit young graduates (Bac+2/3) for all our business lines,
- partnerships with higher education establishments and universities in France and Europe to attract young talent,
- the recent recruitment opportunities for young college leavers with first-time commercial work experience, for positions in branches,
- the balance between first-time jobbers and experienced staff, whatever the position held... such as the partnership agreement signed with the ANPE (Government employment agency), which, regardless of diplomas, enable candidates of different profiles and ages to put their commercial experience to use in customer relations, for positions as receptionists and multi-channel network customer advisers.

Text with a pale green background is Group data.



## ■ Successful integration

The Group leads a dynamic integration policy for new recruits and employees of newly acquired companies. In 2005, more than 1,100 executives from different entities of the Group participated in induction seminars thereby strengthening the feel of belonging to the Société Générale community. These presentation days are organised locally to get to know the Group better.

## ■ Career management

Anticipating the changes in workforce, responding to the needs of different businesses, while taking account of employees' ambitions: these are the daily challenges faced by the different Group entities. The career management policy is based on close collaboration between the employees, managers, and HR specialists. Geographical and/or functional mobility contribute strongly to the development of employees' skills and performances, thereby meeting the company's needs and employees' expectations in terms of career development within the Group, alongside training initiatives or accompanying the changes.

At Société Générale, more than 5,300 employees changed position in 2005, including 70% in the retail network, in connection with setting up the new Retail Bank organisation in France. Each year, mobility concerns on average 14% of Société Générale France's paid employees.

Professional appraisals are also a key feature of Group HR management. Appraisal interviews are held between managers and employees once yearly. The purpose of these appraisal interviews, through establishing dialogue, is not only to define individual performance objectives, but also to implement initiatives to develop skills throughout the employee's career.

The Group favours internal promotion in recognition of employees taking on more responsibilities.

In 2005, close to 13.5% of Société Générale staff benefited from an upgrade in their classification level, 55% of whom were female staff. In five years, promotions have increased 49%.

### Promotions

(change in classification levels)



In the agreement on professional equality between women and men signed on June 30, 2005, Société Générale committed itself to neutralise the effects of maternity on career development.

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

Complete data for the figures quoted are available online on [www.socgen.com](http://www.socgen.com)



# Employee compensation

Société Générale Group is committed to developing an attractive system of compensation for all its staff, particularly by ensuring a global competitive compensation, rewarding both individual and collective performances.

## KEY FIGURES

■ **Average annual gross fixed salary (Société Générale)**

**EUR 25,915** for technical staff

**EUR 42,732** for executive staff

up **2.4%** on 2004

■ **Financial compensation** distributed for the 2005 fiscal year (Société Générale)

**EUR 94.1 million**

i.e. EUR 2,321 per employee

Over

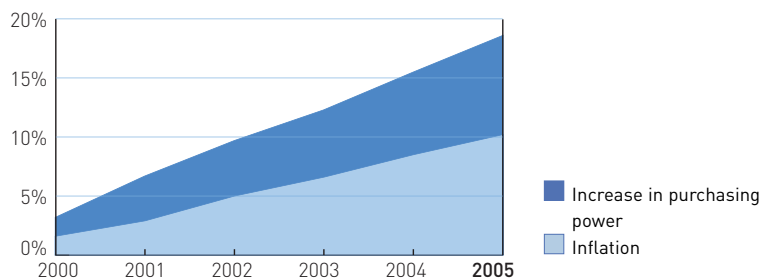
**60,000**

**current employees and former employees hold shares** worldwide in 48 countries.

## ■ Attractive compensation

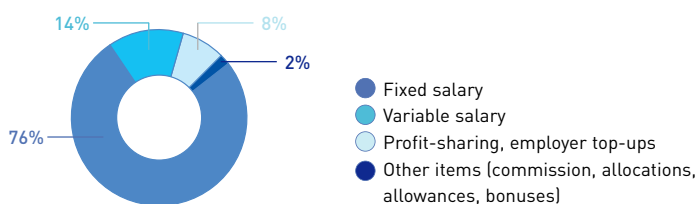
The average fixed salary of Société Générale's employees in France is well above that of the average across the banking profession, whatever the employee's category or gender. Moreover, employees present in the company throughout the year, have gained an average annual increase in purchasing power of +1.4% since 2000.

### Changes in inflation and purchasing power (in %)



In addition to the fixed salary, global compensation includes a number of other items, which are fixed or variable, individual or collective, with immediate or deferred payment: variable salary, financial compensation (profit sharing), employer top-ups as part of the Group's Savings plan, retirement savings plan, insurance, complementary health cover and family benefits.

### Breakdown of compensation at Société Générale



## ■ Recognising individual and collective performances

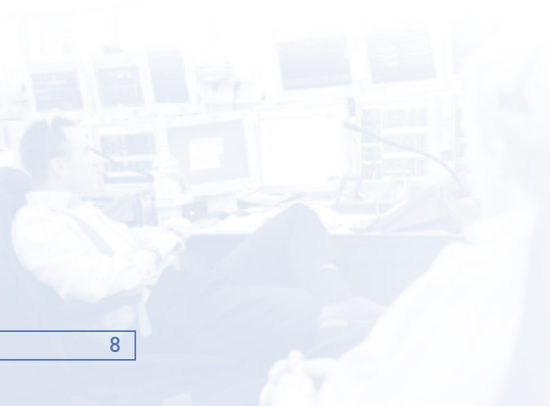
Individual pay rises and the variable salary are a positive way of rewarding performances.

### Wage agreements

The wage agreement of January 2005 at Société Générale led to the payment of a one-off bonus representing 23% of a basic monthly gross salary, with a minimum payment of EUR 350 and a maximum payment of EUR 1,150.



Communication toward employees about global compensation





This bonus was also granted to employees on apprenticeship contracts, fixed-term contracts and temporary staff. Two other complementary bonuses were paid to Société Générale employees:

- a one-off profit-sharing bonus of EUR 200 gross, that could be invested in one of the various funds of the employee savings plan or paid in addition to the basic wage of September.
- a wage bonus of EUR 150 gross paid in addition to the basic wage of September.

### Employee savings fund

Société Générale associates its employees with the increase in results of the company especially through profit-sharing. As such, the amount of financial compensation increased from EUR 50.4 million in 2004 to EUR 94.1 million in 2005, i.e. up 87%.

New profit-sharing agreements and an Employee Savings Plan regulation were signed in June 2005 at the Société Générale. The new method of calculation for financial compensation ensures a more generous distribution amongst staff members.

There are new investment possibilities on offer, with five additional funds being provided in addition to the four previous funds.

Moreover, certain of the Group's subsidiaries have set up profit-sharing agreements and adapted them to local regulations.

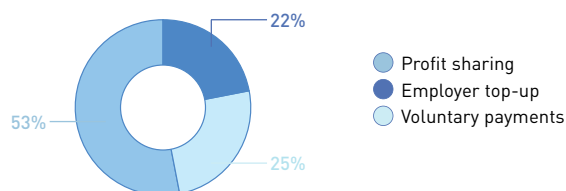
### ■ A strong share ownership policy

Since 2003, the capital reserved for employees and former employees at Société Générale France, has gradually been extended abroad, to include 165 Group entities in 2005, in 48 countries.

In 2005, 59% of eligible employees subscribed to the issue, 75% of whom were in France (at Société Générale or its French subsidiaries) and 30% of whom were internationally based. EUR 357.7 million were invested in Group savings plans (versus EUR 302.9 million in 2004).

Over 60,000 employees and former employees worldwide are now Société Générale shareholders, holding 7.56% of capital at December 31, 2005.

### Global subscription in 2005: breakdown by payment category



Average global subscription amount: **EUR 6,153** per eligible employee

## Questions to Denis Auxenfans Head of Global Employee Share Ownership Programme

### Can you comment on the success of employee share ownership in France?

In 2005, for the eighteenth year running, Société Générale France employees have had the opportunity to become 'employee shareholders' with excellent benefits. This operation has become a key annual event: 78% of Société Générale France employees subscribed to the capital increase in 2005. Moreover, employees can use their profit-sharing bonuses to subscribe. They also benefit from a discount on the share price and an additional contribution by the Group.

### And abroad?

Société Générale Group employees outside France also have the possibility of becoming employee shareholders and the Global Share Ownership Plan for 2005 was offered to over 37,000 employees outside France across 47 countries. This offer is often seen as concrete evidence of integration within Société Générale Group and as a unique opportunity to share in the success of the company. This is why the Global Share Ownership Plan is now a key vector for the Group's identity.





# Working conditions

## Health and Safety

Société Générale is dedicated to ensuring optimal health and safety conditions for all its employees, both in terms of structure of the working day as well as health and safety.

### KEY FIGURES

**3,374**

part-time employees, including:

**3,099** women

and **275** men

**614** executive staff

**10,282**

Employees have opened a CET account, including:

**5,398** technical staff

**4,884** executive staff

Average days saved per CET account:

**8.3 calendar days**

Security expenditure:

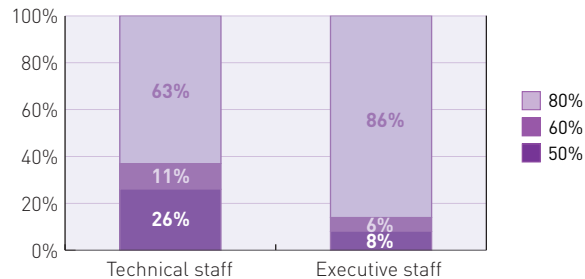
**EUR 2,110 per employee**

ARTT\*: Regulation and reduction of hours according to the 35-hour working week

### ■ Structure of the working day

The number of part-time employees has remained stable over the past few years, representing around 9% of the headcount. The percentage of executive staff who work part time has continued to increase (18% of part-time staff). Working 80% of normal hours remains the most popular option, chosen by 63% of part-time technical staff and 86% of part-time executive staff.

### Breakdown of part-time workforce by category in 2005



The endorsement of the ARTT\* agreement signed in 2004 was implemented in 2005 and focused on:

- aligning the periods of annual holiday over the calendar year, as with days off under the 35-hour working week agreement,
- an improved Time Savings Account (CET) and broadened options of use.

### ■ Time Savings Account

In 2005, 4,424 employees invested 17,438 calendar days in their CET account. During the same period, and thanks to the endorsement of the ARTT agreement signed in 2004, 2,247 employees monetized 30,988 calendar days.



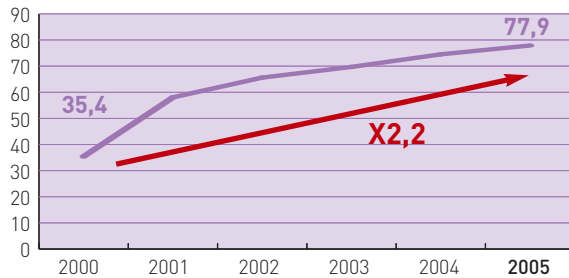


## ■ Health and Safety

Expenditure on refurbishing and safety remained high: EUR 50.4 million was spent on refurbishing premises and, EUR 77.9 million was spent on health and safety in 2005.

### Change in expenditure on safety since 2000

(in millions of euros)



The number of work-related accidents (565, including 200 resulting in a leave of absence) remained low with respect to the global headcount. The 21.5% increase from 2004 to 2005 is mainly due to the number of declarations following hold ups (277 in 2005, versus 216 in 2004 and 276 in 2003), which are calculated on the basis of employees present at the time of the hold up, in prevention of psychological consequences.

Although the number of hold ups remained stable in 2005, the branches involved were larger in terms of staff numbers, which justifies the increase in the number of declarations.

Moreover, client attacks have been subject to an in-depth study which should result in the implementation of a comprehensive system of prevention and protection of employees, in addition to the current approach to the treatment of legal proceedings and staff support.

More generally, Société Générale has implemented measures in order to prevent and handle moral and sexual harassment. These measures are taking shape in the form of a communication programme (via the 'RH online' intranet) and large-scale training developed for employees and HR and management functions, as well as a specific dialogue and investigation procedure in order to ensure employee protection.

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

Complete data for the figures quoted are available online on [www.socgen.com](http://www.socgen.com)





# Training

Société Générale encourages the development of all its employees' skills, thanks to sustained and intense efforts focused on training.

Training available is enriched and adapted each year to meet employees' and the company's needs.

## KEY FIGURES

**28,400**

Employees trained, including:

**63%** technical staff

**37%** executive staff

**53%** women

**47%** men

**3.80%**

of payroll dedicated to training, i.e.:

**EUR 2,366 per employee**

**963,000**

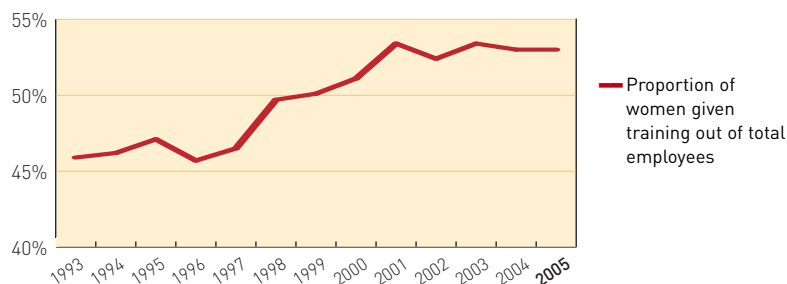
hours of training, i.e.:

**34 hours** per employee

### ■ Sustained investment in training

For more than ten years, training has been given to over 70% of employees. The large budget dedicated to training, 3.8% of payroll, compared to the legal requirement of 1.60%, demonstrates the Group's policy to develop its employees' skills. All employees have equal access to training, regardless of their gender or category.

### Change in the proportion of women given training out of total employees



### ■ Increase in hours of training given favoured by a renewed offer

Since 2002, the volume of hours of training has increased 43.6%, compared with a 2.8% increase in the headcount. In order to respond to the rapid changes in technologies and businesses, training offered to employees, which consists of around one hundred training courses, is permanently adapted to meet new needs. Within the framework of the implementation of IAS and Basel II standards, the vast training campaign initiated in 2004 was stepped up in 2005.

Equally, the personal development training offer increased threefold between 2003 and 2005.

Internal promotion vector, a system of vocational training courses leading to qualifications, enabling graduates to take on positions with increased responsibility: a TMB course (technical and banking professions) and an executive course. In 2005, 243 candidates followed the TMB course and 251 followed the executive course, including 145 women. Each course had respective success rates of 55% and 38%.



# Employee relations

Social dialogue is a key element of collective life within the company. In 2005, Société Générale has worked hard again to respond in concrete terms to expectations expressed by staff members.

It also improved its human resources communication system, in order to enhance information.

## ■ A year rich in company agreements

Several agreements in various domains were signed in France and abroad in 2005. The agreements were mainly on compensation, professional equality, training and working hours. At Société Générale in France, in particular, new agreements enabled to significantly raise financial compensation ('participation' and 'intéressement') and to create the Collective Retirement Savings Plan (PERCO). An agreement on professional equality between women and men has also been signed. These improvements enhance existing regulatory or conventional provisions for all staff members. They also directly demonstrate the richness and quality of social dialogue within the company.

## ■ Diversity and professional equality

By signing the Diversity charter<sup>1</sup> in France at the end of 2004, Société Générale reaffirmed its desire to offer to all, at equal skills, the same personal career development opportunities within the company. Other initiatives abroad also testify the Group's ability to integrate all talents and to develop the loyalty of employees of different nationalities, cultures and professions.

## ■ Precise and focused information

The 'RH online' intranet offers Société Générale staff members, in a unique and coherent space, comprehensive information on their professional life (compensation, careers, training, social dialogue, practical life, etc.). The content of the site was enhanced in 2005, particularly with the creation of two new headings: 'Ethics at Work'<sup>2</sup> and 'Retirement Savings'. With regard to interactivity and proximity, a space of expression 'Vous avez la parole' was set in place at the end of 2005, where any questions relating to HR or suggestions for improvement may be submitted.

<sup>1</sup>The Diversity Charter, signed by Société Générale together with forty major French firms, is aimed at reflecting the various components of French society in the personnel employed by those companies.

<sup>2</sup>The Ethics at Work heading deals with various themes: compliance, code of conduct, protection against harassment, diversity in the workplace and equality.



## KEY FIGURES

171

agreements signed in 2005 within the Group, including **92** outside France

Close to

**27,000** employees

visit RH online each month

## Comments from Philippe Pérain Head of Employee Relations

During 2005, a major agreement on the theme of professional equality between women and men was signed for a three-year period with four Trade Unions. This agreement is part of a more global approach, aimed at promoting diversity and fighting against discrimination of any form.

In practice, it involves implementing provisions that are rarely included in company agreements. For example, a forecast target of 40% women in the executive staff between now and 2008. Another measure involves women on maternity or adoption leave: a minimum increase of 3% of the basic salary in the case where there has been neither individual pay rise nor promotion during the three years preceding their leave.

A first audit of the application of this agreement will be carried out in June 2006 by the Follow-up Commission, composed of both Management and Trade Unions.



# Health and welfare

Conscious of its responsibility in social terms, Société Générale Group is especially attentive to the health and retirement cover of its employees worldwide.

In France, in addition to legal requirements, Société Générale employees benefit from a wide range of both health and retirement services, financially supported by the company.

## KEY FIGURES

### ■ Société Générale health scheme

**83,300** beneficiaries

**1,460,000** transactions carried out

**EUR 36.6 million** payments made, i.e.

**EUR 439** per insurance scheme beneficiary

### ■ Company insurance scheme

**41,900** employees covered

**700** disabled employees supported financially

### ■ IP Valmy Complementary Retirement

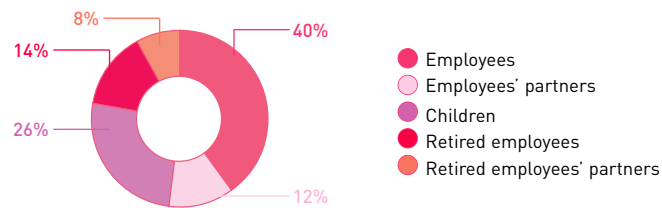
**6,200** retired staff receiving benefits

**47,000** working staff eligible for benefits

## ■ Comprehensive health cover

With an adhesion rate of close to 81%, the Société Générale Health scheme covers complementary health care for the majority of its workforce. To enable the provision of the best quality services, the company gave EUR 9.6 million in subsidies to the health scheme in 2005. For risk of death, invalidity or incapacity to work, the insurance scheme ensures that all employees are covered for life accidents, which are rare but very costly. The company finances 60% of the cost of this cover, i.e. EUR 15 million in 2005.

### Breakdown of beneficiaries of the Société Générale Health scheme at December 31, 2005



## ■ Improved retirement savings system

In 1995, the company set up a mandatory complementary retirement scheme for its employees: Institution de Prévoyance Valmy. This ensures supplementary cover in addition to the basic Social Security and the mandatory (ARRCO and AGIRC) schemes.

This complementary benefit, which consists of life annuity payments during retirement, is the result of a finance system which is mainly subsidised by the company: EUR 28.4 million in 2005.

Since January 1, 2006, further to an agreement of June 14, 2005, this mandatory system is coupled with a new optional extra: the Collective Retirement Savings Plan (PERCO). Investments are made during the years worked, topped up by the company, enabling employees to choose between payment in life annuity or capital upon retirement.







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Professionalism  
Team Spirit  
Innovation

# Employment

Indicators marked with a [\*] refer to a note in the margin.

11	Headcount	2005	2004	2003
<b>111*</b>	<b>Total employees on payroll at December 31st</b>			
	Technical staff	22,733	22,827	22,931
	Executive staff	14,195	13,534	13,062
	Total	36,928	36,361	35,993
<b>111 bis</b>	<b>Absent employees, without pay</b>			
	Technical staff	1,290	1,305	1,333
	Executive staff	356	333	311
	Total	1,646	1,638	1,644
	<b>Employees taking early retirement (CATS scheme)</b>			
	Technical staff	1,295	778	441
	Executive staff	454	271	157
	Total	1,749	1,049	598
	<b>Employees on secondment</b>			
	Technical staff	240	262	274
	Executive staff	1,250	1,126	1,068
	Total	1,490	1,388	1,342
	<b>Cleaning staff</b>	138	152	176
<b>111 ter</b>	<b>Total</b>			
	Technical staff	25,696	25,324	25,155
	Executive staff	16,255	15,264	14,598
	Total	41,951	40,588	39,753
<b>111 qrt</b>	<b>Part-time employees (full-time equivalent)</b>			
	Technical staff	1,930	1,966	2,023
	Executive staff	469	433	399
	Total	2,399	2,399	2,422
<b>112*</b>	<b>Permanent, full-time employees</b>			
	Technical staff	17,779	18,068	18,329
	Executive staff	12,549	12,196	12,023
	Total	30,328	30,264	30,352
<b>113</b>	<b>Number of employees with a fixed-term contract at December 31st</b>			
	Technical staff	1,236	1,124	1,028
	Executive staff	58	45	47
	Total	1,294	1,169	1,075
<b>114*</b>	<b>Average monthly headcount</b>			
	Technical staff	22,642	22,793	23,023
	Executive staff	13,846	13,305	12,815
	Total	36,488	36,097	35,838
<b>115</b>	<b>Breakdown of employees on payroll by gender at December 31st</b>			
	<b>Male</b>			
	Technical staff	8,142	8,511	8,772
	Executive staff	9,127	8,890	8,706
	Total	17,269	17,401	17,478
	<b>Female</b>			
	Technical staff	14,591	14,316	14,159
	Executive staff	5,068	4,644	4,356
	Total	19,659	18,960	18,515
<b>116</b>	<b>Breakdown of employees on payroll by age at December 31st</b>			
	<b>Under 25</b>			
	Technical staff	3,175	2,961	2,785
	Executive staff	429	326	295
	Total	3,604	3,287	3,080
	<b>25 to 34</b>			
	Technical staff	4,749	4,160	3,785
	Executive staff	4,693	4,292	4,064
	Total	9,442	8,452	7,849
	<b>35 to 44</b>			
	Technical staff	3,872	4,104	4,339
	Executive staff	3,616	3,450	3,265
	Total	7,488	7,554	7,604
	<b>45 to 54</b>			
	Technical staff	6,966	7,828	8,730
	Executive staff	3,128	3,332	3,575
	Total	10,094	11,160	12,305

## 111\*

Employees included in headcount, present or on training courses, and those absent receiving full or partial salary.

## 112\*

Staff employed full-time excluding trial periods. This figure is lower than the figure for indicator 111 which includes part-time employees. (see Ind. 414).

## 114\*

Average of the 12 monthly headcounts.



## 11 Headcount (continued)

		2005	2004	2003
55 to 59	Technical staff	3,878	3,712	3,261
	Executive staff	2,172	2,031	1,809
	Total	6,050	5,743	5,070
60 and over	Technical staff	93	62	31
	Executive staff	157	103	54
	Total	250	165	85

## 117 Breakdown of employees on payroll by years of service at December 31st

Less than 5	Technical staff	6,128	5,724	5,312
	Executive staff	4,385	4,174	3,963
	Total	10,513	9,898	9,275
5 to 9	Technical staff	1,961	1,251	881
	Executive staff	2,147	1,569	1,357
	Total	4,108	2,820	2,238
10 to 19	Technical staff	2,000	2,200	2,607
	Executive staff	2,635	2,660	2,562
	Total	4,635	4,860	5,169
20 to 29	Technical staff	4,555	4,987	5,519
	Executive staff	1,503	1,397	1,498
	Total	6,058	6,384	7,017
30 and over	Technical staff	8,089	8,665	8,612
	Executive staff	3,525	3,734	3,682
	Total	11,614	12,399	12,294

## 118 Breakdown of employees on payroll by nationality at December 31st

French	Technical staff	22,607	22,711	22,815
	Executive staff	13,853	13,257	12,807
	Total	36,460	35,968	35,622
Foreign	Technical staff	126	116	116
	Executive staff	342	277	255
	Total	468	393	371

## 119 Breakdown of employees on payroll by qualification level

Level A, B, C technical staff	5,420	5,196	5,233
Level D, E technical staff	9,859	10,060	10,093
Level F, G technical staff	7,454	7,571	7,605
Level H, I executive staff	9,687	9,310	9,209
Level J, K executive staff	3,648	3,381	3,033
Senior managers	860	843	820

## 12 Outside workers and other workers

121*	Number of employees from an outside company	5,595	5,053	4,895
122	Number of interns (schools, universities, etc.)	5,191	5,346	5,302
122 bis	Number of holiday interns	7,434	8,005	8,284
123	Average monthly headcount of temporary employees	485	442	554
124	Average duration of temporary work contracts (in number of days)	34.7	39.7	36.1
125	Total number of hours worked by cleaning staff	110,447	123,647	143,813

## 13 Recruitment over the year in question

131	Number of staff recruited on open-ended contracts			
	Technical staff	1,699	1,322	1,056
	Executive staff	1,404	1,038	667
	Total	3,103	2,360	1,723
132	Number of staff recruited on fixed-term contracts			
	Technical staff	927	816	729
	Executive staff	136	129	106
	Total	1,063	945	835
133	Number of seasonal workers			
	Technical staff	0	0	0
	Executive staff	0	0	0
	Total	0	0	0
134*	Number of under 25s recruited			
	Technical staff	1,087	928	848
	Executive staff	413	339	222
	Total	1,500	1,267	1,070

121\*

Number of workers from outside companies employed on the Société Générale's premises, excluding temporary workers.

134\*

On fixed-term and open-ended contracts.



## 14 Employees leaving the company during the year in question

	2005	2004	2003
<b>141 Total</b>			
Technical staff	1,839	1,628	1,583
Executive staff	950	818	615
<b>Total</b>	<b>2,789</b>	<b>2,446</b>	<b>2,198</b>
<b>142 Number of resignations</b>			
Technical staff	295	265	222
Executive staff	351	285	172
<b>Total</b>	<b>646</b>	<b>550</b>	<b>394</b>
<b>143 Number of economic redundancies</b>			
Technical staff	0	0	0
Executive staff	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>
of which retirement or early retirement	0	0	0
<b>144 Number of redundancies for other reasons</b>			
Technical staff	84	90	113
Executive staff	95	88	88
<b>Total</b>	<b>179</b>	<b>178</b>	<b>201</b>
<b>145 Number of fixed-term contracts completed</b>			
Technical staff	750	672	780
Executive staff	187	180	150
<b>Total</b>	<b>937</b>	<b>852</b>	<b>930</b>
<b>146 Number of uncompleted trial periods</b>			
Technical staff	194	160	124
Executive staff	96	63	31
<b>Total</b>	<b>290</b>	<b>223</b>	<b>155</b>
<b>147 Number of voluntary retirements and early retirements</b>			
Technical staff	464	384	281
Executive staff	202	179	150
<b>Total</b>	<b>666</b>	<b>563</b>	<b>431</b>
<b>148 Number of deaths</b>			
Technical staff	52	57	63
Executive staff	19	23	24
<b>Total</b>	<b>71</b>	<b>80</b>	<b>87</b>
<b>148 bis Other</b>			
Technical staff	0	0	0
Executive staff	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

## 15 Career development

<b>151 Number of employees promoted to a higher classification level</b>	<b>4,897</b>	4,238	4,072
Technical staff promoted to executive level	401	318	389

## 16 Unemployment

<b>161 Number of employees on short-time</b>	0	0	0
Technical staff	0	0	0
Executive staff	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>162 Total number of hours of short-time working</b>	0	0	0
Technical staff	0	0	0
Executive staff	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

## 17 Disabled people

<b>171* Number of disabled employees at December 31st</b>	<b>1,207</b>	731	598
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## 18 Absenteeism

<b>181 Number of days absent/Total number of days paid (as %)</b>			
Technical staff	5.23	5.05	5.21
Executive staff	3.39	3.39	3.26
<b>Total</b>	<b>4.53</b>	<b>4.44</b>	<b>4.51</b>
<b>181 bis Number of days absent</b>			
Technical staff	432,319	420,243	437,562
Executive staff	171,423	164,652	152,517
<b>Total</b>	<b>603,742</b>	<b>584,895</b>	<b>590,079</b>
<b>182 Number of days absent due to illness</b>			
Technical staff	275,947	277,304	298,626
Executive staff	67,816	66,783	62,688
<b>Total</b>	<b>343,763</b>	<b>344,087</b>	<b>361,314</b>

### 171\*

- Disabled people in entities with less than 20 employees are not included in the official statement.  
- In 2005, disabled staff absent for more than three years were recognised in the official statement.

<b>18 Absenteeism (continued)</b>		<b>2005</b>	<b>2004</b>	<b>2003</b>
<b>183 Breakdown of absences due to illness by duration</b>				
up to 3 days	Technical staff	<b>11,663</b>	10,545	10,687
	Executive staff	<b>4,561</b>	3,865	3,948
	Total	<b>16,224</b>	14,410	14,635
4 to 30 days	Technical staff	<b>79,636</b>	77,832	85,180
	Executive staff	<b>23,120</b>	21,714	21,157
	Total	<b>102,756</b>	99,546	106,337
31 to 60 days	Technical staff	<b>37,638</b>	37,447	37,308
	Executive staff	<b>11,279</b>	10,775	8,078
	Total	<b>48,917</b>	48,222	45,386
Over 60 days	Technical staff	<b>147,010</b>	151,480	165,451
	Executive staff	<b>28,856</b>	30,429	29,505
	Total	<b>175,866</b>	181,909	194,956
<b>184 Number of days absent due to work-related/commuting accidents</b>				
	Technical staff	<b>12,654</b>	11,027	12,138
	Executive staff	<b>2,478</b>	2,210	1,365
	Total	<b>15,132</b>	13,237	13,503
<b>185 Number of days absent for maternity leave</b>				
	Technical staff	<b>117,389</b>	106,632	100,830
	Executive staff	<b>85,304</b>	81,307	74,464
	Total	<b>202,693</b>	187,939	175,294
<b>186 Number of days absent on authorised leave (family events, special leave of absence for heads of family, etc.)</b>				
	Technical staff	<b>19,686</b>	18,673	19,710
	Executive staff	<b>13,413</b>	12,518	12,355
	Total	<b>33,099</b>	31,191	32,065
<b>187 Number of days absent for other reasons (exams, holiday camps, youth sports and recreation programmes, etc.)</b>				
	Technical staff	<b>6,643</b>	6,607	6,258
	Executive staff	<b>2,412</b>	1,834	1,645
	Total	<b>9,055</b>	8,441	7,903

## Employee compensation and related expenses

<b>21 Compensation</b>				
<b>211 bis* Average monthly compensation (in euros)</b>		<b>3,597</b>	3,500	3,424
Level A, B, C technical staff	Male	<b>1,658</b>	1,643	1,652
	Female	<b>1,705</b>	1,691	1,720
Level D, E technical staff	Male	<b>2,402</b>	2,355	2,356
	Female	<b>2,313</b>	2,264	2,262
Level F, G technical staff	Male	<b>2,980</b>	2,899	2,896
	Female	<b>2,792</b>	2,724	2,728
Level H, I executive staff	Male	<b>4,413</b>	4,408	4,426
	Female	<b>3,758</b>	3,736	3,724
Level J, K executive staff	Male	<b>7,443</b>	7,291	7,111
	Female	<b>6,804</b>	6,650	6,667
Senior managers	Male	<b>14,665</b>	13,997	12,743
	Female	<b>12,681</b>	11,209	10,295
<b>212 bis Proportion of bonus payments in the annual declaration (as %)</b>		<b>18.3</b>	16.8	16.2
Level A, B, C technical staff	Male	<b>5.9</b>	4.9	5.8
	Female	<b>6.2</b>	5.2	6.2
Level D, E technical staff	Male	<b>10.2</b>	8.6	9.6
	Female	<b>9.8</b>	8.2	9.2
Level F, G technical staff	Male	<b>11.6</b>	9.7	10.4
	Female	<b>10.0</b>	8.1	8.9
Level H, I executive staff	Male	<b>19.5</b>	19.3	19.3
	Female	<b>13.0</b>	12.2	12.1

**211 bis\***  
Total gross annual compensation (including bonuses and benefits) averaged out into 12 equal payments.

## 21 Compensation (continued)

	2005	2004	2003
Level J, K executive staff			
Male	28.9	28.2	26.6
Female	24.2	22.7	22.4
Senior managers			
Male	39.9	36.2	33.0
Female	36.4	32.0	26.1
<b>213 Breakdown of annual compensation in euros (as % of corresponding employees)</b>			
Compensation brackets			
Under 18,000	3.7	3.6	3.4
18,000 to 21,000	3.1	2.8	2.3
21,000 to 24,000	6.0	7.0	7.7
24,000 to 27,000	12.0	14.3	14.8
27,000 to 36,000	33.6	33.2	33.3
36,000 to 54,000	24.2	22.7	22.9
Over 54,000	17.3	16.4	15.6

## 22 Breakdown of compensation

<b>221 Ratio of the average compensation of the 10% of top earners to the average compensation of the 10% of lowest earners</b>	7.0	6.8	6.2
<b>222* Total of the ten highest compensation packages (in 000s of euros)</b>	47,012	40,369	30,673

## 23 Calculation of compensation

<b>231 Percentage of employees whose salaries are fully or partly performance-linked</b>	0	0	0
<b>231 bis Number of employees receiving a commission</b>			
Technical staff	10,105	10,040	10,145
Executive staff	0	0	0
Total	10,105	10,040	10,145
<b>232 Percentage of employees paid on an hourly basis for the month</b>	0	0	0

## 24 Related expenses

<b>241 Company fringe benefits</b>	See sections: – Salary and social benefits framework – Information on health and welfare benefit plan		
<b>242 Total payments to temp agencies (in millions of euros)</b>	21.5	18.9	22.1

## 25 Total payroll expense

<b>251 Personnel expenses (as %) / Net banking income</b>	41.3	46.9	47.0
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## 26 Employee profit-sharing

<b>261 Special profit-sharing reserve (in millions of euros)</b>	20.0	15.4	0.0
includes:			
Profit sharing for the period	19.8	0.0	0.0
Back-payments	0.0	13.1	0.0
Interest in arrears	0.2	2.3	0.0
<b>Employee incentive scheme (in millions of euros)</b>	74.1	50.4	48.1
<b>Incentive scheme special bonus ("Breton measure")</b>	0.0	8.2	0.0
<b>262 Average amount in profit-sharing per participating employee (in euros)</b>			
Total	499	409	0
Technical staff	385	321	0
Executive staff	681	557	0
<b>262 bis Average amount in incentive schemes per participating employee (in euros)</b>			
Total	1,823	1,349	1,308
Technical staff	1,381	991	975
Executive staff	2,492	1,954	1,895
<b>263 Proportion of capital held by employees through ESOP Employee Share Ownership Plan (as %)</b>	6.77	6.88	8.03
<b>264 Employer contributions paid into mutual funds (in millions of euros)</b>	77.8	72.2	71.5

### 222\*

This corresponds to the compensation received over the year, i.e. including performance-linked payments based on results of previous years. The top ten highest earners of compensation packages are market specialists.

# Health and safety

31	Work-related and commuting accidents	2005	2004	2003
<b>311</b>	<b>Number of work-related accidents resulting in a leave of absence</b>			
	Technical staff	.167	149	183
	Executive staff	.33	27	22
	Total	.200	176	205
<b>312</b>	<b>Number of days absent for work-related accidents</b>			
	Technical staff	.5,859	4,227	5,728
	Executive staff	.848	959	520
	Total	.6,707	5,186	6,248
<b>313</b>	<b>Number of cases of permanent disability (partial or total) declared to the company</b>			
	French	.3	2	2
	Foreign	.0	0	0
	Total	.3	2	2
<b>314</b>	<b>Number of fatal accidents</b>			
	Work-related accidents			
	Technical staff	.1	0	0
	Executive staff	.0	1	0
	Total	.1	1	0
	Commuting accidents			
	Technical staff	.0	1	0
	Executive staff	.1	1	0
	Total	.1	2	0
<b>315</b>	<b>Number of commuting accidents resulting in a leave of absence</b>			
	Technical staff	.210	219	200
	Executive staff	.62	44	39
	Total	.272	263	239
<b>316</b>	<b>Number of accidents involving temporary employees or service providers</b>	.7	2	3
<b>32</b>	<b>Breakdown of work-related accidents by material element</b>			
<b>321*</b>	<b>Number of accidents caused by serious risks (Codes 32-40)</b>	.0	0	0
<b>322*</b>	<b>Number of accidents involving falls from heights (Code 02)</b>	.64	59	68
<b>323*</b>	<b>Number of accidents caused by machines, excl. those involving the above codes (Codes 09-30)</b>	.0	0	0
<b>324*</b>	<b>Number of accidents involving handling, transfer or storage (Codes 01, 03, 04, 06, 07, 08)</b>	.140	143	120
<b>325*</b>	<b>Number of accidents caused by accidental movement of objects (Code 05)</b>	.5	5	7
<b>326*</b>	<b>Other cases</b>	.356	258	319
	including declarations following holdup	.277	216	276
<b>33</b>	<b>Occupational disease</b>			
<b>331</b>	<b>Number of cases of occupational disease declared to Social Security</b>	.4	4	2
<b>332</b>	<b>Number of employees suffering from occupational diseases</b>	.0	0	0
<b>333</b>	<b>Number of employer declarations of work procedures that may cause occupational disease</b>	.0	0	0
<b>34</b>	<b>Committees for health, safety and working conditions</b>			
<b>341</b>	<b>Number of CHSCT meetings</b>	.746	725	830
<b>35</b>	<b>Expenditure on safety</b>			
<b>351</b>	<b>Staff training on safety</b>	.9,510	10,986	15,553
<b>352*</b>	<b>Estimate of expenditure on safety budgeted for the following year (in millions of euros)</b>	.82.5	80.6	78.3
<b>353*</b>	<b>Actual expenditure over the year in question (in millions of euros)</b>	.77.9	74.5	69.7

## 321\* to 326\*

In accordance with the classification code for material elements involved in work related accidents (decree of 10/10/1974 on professional health and safety organisations or committees).

## 352\* and 353\*

Expenditure on the safety of people (not of property).

# Working conditions

41	Organisation of working hours	2005	2004	2003
411*	Average weekly working hours	.39h	39h	39h
412	<b>Number of employees benefiting from compensation time</b>			
	based on the legal system	Technical staff .1,063 Executive staff .131 Total .1,194	1,487 218 1,705	1,142 106 1,248
	based on a contractual system	Technical staff .0 Executive staff .0 Total .0	0 0 0	0 0 0
413	<b>Number of employees benefiting from an individual system</b>			
		Technical staff .6,959 Executive staff .940 Total .7,899	6,631 848 7,479	7,209 971 8,180
414	<b>Number of staff employed part-time at December 31st</b>			
		Technical staff .2,760 Executive staff .614 Total .3,374	2,826 577 3,403	2,932 533 3,465
	of which half-time [= (1)+(2)+(3)]:			
	Technical staff	.687	724	801
	Executive staff	.49	75	64
	Total	.736	799	865
	*Société Générale (1)			
	Technical staff	.338	366	421
	Executive staff	.23	31	28
	Total	.361	397	449
	**Illness (2)			
	Technical staff	.234	228	218
	Executive staff	.13	17	11
	Total	.247	245	229
	***Social security (3)			
	Technical staff	.115	130	162
	Executive staff	.13	27	25
	Total	.128	157	187
415	<b>Number of employees benefiting from two consecutive rest days per week throughout the year</b>		.All employees minus a few exceptional cases	
416*	Average number of days off per year	.26	26	26
417*	<b>Number of rest days</b>	.29	31	30
	Including bank holidays on:			
	Saturday	.6.0	7.0	10.0
	Monday	.4.0	7.0	8.0
42	<b>Organisation and quality of work</b>			
421	<b>Number of employees on shift work or working nights</b>			
		Technical staff .217 Executive staff .5 Total .222	241 7 248	274 11 285
43	<b>Physical working conditions</b>			
431	<b>Number of employees regularly exposed to noise levels of over 85 decibels at their workstation</b>	.8	9	9
432	<b>Number of samples, toxic chemical analyses and measurements</b>	.1,805	1,760	1,922
44	<b>Changes in the organisation of work</b>			
441	<b>Number of employees concerned by changes in the organisation of work with improvements to its quality</b>			
	- ATMs	.390	479	891
	- Regrouping and reorganisation of departments	.5,380	6,574	5,241
	- Integration of IT procedures	.1,123	114	22,010
	- Computerisation	.5,960	1,580	140
	Total	.12,853	8,747	28,282
45	<b>Expenditure on improvements to working conditions (in millions of euros)</b>			
451*	<b>Estimate of expenditure on the programme to improve working conditions budgeted for the following year</b>	.71.3	55.1	61.2
452*	<b>Expenditure over the year in question</b>	.50.4	53.3	54.8

## 411\*

Except the Etablissement de Nantes, subject to agreement of May 15, 1997 (32 hours) and branches on the 37h22 scheme.

## 414\*

Société Générale employees on half-time for reasons other than illness.

## 414\*\*

Employees on half-time due to illness (on invalidity benefit or prescribed by a medical professional).

## 414\*\*\*

Half-time employees undergoing medical treatment.

## 416\*

Excluding additional leave or sundry increases.

## 417\*

Except executives on the 26-day scheme and employees working in branches that apply the 37.22-hour scheme (20 days).

## 451\* and 452\*

Expenditure on refurbishing premises. Expenses on health and safety appear under indicators 352 and 353.



# Training

**512\***  
From 2005, transportation and accommodation expenses, as well as the depreciation of equipment and premises are included in the payments to the French Treasury and other bodies.

<b>51 Continuous vocational training</b>		<b>2005</b>	<b>2004</b>	<b>2003</b>
<b>511</b>	<b>Percentage of total payroll dedicated to continuous vocational training</b>	<b>3.83%</b>	3.20%	3.30%
<b>512*</b>	<b>Amount (in millions of euros) dedicated to continuous vocational training</b>			
	– Workshops organised within the company	<b>19.3</b>	14.2	15.2
	– Compensation paid to trainees	<b>30.1</b>	25.1	21.3
	– Transportation and accommodation expenses	-	2.0	1.8
	– Depreciation of equipment and premises	-	0.1	0.2
	– Training carried out in line with agreements	<b>5.4</b>	3.9	4.0
	– FONGECIF payments	<b>3.5</b>	3.4	3.2
	– Payments to the French Treasury and other bodies (including 0.5% contribution)	<b>8.8</b>	6.8	6.4
	<b>Total</b>	<b>67.2</b>	55.5	52.0
<b>513</b>	<b>Number of staff trained</b>	<b>28,399</b>	27,407	29,146
	Male			
	Technical staff	<b>6,516</b>	6,715	8,020
	Executive staff	<b>6,818</b>	6,156	5,576
	<b>Total</b>	<b>13,334</b>	12,871	13,596
	Female			
	Technical staff	<b>11,281</b>	11,209	12,734
	Executive staff	<b>3,784</b>	3,327	2,816
	<b>Total</b>	<b>15,065</b>	14,536	15,550
<b>514</b>	<b>Number of hours of training</b>			
	<b>Paid</b>	<b>963,165</b>	891,087	821,427
	Male			
	Technical staff	<b>204,180</b>	203,132	207,511
	Executive staff	<b>215,597</b>	201,003	171,588
	<b>Total</b>	<b>419,777</b>	404,135	379,099
	Female			
	Technical staff	<b>390,164</b>	357,958	333,064
	Executive staff	<b>153,224</b>	128,994	109,264
	<b>Total</b>	<b>543,388</b>	486,952	442,328
	<b>Unpaid</b>	<b>0</b>	0	0
	Male			
	Technical staff	<b>0</b>	0	0
	Executive staff	<b>0</b>	0	0
	<b>Total</b>	<b>0</b>	0	0
	Female			
	Technical staff	<b>0</b>	0	0
	Executive staff	<b>0</b>	0	0
	<b>Total</b>	<b>0</b>	0	0
<b>515</b>	<b>Breakdown by type of training</b>			
	<b>Number of participants</b>	<b>70,960</b>	63,896	77,915
	Preventive training			
	Male	<b>.73</b>	0	1,992
	Female	<b>.112</b>	0	1,428
	Job retraining			
	Male	<b>11,560</b>	13,916	14,629
	Female	<b>12,438</b>	15,452	17,293
	Professional advancement			
	Male	<b>1,755</b>	1,799	1,644
	Female	<b>3,218</b>	2,850	2,792
	Knowledge maintenance, improvement			
	Male	<b>19,440</b>	14,055	17,758
	Female	<b>22,364</b>	15,824	20,379
	<b>Total</b>			
	Male	<b>32,828</b>	29,770	36,023
	Female	<b>38,132</b>	34,126	41,892
	<b>Paid hours:</b>	<b>963,166</b>	891,087	821,427
	Preventive training			
	Male	<b>214</b>	0	28,935
	Female	<b>482</b>	0	10,084
	Job retraining			
	Male	<b>136,842</b>	141,810	93,431
	Female	<b>186,397</b>	161,342	120,789
	Professional advancement			
	Male	<b>37,175</b>	43,946	34,127
	Female	<b>76,677</b>	76,318	64,917
	Knowledge maintenance, improvement			
	Male	<b>245,547</b>	218,379	222,607
	Female	<b>279,832</b>	249,293	246,539
	<b>Total</b>			
	Male	<b>419,778</b>	404,135	379,099
	Female	<b>543,388</b>	486,952	442,328
	<b>Unpaid hours:</b>	<b>0</b>	0	0
	Preventive training			
	Male	<b>0</b>	0	0
	Female	<b>0</b>	0	0

<b>51 Continuous vocational training (continued)</b>		<b>2005</b>	<b>2004</b>	<b>2003</b>
Job retraining	Male .....	.0	0	0
	Female .....	.0	0	0
Professional advancement	Male .....	.0	0	0
	Female .....	.0	0	0
Knowledge maintenance, improvement	Male .....	.0	0	0
	Female .....	.0	0	0
Total	Male .....	.0	0	0
	Female .....	.0	0	0

## **52 Training leave**

<b>521*</b>	<b>Number of employees benefiting from paid training leave</b> .....	<b>.19</b>	22	11
<b>522*</b>	<b>Number of employees benefiting from unpaid training leave</b> .....	<b>.8</b>	12	30
<b>523</b>	<b>Number of employees refused training leave</b> .....	<b>.0</b>	0	0

## **53 Apprenticeships**

<b>531</b>	<b>Number of apprenticeship contracts completed during the year</b> .....	<b>.432</b>	310	307
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### **521\* and 522\***

Not including initiatives from the training plan.

# Employee relations

## **61 Employee representatives**

<b>611</b>	<b>Participation in elections (by college) for works councils renewed over the year (as %)</b>			
Employee representatives	Technical staff .....	<b>.80.0</b>	78.1	83.3
	Executive staff .....	<b>.47.0</b>	39.8	79.3
Works Council	Technical staff .....	<b>.79.4</b>	76.9	83.2
	Executive staff .....	<b>.46.5</b>	39.2	79.3
<b>612*</b>	<b>Total number of hour credits awarded during the year</b>			
CE (number of members)	.....	<b>.159,840</b>	159,840	162,240
	.....	<b>.666</b>	666	676
Employee representatives (number of representatives)	.....	<b>.142,380</b>	146,340	153,180
	.....	<b>.791</b>	813	851
Union delegates (number of representatives)	.....	<b>.95,020</b>	97,000	94,460
	.....	<b>.443</b>	446	441
CHSCT (number of representatives)	.....	<b>.38,376</b>	38,304	39,168
	.....	<b>.533</b>	532	544
<b>613*</b>	<b>Number of meetings with employee representatives</b>			
CCE	Ordinary meetings .....	<b>.6</b>	6	6
	Extraordinary meetings .....	<b>.6</b>	4	2
	Constitutive meeting .....	<b>.1</b>	-	1
Committee for approving minutes of CCUES	.....	<b>.6</b>	6	6
CE (number of CE)	.....	<b>.1/month</b>	1/month	1/month
	.....	<b>.139</b>	140	134
Specialised commissions (Commissions and sub-commissions of the CCE)	.....	<b>.193</b>	195	196
Group Committee	.....	<b>.2</b>	3	2
European Works Council	.....	<b>.1</b>	1	1
Employee representatives (number of meetings)	.....	<b>.1/month</b>	1/month	1/month
	.....	<b>.155</b>	156	152
National trade union representatives	.....	<b>.30</b>	38	33
UES representatives	.....	<b>.11</b>	10	2

### **612\***

- Not including time spent in meetings with the employer and special CHSCT (Committees for Health, Safety and Working Conditions) credits.  
- CE: Works Council

### **613\***

- CCE: Central Committee  
- CCUES: Central Committee of the Social and Economic Union existing between Société Générale and Société Générale Asset Management (SGAM).





**61 Employee representatives (continued) 2005 2004 2003**

**614 Signing dates and subject of agreements between the company and the banking profession**

2005	2004	2003
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**1- DRAFT AGREEMENTS ON EMPLOYEE REPRESENTATIVE AND WORKS COUNCIL ELECTIONS**

- 55 agreements on employee representative elections	- 90 agreements on employee representative elections	- 51 agreements on employee representative elections
- 55 agreements on works council elections	- 79 agreements on works council elections	- 77 agreements on works council elections

**2- WAGE AGREEMENTS**

**January 14th 2005**

[Société Générale]

Following the 2005 wage negotiations, the agreement signed on January 14th 2005 included:

- A one-off bonus to employees who are not senior managers on the payroll of Société Générale France at January 1st 2005 and who earned performance-related pay in 2005 for the 2004 financial year of under EUR 12,000.

The bonus is equal to 23% of the basic gross monthly salary for full-time employees, with a minimum payment of EUR 350, and a maximum payment of EUR 1,150.

The bonus as well as the minimum and maximum payments are made on a pro rata basis for employees who have been with the company for more than 12 months at January 1st, 2005 and proportionate to the percentage of hours worked for part-time staff.

This bonus is also allocated to employees on apprenticeship contracts, fixed-term contracts as well as to temporary workers according to the same principles and provided that they fulfil the terms of allocation.

**September 9th 2005**

A one-off wage measure of EUR 150 gross allocated to Société Générale employees in one payment in 2005.

A one-off results-related bonus fixed at EUR 200 gross granted to Société Générale employees.

**February 13th 2004**

[Société Générale]

Following the 2004 wage negotiations, the agreement signed on February 13th 2004 included:

- For Société Générale employees who are not senior managers, whose salary is EUR 40,000 or less, a salary increase of EUR 350 (gross) is awarded. Employees who have been with the company for less than 18 months at January 1st 2004 will receive this payment on a prorata basis depending on their length of service with the company.

- The payment of a one-off bonus to all employees on the payroll of Société Générale France at January 1st 2004 who are not senior managers and who received a variable portion of less than EUR 15,000 in 2004 for the 2003 fiscal year.

This bonus is set at the following levels for full-time employees:

- EUR 150 if their basic gross salary at January 1st, 2004 was EUR 40,000 per annum or less,  
 - 17% of the monthly salary at January 1st 2004, if the basic gross salary equivalent to over EUR 40,000 a year, with the bonus being capped at EUR 1,000.

The amount of the bonus as well as the upper limit are proportionate to the percentage of hours worked for part-time employees.

- The payment of a one-off exceptional bonus of EUR 100 to all employees on work/study programmes on the Société Générale France payroll at January 1st 2004.

**March 14th 2003**

[Société Générale]

Following the 2003 wage negotiations, the agreement signed on March 14th 2003 included:

- The implementation of a recurrent measure on April 1st 2003: all employees who are not senior managers on the payroll of Société Générale France at January 1st 2003, are still with the Company at April 1st 2003 and earn a gross salary of less than EUR 24,000 per year, receive an increase of 0.7% in their basic gross salary as of April 1st 2003.

- The payment of a one-off bonus to all employees who are not senior managers on the payroll of Société Générale France at January 1st 2003 and are receiving payment at March 31st 2003, who earned performance-related pay of not more than EUR 15,000 in 2003.

This bonus is equal to 20% of the basic gross monthly salary for March, with a minimum payment of EUR 400 and a maximum payment of EUR 800 for full-time employees.

- The payment of a one-off bonus of EUR 280 to all employees who are not senior managers on the payroll of Société Générale France at January 1st 2003 and are employed on a work-study contract at March 31st 2003.





2005

2004

2003

### 3- SUNDRY AGREEMENTS WITHIN THE PROFESSION

**February 4th 2005**

2004 wage agreement.

**February 25th 2005**

Agreement on the retirement for banking professionals.

**March 29th 2005**

Agreement relating to retirement before 65 years old and transposition agreement of March 29th 2005.

**July 8th 2005**

Agreement on training throughout employees' working life in banks.

**December 16th 2005**

2005 wage agreement.

**November 26th 2004**

Agreement on continuing education for banks.

**February 5th 2003**

Agreement relating to the implementation of the ISIN code.

**June 30th 2003**

Amendment to the agreement of July 5th 2000 on the objectives and resources for staff vocational training.

**July 7th 2003**

Industry-wide employee savings plan.

**October 20th 2003**

Agreement on the minimum pay scale for the industry, excluding adjustments for number of years' service at January 1st 2004.

### 4- AGREEMENTS SIGNED WITHIN THE COMPANY

**January 14th 2005**

Amendment No. 3 to the Social agreement dated July 7th 2000.

**February 7th 2005**

Agreement relating to the CB3 building being attached to the employee delegates of the Cœur Défense property group.

Agreement relating to the JULLIA building being attached to the employee delegates of the Périval property group.

**February 14th 2005**

Practical renewal methods for CHSCTs in head office departments.

**April 7th 2005**

Second amendment to the company's savings plan.

**May 26th 2005**

Agreement on complementary retirement benefits in banks.

**June 14th 2005**

Company agreement relating to the supplementary retirement scheme (IP VALMY) for Société Générale employees.

Agreement relating to Société Générale's Collective Retirement Savings Plan (PERCO).

**June 29th 2005**

Company Saving Plan.

Intéressement' agreement for financial years from 2005 to 2007.

Participation' agreement for financial years from 2005 to 2007.

**June 30th 2005**

Agreement on professional equality between women and men.

**February 13th 2004**

Second amendment of Social Agreement of July 7th 2000.

**March 22th 2004**

Second amendment of the ARTT agreement of October 12th 2000.

**April 2nd 2004**

Agreement on the brief of the DP and CHSCT committee in the head office departments in the event of a move requiring transfer to another establishment.

Agreement to extend the mandates and calendar of head-office CEDP.

**APRIL 15th 2004**

Change in employment and qualifications at SG.

**April 27th 2004**

Renewal of Group Committee.

**May 11th 2004**

Renewal of European Works Council.

**June 2nd 2004**

Agreement on part-time and reduced working days contract.

**July 9th 2004**

First amendment of the agreement on the welfare scheme of December 22th 1999.

Extension of the company agreement relating to the supplementary employee pension plan for Société Générale employees.

**September 24th 2004**

Amendment to the employee savings scheme and the profit-sharing agreement of 25 and 26 June 2002.

**February 27th 2003**

Company agreement relating to Société Générale's employee pension plan (Caisse de Retraite Société Générale).

Collective agreement on the merger of the Sogenal and Société Générale pension funds.

**March 6th 2003**

Agreement on the 4D Programme - Tomorrow's Retail Banking Distribution System.

**May 23rd 2003**

Agreement on the use of the intranet and the Company email system by Société Générale's staff representative bodies.

**June 2nd 2003**

Agreement on the criteria for the allocation of holiday allowances, study grants and day-care and child-minding allowances.

**July 10th 2003**

Agreement extending the mandates of works council members and staff representatives of the Paris Corporate Depts.

**October 17th 2003**

Amendment to company agreement dated 27/06/1986 on the reimbursement of costs incurred in union or social activities.

Amendment to the agreement of May 31st 1995 and the related amendment of October 30th 1998, on the subsidy for the operation of the works councils and central committee of the UES.

Agreement between Société Générale and SGAM on the operation of the central committee of the UES.





2005	2004	2003
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#### 4- AGREEMENTS SIGNED WITHIN THE COMPANY (continued)

**July 5th 2005**

Amendment to the agreement on the methods of the setting up and the running of CPRI (Internal Equality Commission) of February 14, 2000.

**September 21st 2005**

Agreement between Société Générale and SGAM on the renewal of the mandates of the members of the central committee of the UES.

Agreement on the duration of the mandates of CCUES, Works Council and DP members.

Agreement on the duration of mandates of members of the Group Committee.

**October 26th 2005**

Agreement on the respective responsibilities with regard to social and cultural activities of the Works Councils and of the Central Committee of the Social and Economic Union existing between Société Générale and Société Générale Asset Management (SGAM).

Agreement on the running of the Central Committee of the Social and Economic Union existing between Société Générale and Société Générale Asset Management (SGAM).

**November 9th 2004**

Agreement on access of institutions representing Société Générale staff members to the company's intranet and e-mail system.

**December 15th 2004**

Extension of the business agreement on the supplementary employee pension plan for Société Générale employees.

**October 17th 2003**

Draft agreement between Société Générale and SGAM on the renewal of the mandates of the members of the central committee of the UES.

Agreement between Société Générale and SGAM on the respective responsibilities of the works councils and the central committee of the UES with regard to social and cultural activities.

**November 6th 2003**

Agreement on staff representation and trade union organisations at DIST, and on staff mandates.

Agreement on the future of the representative bodies and mandates.

Amendment to the agreement of August 8th 2004 on the exercise of trade union legislation at Société Générale.

61	Employee representatives (continued)	2005	2004	2003
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615	Number of employees benefiting from economic, social and union training leave	184	240	220
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62	Information and communication			
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621	Number of hours dedicated to the various types of employee meetings			
	Employees' freedom of expression	166	432	180
	(number of groups)	210	268	314

**622 Induction pack**  
 The following documents are provided:  
 - Collective labour agreement  
 - Société Générale in brief (Group presentation)  
 - Welcome brochure  
 - DVD "Société Générale 140 ans"  
 - DVD "A Group on the move"  
 - Corporate magazine "Sogéchos" and its supplement "Initiatives"  
 - Annual report 2004  
 - Social Audit 2004  
 - Code of conduct  
 - Company health insurance scheme  
 - Company rules and regulations and "Charter on the use of electronic means of communication"  
 - List of collective business agreements in force at Société Générale  
 - Extract from law 84-46 of 23/01/04 on the control of credit institutions  
 - Information on opinion polls carried out by external organisations

**623 Information media**  
 Level: all of Société Générale  
 - "Nouvelles du Groupe"  
 - "Réussir" magazine  
 - "Sogéchos" in-house newsletter  
 - Newsflashes  
 - Directives  
 - Société Générale intranet

**624 System of one-on-one meetings**  
 At the annual employee appraisal meeting for technical and executive staff, and upon request.





63	Proceedings	2005	2004	2003
631	Number of instances of arbitration before national or regional joint arbitration boards	.3	1	2
632	Number of court cases where the company was found at fault			
	with an employee	.29	32	32
	with a trade union	.16	8	5
	other	.7	5	5
633	Number of formal notices and reports received from the Labour Inspection office	.0	0	2

## Health and welfare

### 71 Company benefit schemes (in millions of euros)

711	<b>Breakdown of expenditure</b>			
	- Accommodation: payments and miscellaneous expenses	.14.8	14.3	14.7
	- Transportation	.40.1	37.3	34.5
	- Medical and social services	.8.1	7.9	7.7
	- Long-service awards	.9.6	11.7	12.4
	- Miscellaneous subsidies	.4.9	4.7	3.9
	- Holiday allowances	.4.2	3.8	4.2
	- Study grants	.3.7	3.7	3.9
	- Day-care and child-minding allowances	.5.7	5.5	5.3
	Total	.91.1	88.9	84.6
	- Accommodation: total advances as at December 31st	.572.6	515.5	477.0
712	<b>Payments made</b>			
	to the CCE			
	"Social and cultural activities" of CCE and CE	.16.8	14.3	14.0
	of which CE budget	.8.4	7.1	7.0
	Relating to the CCE:			
	Insurance company	.8.7	8.7	8.7
	Catering subsidy	.33.3	33.5	32.7
	to the CCUES			
	Works council operating subsidy	.2.4	2.0	2.0
	to the CCE			
	Works council operating subsidy	.1.5	1.3	1.3
	Total	.62.7	59.8	58.7

### 72 Other company benefit costs (in millions of euros)

721	<b>Total employer contributions to health and welfare benefit plans</b>	.260.7	248.6	238.1
	of which payments to the National Social Security Fund	.228.3	217.4	208.2
722	<b>Total employer pension contributions</b>	.283.1	280.0	259.7
	of which payments to the National Social Security Fund	.112.9	108.9	105.4

