

JUNE 2007



# Social Report 2006

The essentials of our human resources policy

Key figures and comments



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Complete data for the figures  
quoted are available on:

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



## Editorial

### KEY FIGURES

#### ■ SALARIED HEADCOUNT of the Société Générale Group at December 31

2005 → 103,555      2006 → **119,779**

Group headcount increased by 16% between 2005 and 2006. Over half of all Group employees are now based outside France.

#### ■ EMPLOYEE SHARE OWNERSHIP in 189 entities around the world

2005 → EUR 357.7 million      2006 → **EUR 396.2** million

Over 75,000 Group employees and past employees subscribed for the 2006 capital increase and now hold 7% of the Group's share capital.

#### ■ RECRUITMENT new hires by Société Générale Group on permanent contract

2005 → 10,585      2006 → **14,671**

Recruitment increased by 39% between 2005 and 2006. 55% of new hires on permanent contract were women.

#### ■ HOURS OF TRAINING for Société Générale employees in France

2005 → 963,165      2006 → **1,105,148**

Almost 90% of employees received training in 2006, at an average investment of EUR 2,244 per employee.

The Société Générale Group relies on its employees for its performance. In an increasingly competitive environment, the human factor is key to the continued success and development of our business.

The task facing Human Resources is twofold. One aspect is to provide support for the Group's growth strategy. The other is to strive to meet the expectations of all Group employees, in a human environment of growing complexity and diversity.

This 2006 Social Report focuses on the major issues involved in managing the Group's staff: issues such as compensation or professional relations. The key figures and comments it contains provide an overview of the Group's Human Resources policy in 2006, in France and internationally. It also reflects the Group's commitment to continuous improvement, year after year, in the motivation and satisfaction of all its employees.

I wish you a pleasant read.

Anne Marion-Bouchacourt  
Senior Executive Vice-President  
Human Resources Société Générale Group



# Employment

In a clear sign of dynamism and cultural diversity, the Société Générale Group has continued its expansion, both domestic and international, and now employs a total of 120,000 people; for the first time in the Group's history, the majority of its employees are now based outside France. This expansion is also driven by varied and highly dynamic recruitment, further reinforcing the Group's diversity.

## KEY FIGURES Group

Total headcount worldwide  
at December 31

**119,779** of which

**80%** in Retail Banking and  
Specialized Financial Services

**9%** in Corporate and Investment  
Banking

**9%** in Asset Management

**2%** in the holding company

**55.5%**

women

**14,671**

new hires on **permanent contract**  
**55% of whom are women**

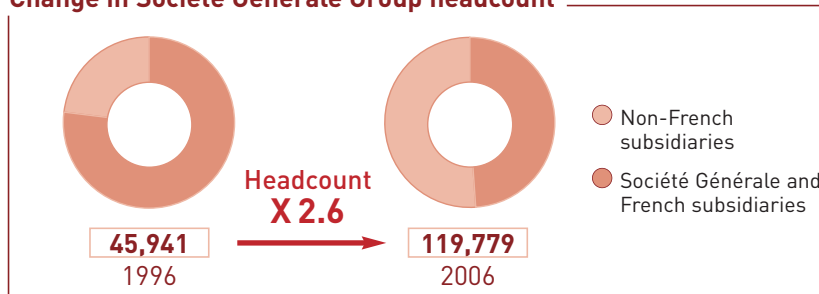
Text on a light beige  
background refers to  
Group data.

## ■ A sharp increase in headcount in growth areas for the Group

The Société Générale Group has undergone profound changes over the last decade, driven by a development policy focused on targeted business sectors and high-growth regions.

This diversity of professions, nationalities and cultures has become part of the very fabric of the Société Générale Group today.

### Change in Société Générale Group headcount

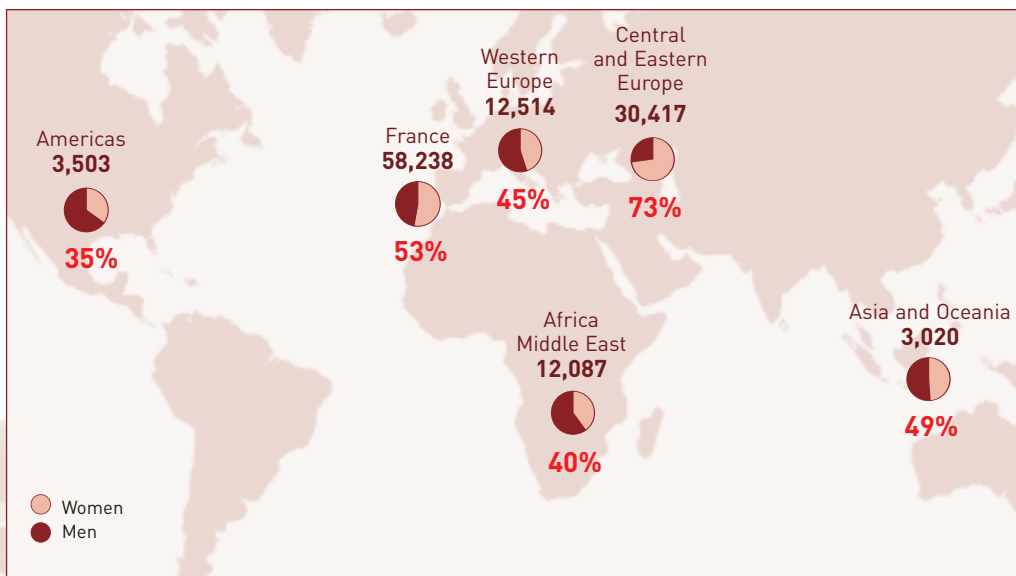


The Group pursued its policy of targeted external growth in 2006 with the following acquisitions:

- retail banking: HVB Splitska Banka (1,112 employees) in Croatia,
- consumer credit: SKT Bank (1,000 employees) in Russia,
- securities: 2S Banca (435 employees), UniCredit Group, in Italy.

### Breakdown of global headcount by region

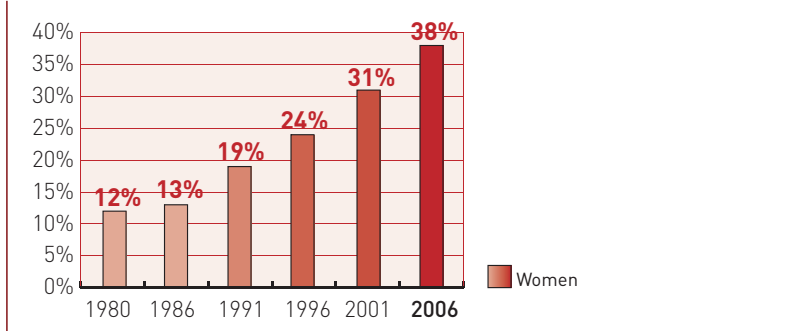
(% of women staff)



## ■ Growing proportion of women in the Société Générale Group workforce

Women now account for 55.5% of the Group workforce, compared to 54% in 2005 and 51% in 2004. The Group's active expansion in Central and Eastern Europe, where the proportion of women employees is well above average, is the reason for this rapid growth.

### Change in the proportion of women in executive positions Société Générale France



The proportion of women holding executive positions continues to rise, reaching 38% in 2006 compared to 12% in 1980. The equal opportunities agreement signed by Société Générale on June 30, 2005 aims to increase women's representation in management to 40% of all executive positions by 2008.

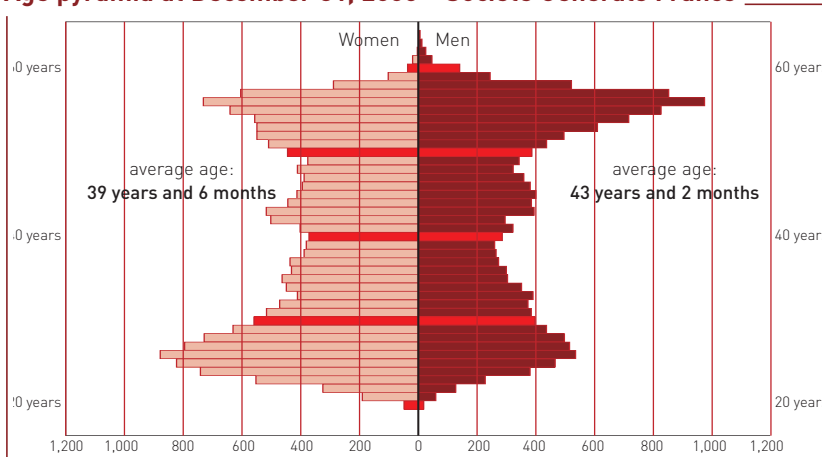
## ■ A diversified recruitment policy to keep pace with the dynamic of growth

The Group pursues an active recruitment policy to keep pace with its business expansion, prepare future generations of staff and so maintain its high quality of customer service.

In 2006, the Group took on nearly 15,000 new recruits on permanent contract (39% more than in 2005), 55% of whom were women.

Société Générale France took on a total of 3,832 new recruits on permanent contract and 978 young people on apprenticeships - record levels of recruitment in both categories that once again made Société Générale one of the leading sources of job creation in the French economy.

### Age pyramid at December 31, 2006 – Société Générale France



## KEY FIGURES Société Générale

Paid staff at December 31

**38,141**

of whom:

technician staff **22,702**

executive staff **15,439**

women **54%**

**3,832**

new hires on permanent contract

**1,441**

young people on apprenticeship contracts of whom:

recruited in 2006 **978**

**971**

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

**1,269**

retirements



Société Générale in France is facing retirement peaks in 2009 and 2010 with the departure of large numbers of employees recruited between 1965 and 1970 to keep pace with the expansion taking place in Retail Banking at that period.

Preparations have already been made to replace this wave of departures thanks to an active recruitment policy in the late 1990s, supported by the introduction of the CATS early retirement scheme in 2002 to smooth the outflow of departing staff. The scheme closed on June 30, 2006, having enabled 3,675 employees to advance their retirement date by an average of some two years.

While the main focus of recruitment continues to be young graduates and post-graduates aged between 20 and 23, a more diversified recruitment policy was introduced in 2005 and further reinforced in 2006. Société Générale in France is involved in a number of programs to expand recruitment diversity in terms of both profiles and age-groups. These include two targeted partnerships:

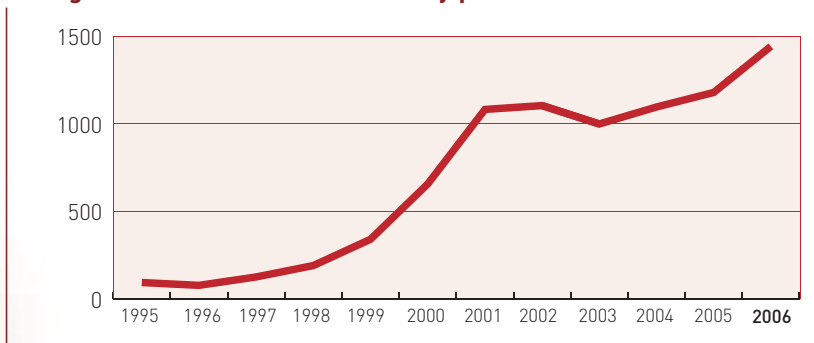
- under an agreement with the national employment agency ANPE, the Group recruited a number of reception staff and multimedia customer advisers for the retail network in 2006. The new recruits present a range of different profiles and ages and are selected on the basis of previous experience in sales or customer service rather than purely on educational qualifications.
- the PARE (Plan d'Aide au Retour à l'Emploi) "returning to work" program, in partnership with the ASSEDIC unemployment benefits agency, which offers jobseekers an opportunity to take a vocational training course, provided by Société Générale and an outside agency, potentially leading to a job with Société Générale.

### ■ Work-study placements for young people: an established policy

For the past 10 years, Société Générale has offered a growing number of young people the opportunity for work-study placements. In 2006, the Group took on over 1,400 young people on professionalization or apprenticeship contracts, an increase of 27% over 2005, for the most part in Retail Banking.

As a result, in 2006 Société Générale in France was already in compliance with the terms of the Equal Opportunities Act of March 31, 2006 which stipulates that students on work-study placement should account for more than 3% of company headcount as from 2008.

**Change in the number of work-study placements**





## ■ Promoting integration, respecting diversity

The successful integration of new employees into the Group calls for a thorough knowledge of the Group's diverse business sectors and cultures, with dedicated seminars the key to encouraging contact with other employees.

In 2006, a total of 1,130 executives from across the Group (with 41% coming from 65 countries outside France) attended the Group integration seminar in Paris. Group divisions also organized their own integration sessions.

## ■ Career management: a constant challenge

Group entities are constantly faced with the challenge of making sure they have the right people in the right place at the right time and anticipating future changes in the workforce. Career management policy relies on close cooperation between employees, managers and HR specialists. Geographical and/or functional mobility has a major contribution to make to the development of employee skills and performance.

Backed up by appropriate training, mobility not only serves the Group's needs, but also enables individual employees to satisfy their aspirations for personal development and advancement within the Group.

Reflecting this strong dynamic in the Group, over 8,500 employees in France changed positions in 2006, 72% of them in the network, as part of its new organisation.

Another key component of the Group's human resources management is professional appraisal, based on annual appraisal interviews between manager and employee.

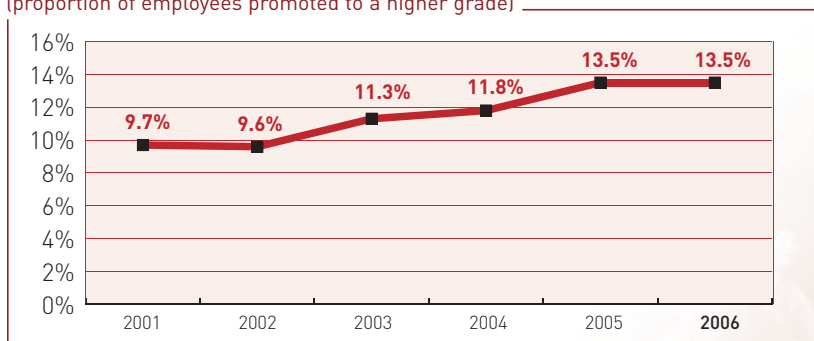
The interviews establish a dialogue on which to base performance targets and personal development initiatives throughout the employee's career with Société Générale.

The Group also encourages internal promotion to recognize those employees who acquire new skills and take on more responsibilities.

This was reflected in 2006 by the promotion of 5,000 employees, 56% of them women, to a higher grade. Of this total, 367 technicians were promoted to executive level.

### Change in promotion rate

(proportion of employees promoted to a higher grade)





# Employee compensation

The Société Générale Group rewards the individual and collective performances of its employees through competitive pay packages. In a dynamic economic context, the Group has developed an attractive remuneration system for all its employees.

## KEY FIGURES

■ Average gross annual fixed salary (Société Générale)

**EUR 26,216** for technical staff

**EUR 48,462** for executive staff

an overall increase of **2.6%** over 2005

■ Profit-sharing distributed for the 2006 fiscal year (Société Générale)

**EUR 114.8 million**

an average of **EUR 2,851** per employee

■ Employer matching contribution to the Société Générale company savings plan (PEE)

**EUR 73.4 million**

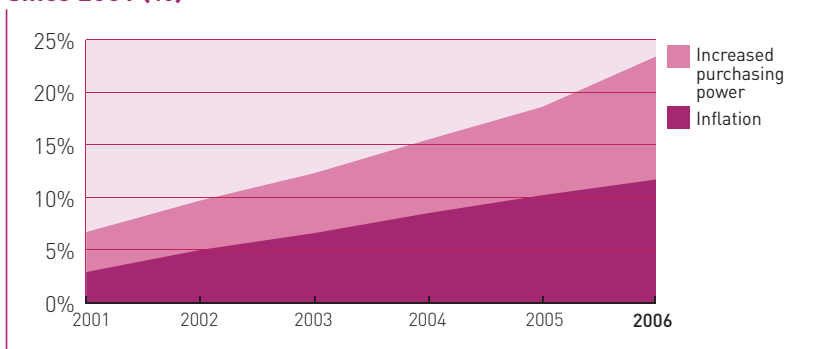
paid in 2006  
Composition of Société Générale pay packages

Texts on a light mauve background corresponds to Group data.

## ■ Competitive remuneration

In 2006, the average fixed salary paid by Société Générale in France was once again substantially above average, across all categories and genders, for the banking profession. Employees with the bank since 2001 have seen an average annual increase in purchasing power of 1.7%.

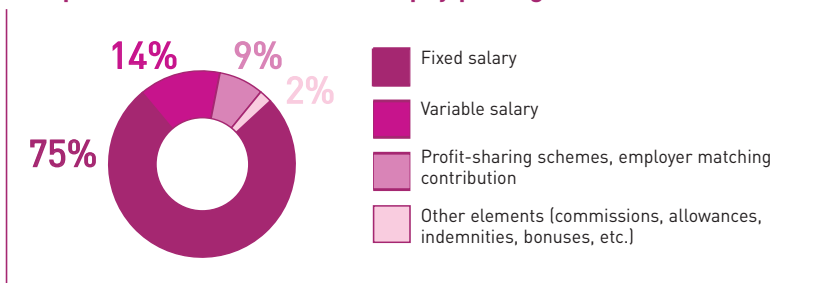
### Aggregate changes in inflation and increased purchasing power since 2001 (%)



The overall pay package for Société Générale employees contains significant components in addition to basic fixed salary.

These supplementary components, which represent an average of 25% of the total package, may be either individual or collective, and payable immediately or in the future: performance-linked pay, employee benefits (profit-sharing schemes), top-up contributions under the company savings plan (PEE), retirement savings, death and disability benefits, mutuelle (complementary medical insurance) and family benefits.

### Composition of Société Générale pay packages



## ■ Rewarding individual and collective performances

Employees are rewarded for their performance by means of individual salary increases and performance-related pay.





## In their own words...

### Pascale BRAGARD

Assistant Branch Manager  
Lyon

"The Global Employee Share Ownership Plan is a definite advantage; it encourages you to believe in your company, to want it to progress. Holding shares in the company you work for is a way of showing your interest and commitment. It's good for motivation.

You can invest the proceeds of the profit-sharing schemes. And then there's the discount and the top-up contribution, which is an extra bonus.

Of all those I work with closely, I don't know anyone who hasn't joined the share ownership plan."

### Patrick GUENET

Manager, DEC Loire Atlantique  
Nantes

"Société Générale has always led the field when it comes to profit-sharing. The employee share ownership scheme was set up in France in 1987, then extended to the Group as from 2003.

The advantages for employee shareholders in France are on a par with the profit-sharing schemes. The plan gives us a sense of responsibility and a stake in the Group's development."

### Wage agreements

In January 2006, a wage agreement was signed with all the trade unions representing the employees of Société Générale France. The agreement provides for a 1.9% increase in basic salaries with a floor of EUR 500 and a ceiling of EUR 1,000. An exceptional bonus of EUR 500 ("Villepin bonus") was also agreed. Employees who so wished were able to invest the bonus in the company savings plan on the same terms as the profit-sharing bonus, and so benefit from the advantages of the capital increase (top-up contribution and discount).

### Company savings plan

Employees share in the growth of Société Générale profits, mainly through the profit-sharing schemes in place. A total of EUR 114.8 million in profit-sharing was distributed for 2006, an increase of 22% on payments made for 2005 and of 74% on payments in respect of 2004.

Under the terms of agreements signed by Société Générale in June 2005, new calculation coefficients have been introduced to make remuneration packages even more attractive to employees.

Profit-sharing schemes tailored to meet local regulations have also been set up in other Group subsidiaries.

## ■ Extending the benefits of employee share ownership

Since 2003, the capital increases reserved for employees have not been restricted exclusively to the staff of Société Générale and Crédit du Nord, but have gradually been broadened in scope to include the Group's other French subsidiaries and international entities. In 2006, 189 Group entities in 54 countries took part in the capital increase.

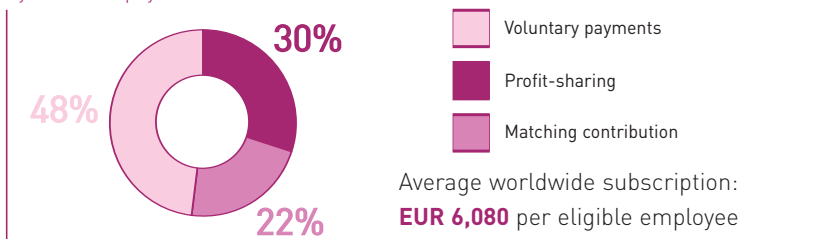
In 2006, 76% of those eligible in France (Société Générale and the French subsidiaries) subscribed to the scheme and 34% of those abroad, representing an overall subscription rate of 59% (the same percentage as in 2005). Over 4 million new shares were created, and investment in the capital increase reached a record level of EUR 396.2 million, an increase of 10.8% on 2005.

At end 2006, over 75,000 present and former employees in France and abroad collectively held 7% of the Group's share capital.

In seeking to involve as many employees as possible in the Group's performance, the share ownership scheme also serves to raise the Group's profile as an employer around the world.

### Worldwide subscription 2006

by nature of payment





# Working conditions Health & safety

Working hours and health & safety are two key issues in the everyday life of employees. Société Générale works at providing optimum working conditions and meeting the needs of its employees and the requirements of the business.

## KEY FIGURES

**3,367**

Breakdown of part-time employees, including:

**3,094** women

**273** men

**704** executives

**11,504**

employees have a time savings account (CET), of whom:

**5,799** technical staff

**5,705** executive staff

Average balance per time savings account:

**9.4** calendar days

Security expenditure

**EUR 2,097** per employee

\*ARTT: reduced working hours (35-hour week)

### ■ Working hours

The ARTT\* working hours agreement signed in 2000 and the amendment of March 2004, which came into force in 2005, are designed to promote flexibility and make it easier for employees to take their annual leave and "RTT" days (time off in lieu of shorter working hours), mainly by calculating paid leave entitlement over the calendar year in the same way as RTT days.

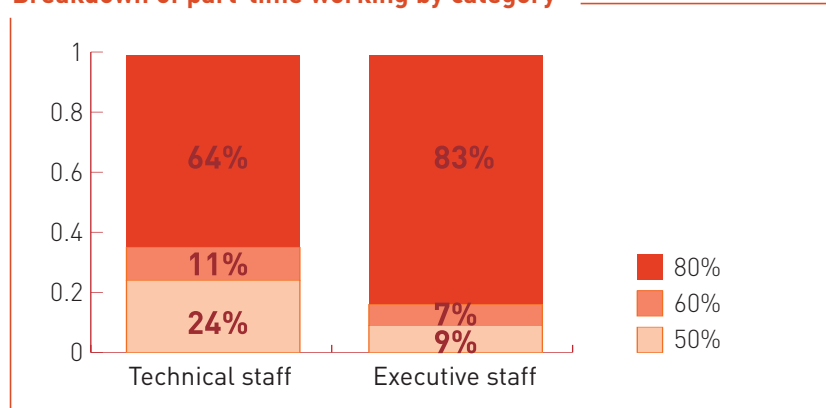
The working hours agreement also provides employees with a time savings account (CET) in which to invest unused annual leave or RTT days. This account can be topped up by the employer.

The system for using up time savings has been simplified, in particular with the development of "cashing in" unused days, a system adopted by a growing number of employees. Almost 9,000 employees invested an average of 9.5 calendar days in their time savings account – up from 4,424.

Over the same period, 4,315 employees cashed in a total of 58,168 calendar days (an average of 13.5 days per employee concerned), compared to 2,247 in 2005.

The number of part-time employees remained stable at 8.8% of total headcount. The proportion of executives working part-time has increased over recent years: from 12% in 2001 to 20.9% in 2006. Working 80% of normal hours is still by far the most common option, adopted by 64% of technicians and 83% of executives working part-time.

### Breakdown of part-time working by category

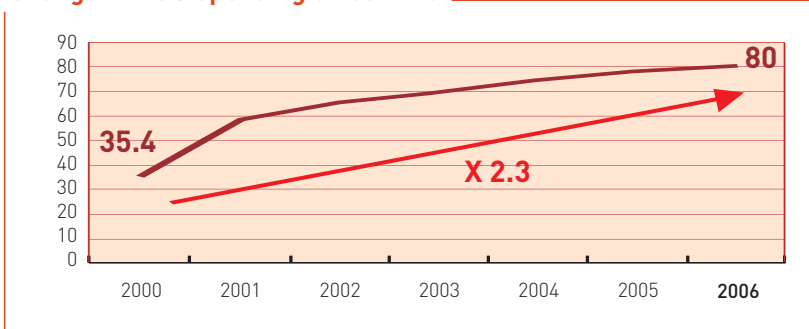




## ■ Health and safety

Société Générale continues to invest year on year to provide its employees with a safe and secure working environment: EUR 48.5 million was invested on refurbishing premises and EUR 80 million was spent on health & safety in 2006.

### Change in H&S spending since 2000



The number of workplace accidents fell in 2006 (453 – of which 190 involved loss of working days – compared to 565 in 2005) and continues at a very low level in proportion to global headcount. The improvement is due to a sharp reduction in the number of accidents due to bank hold-ups, which are also down sharply: 19 in 2006 compared to 48 in 2005.

As part of a unanimous branch agreement reached at the end of 2006, Société Générale is now working on a comprehensive prevention and protection system to safeguard employees from attack by customers. This will supplement and reinforce the current process of dispute resolution and employee support.

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

Complete data for the figures quoted are available on:

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





# Training

Société Générale consistently devotes significant resources to training its staff as part of their professional and personal development. Training provision must also be constantly adapted to meet changing employee needs and business requirements.

## KEY FIGURES

**34,446**

employees trained of whom:

**64%** technical staff

**36%** executive staff

**55%** women

**45%** men

**4.18%**

of total payroll devoted to training, equivalent to:

**EUR 2,244** per employee

**1,105,148**

Training hours, equivalent to:

**32 hours** per employee trained

### ■ Restructuring the training system

On June 14, 2006, Société Générale signed an agreement on training with all the various unions, transposing and improving on the French Banking Association agreement of July 8, 2005, supplementing the law of May 4, 2004 on lifelong training.

The agreement establishes the ground rules for reconciling:

- the company training plan: training needs defined by the company and at the employer's initiative, held during working hours;
- and individual training entitlement under French law: requests from employees, approved by the employer, for professional or skills training which may be held during or outside working hours.

Training provision is to be reviewed annually by the employee and his or her line manager, as part of the annual appraisal interview.

### ■ Broad, ongoing and non-discriminatory access to training

For almost 20 years, Société Générale has maintained a record of providing training for over 70% of its workforce. Over the past 5 years, the number of training hours has increased by 65% compared to an increase in headcount of just 6.2%. Société Générale's commitment to developing the skills of its employees is reflected in the size of its training budget: 4.18% of total payroll, compared to the legal minimum of 1.6%. Access to training is open to all Group employees irrespective of gender or category.

### ■ Training: meeting the needs of employees and the challenges for the business

**Enhancing professionalism and reinforcing loyalty:** training provision is reviewed annually to keep pace with changes in the business environment. A new range of 17 training courses on technical issues and customer relations was introduced in 2006.

Courses are designed to enhance the professional skills and reinforce the loyalty of employees benefiting from them.

**Encouraging internal promotion** through two in-house training programs: Cursus TMB (banking professions) and Cursus Cadres (management responsibilities). In 2006, 322 candidates were registered for the Cursus TMB and 234 for the Cursus Cadres. The Cursus Cadres course, unique within the world of banking, is a two-year course potentially leading to management positions within the different divisions.

**Developing managerial skills:** training in team management is now available for every level of management (operational, intermediate or strategic). Training in project management was also reinforced in 2006.

# Professional relations

Société Générale in France pursues its committed policy of consultation and negotiation with trade unions and staff-elected representatives. Outside France, where different regulatory systems apply, the process of social dialogue has resulted in the signature of a number of agreements. The Group is committed to providing concrete answers to the concerns of employees, wherever they may be located.

## ■ Major corporate agreements

Two major agreements were signed in France in 2006, one relating to training (company training plan and individual training entitlement), the other to the employee complementary medical insurance scheme (mutuelle). Other agreements in France and abroad covered issues such as compensation, profit-sharing, working hours and employee benefits, enhancing the quality of the professional environment for employees and going beyond the minimum requirements laid down in law or in existing collective agreements.

## ■ Promoting diversity

In 2006 the Group set up a Diversity Council to give diversity its full recognition and exploit its capacity to leverage performance and growth for the Group. The Council has put forward a number of concrete initiatives, particularly on providing more opportunities for women and non-French employees at senior management level and raising managers' awareness of diversity issues through a series of ad hoc seminars.

The progress made in France in 2006 as part of the equal opportunities agreement, signed in 2005, is a clear sign of the Group's determination to promote diversity.

One example of this determination in action is the creation of a helpline in the Paris region, in partnership with a specialist service provider, offering information and assistance with family issues (occasional or regular childcare, babysitting, after-school childcare, tutoring, etc.).

## ■ New and improved communication tools

The RH online intranet for Société Générale employees in France, first launched in 2003, was overhauled in 2006 on the basis of a user satisfaction survey carried out in 2005. The content of existing sections (social dialogue, careers, training, compensation, employee benefits, etc.) was enriched and a new tool, "Vous avez la parole" ("Tell us"), was added to enable employees to submit their suggestions and questions. The home page was redesigned to be more dynamic and interactive, and a fast, efficient search engine was added.

The new RH online was also supplemented in 2006 by L'espace RH, the Group's new HR portal, where employees can find information about Group human resources policies worldwide.



## KEY FIGURES

212

agreements signed in 2006 across the Group, including:

75

agreements and amendments in France

Over 9,000

employees a day logging on to RH online

## IN MY VIEW

### Philippe PERAIN

Head of Social Relations

The reform of the complementary medical insurance scheme for employees (managed by Mutuelle Société Générale) was undoubtedly one of the most significant agreements negotiated in the whole of 2006.

After several months of negotiation, an equitable agreement for all parties was reached, establishing a balanced compulsory scheme for employees and offering Group pensioners an optional scheme which has long proved its competitiveness, at a cost to the Group of EUR 170 million. The agreement, signed on July 12, 2006 with four union organizations (CFDT, CGT, CFTC and FO), has thus strengthened complementary medical insurance cover for Société Générale employees past and present.

The reform won a massive vote of approval from 86% of members on November 7, 2006 and came into effect on January 1, 2007 thanks to the hard work of the Mutuelle SG teams and all departments concerned.

The new agreement reflects the general strong adhesion to this key element of our social policy.



# Health & welfare

As a socially responsible employer, Société Générale is actively engaged in financing death and disability benefits, pension funds and complementary medical insurance for its employees. In France, these schemes supplement the minimum provisions required by law and collective agreements.

## KEY FIGURES

### Company insurance scheme

**43,300** employees covered

**735** disabled employees receiving benefits

### Société Générale health scheme (Mutuelle)

**83,600** beneficiaries

(**98 000** at 01/01/2007, following the reform)

**1,445,000** claims processed

**EUR 37.2 million**

paid out in benefits, equivalent to:  
**EUR 445** per beneficiary

### IP Valmy supplementary pension

**7,300** retired employees receiving pensions

**46,300** active employees with pension entitlements

### PERCO

**2,000** subscribers, holding total savings of **EUR 3.8 million**

**EUR 0.7 million**

top-up payments by the company

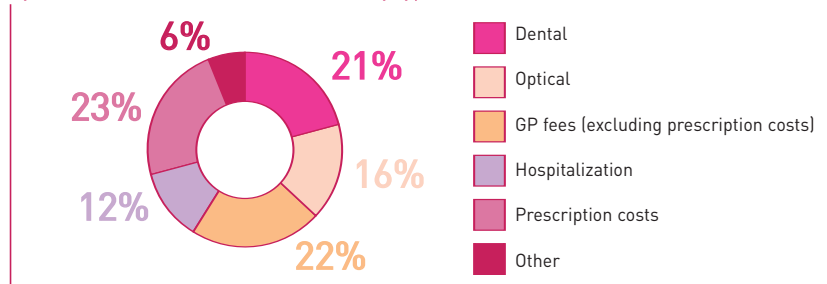
## Death and disability benefits

The death and disability scheme is designed to protect employees and their families in the event of personal accidents which, although uncommon, can have serious financial consequences. The Group covers 60% of the contributions paid into this scheme, at a cost of EUR 15 million in 2006.

## Reform of complementary medical insurance in 2006

Under the terms of a collective agreement signed on July 12, 2006 with the approval of over 86% of its members, the complementary medical insurance scheme (Mutuelle) underwent a series of reforms: a compulsory scheme was introduced for employees, distinct from the optional scheme maintained for retired employees and dependents. With effect from January 1, 2007, employee contributions are determined on the basis of basic salary and include cover for any children under 16. Société Générale contributes some EUR 11 million a year to the compulsory scheme for employees and paid out a lump sum of EUR 170 million to enable the Mutuelle to fund the pensioners' scheme over the foreseeable future.

**Breakdown of medical expenses reimbursed**  
by Mutuelle Société Générale in 2006, by type of treatment



## An exhaustive range of retirement savings plans

In addition to the compulsory basic and supplementary State pension schemes (Arrco-Agirc), Société Générale also provides a compulsory supplementary pension fund managed by Institut de Prévoyance Valmy (IP Valmy) through which employees build up pension entitlements paid out as an annuity following retirement. The scheme is financed primarily by an employer's contribution which amounted to EUR 30.4 million in 2006.

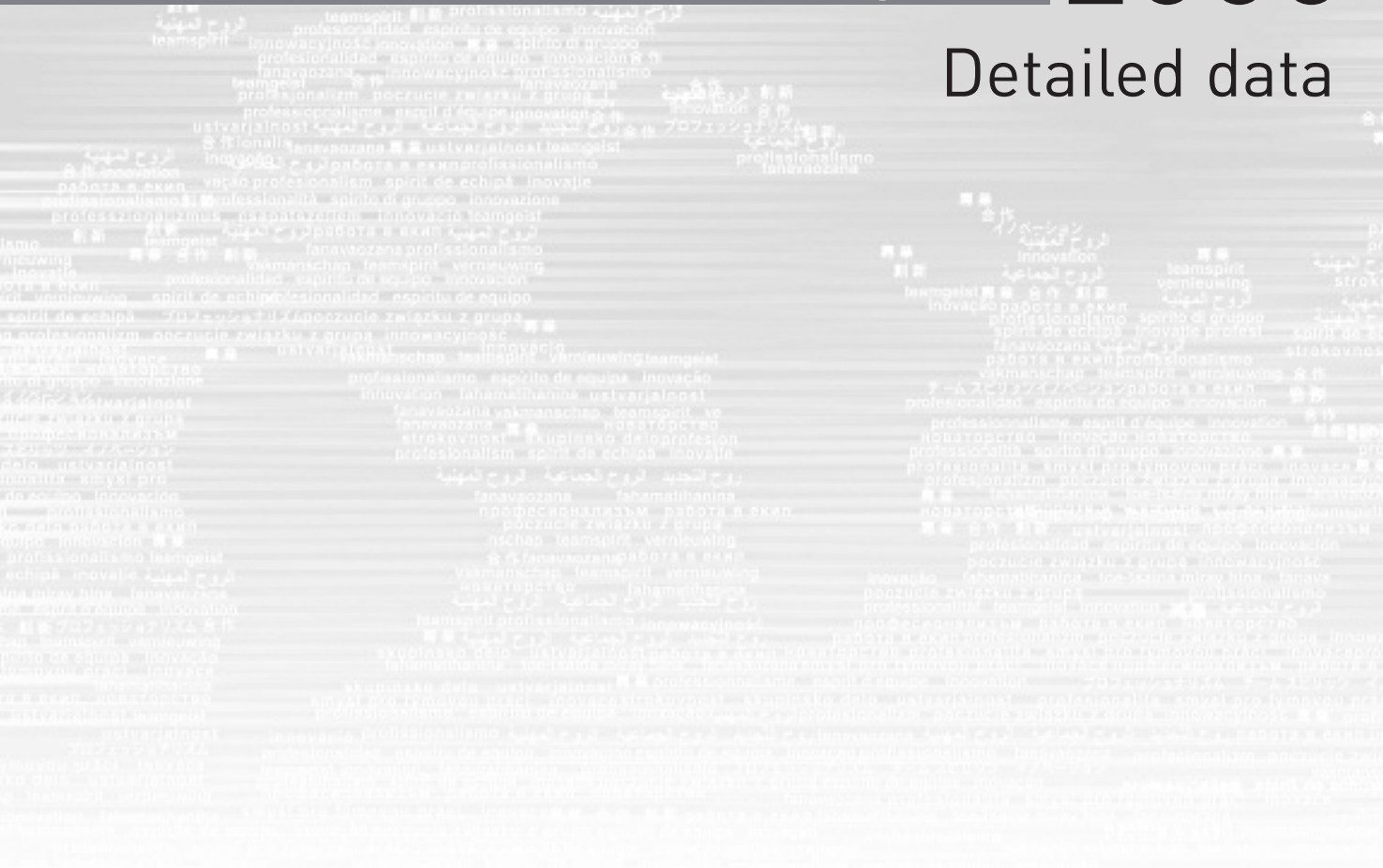
With effect from January 1, 2006, the compulsory collective scheme managed by IP Valmy has been supplemented by an optional personal retirement savings plan (PERCO). Employees save for their retirement at their own pace by making payments into the fund which are topped up by the company; on retirement, their savings are paid out in the form of a lump sum or an annuity.





# Social report 2006

## Detailed data





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Professionalism  
Team Spirit  
Innovation

# Employment

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

11	Headcount	2006	2005	2004
111*	<b>Total employees on payroll at December 31st</b>			
	Technical staff	22,702	22,733	22,827
	Executive staff	15,439	14,195	13,534
	<b>Total</b>	<b>38,141</b>	<b>36,928</b>	<b>36,361</b>
111 bis	<b>Absent employees, without pay</b>			
	Technical staff	1,242	1,290	1,305
	Executive staff	344	356	333
	<b>Total</b>	<b>1,586</b>	<b>1,646</b>	<b>1,638</b>
	<b>Employees taking early retirement (CATS scheme)</b>			
	Technical staff	1,443	1,295	778
	Executive staff	408	454	271
	<b>Total</b>	<b>1,851</b>	<b>1,749</b>	<b>1,049</b>
	<b>Employees on secondment</b>			
	Technical staff	248	240	262
	Executive staff	1,447	1,250	1,126
	<b>Total</b>	<b>1,695</b>	<b>1,490</b>	<b>1,388</b>
	<b>Cleaning staff</b>	<b>124</b>	<b>138</b>	<b>152</b>
111 ter	<b>Total</b>			
	Technical staff	25,759	25,696	25,324
	Executive staff	17,638	16,255	15,264
	<b>Total</b>	<b>43,397</b>	<b>41,951</b>	<b>40,588</b>
111 qrt	<b>Part-time employees (full-time equivalent)</b>			
	Technical staff	1,873	1,930	1,966
	Executive staff	534	469	433
	<b>Total</b>	<b>2,407</b>	<b>2,399</b>	<b>2,399</b>
112*	<b>Permanent, full-time employees</b>			
	Technical staff	17,573	17,779	18,068
	Executive staff	13,059	12,549	12,196
	<b>Total</b>	<b>30,632</b>	<b>30,328</b>	<b>30,264</b>
113	<b>Number of employees with a fixed-term contract at December 31st</b>			
	Technical staff	1,481	1,236	1,124
	Executive staff	84	58	45
	<b>Total</b>	<b>1,565</b>	<b>1,294</b>	<b>1,169</b>
114*	<b>Average monthly headcount</b>			
	Technical staff	22,402	22,642	22,793
	Executive staff	14,721	13,846	13,305
	<b>Total</b>	<b>37,122</b>	<b>36,488</b>	<b>36,097</b>
115	<b>Breakdown of employees on payroll by gender at December 31st</b>			
	<b>Male</b>			
	Technical staff	7,929	8,142	8,511
	Executive staff	9,630	9,127	8,890
	<b>Total</b>	<b>17,559</b>	<b>17,269</b>	<b>17,401</b>
	<b>Female</b>			
	Technical staff	14,773	14,591	14,316
	Executive staff	5,809	5,068	4,644
	<b>Total</b>	<b>20,582</b>	<b>19,659</b>	<b>18,960</b>
116	<b>Breakdown of employees on payroll by age at December 31st</b>			
	<b>Under 25</b>			
	Technical staff	3,448	3,175	2,961
	Executive staff	593	429	326
	<b>Total</b>	<b>4,041</b>	<b>3,604</b>	<b>3,287</b>
	<b>25 to 34</b>			
	Technical staff	5,379	4,749	4,160
	Executive staff	5,292	4,693	4,292
	<b>Total</b>	<b>10,671</b>	<b>9,442</b>	<b>8,452</b>
	<b>35 to 44</b>			
	Technical staff	3,623	3,872	4,104
	Executive staff	3,989	3,616	3,450
	<b>Total</b>	<b>7,612</b>	<b>7,488</b>	<b>7,554</b>
	<b>45 to 54</b>			
	Technical staff	6,323	6,966	7,828
	Executive staff	3,069	3,128	3,332
	<b>Total</b>	<b>9,392</b>	<b>10,094</b>	<b>11,160</b>

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.



<b>11 Headcount (continued)</b>		<b>2006</b>	<b>2005</b>	<b>2004</b>
55 to 59	Technical staff	3,809	3,878	3,712
	Executive staff	2,246	2,172	2,031
	Total	6,055	6,050	5,743
60 and over	Technical staff	120	93	62
	Executive staff	250	157	103
	Total	370	250	165
<b>117 Breakdown of employees on payroll by years of service at December 31st</b>				
Less than 5	Technical staff	6,512	6,128	5,724
	Executive staff	4,751	4,385	4,174
	Total	11,263	10,513	9,898
5 to 9	Technical staff	2,874	1,961	1,251
	Executive staff	3,040	2,147	1,569
	Total	5,914	4,108	2,820
10 to 19	Technical staff	1,819	2,000	2,200
	Executive staff	2,667	2,635	2,660
	Total	4,486	4,635	4,860
20 to 29	Technical staff	4,067	4,555	4,987
	Executive staff	1,546	1,503	1,397
	Total	5,613	6,058	6,384
30 and over	Technical staff	7,430	8,089	8,665
	Executive staff	3,435	3,525	3,734
	Total	10,865	11,614	12,399
<b>118 Breakdown of employees on payroll by nationality at December 31st</b>				
French	Technical staff	22,558	22,607	22,711
	Executive staff	14,916	13,853	13,257
	Total	37,474	36,460	35,968
Foreign	Technical staff	144	126	116
	Executive staff	523	342	277
	Total	667	468	393
<b>119 Breakdown of employees on payroll by qualification level</b>				
Level A, B, C technical staff		5,514	5,420	5,196
Level D, E technical staff		9,846	9,859	10,060
Level F, G technical staff		7,342	7,454	7,571
Level H, I executive staff		10,505	9,687	9,310
Level J, K executive staff		4,027	3,648	3,381
Senior managers		907	860	843
<b>12 Outside workers and other workers</b>				
<b>121*</b>	<b>Number of employees from an outside company</b>	6,696	5,595	5,053
<b>122</b>	<b>Number of interns (schools, universities, etc.)</b>	5,724	5,191	5,346
<b>122 bis</b>	<b>Number of holiday interns</b>	7,388	7,434	8,005
<b>123</b>	<b>Average monthly headcount of temporary employees</b>	599	485	442
<b>124</b>	<b>Average duration of temporary work contracts (in number of days)</b>	40.3	34.7	39.7
<b>125</b>	<b>Total number of hours worked by cleaning staff</b>	98,937	110,447	123,647
<b>13 Recruitment over the year in question</b>				
<b>131 Number of staff recruited on open-ended contracts</b>				
Technical staff		1,832	1,699	1,322
Executive staff		2,000	1,404	1,038
Total		3,832	3,103	2,360
<b>132 Number of staff recruited on fixed-term contracts</b>				
Technical staff		1,181	927	816
Executive staff		227	136	129
Total		1,408	1,063	945
<b>133 Number of seasonal workers</b>				
Technical staff		0	0	0
Executive staff		0	0	0
Total		0	0	0
<b>134* Number of under 25s recruited</b>				
Technical staff		1,006	1,087	928
Executive staff		546	413	339
Total		1,552	1,500	1,267

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

121\*

134\*

On fixed-term and open-ended contracts.



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

	2006	2005	2004
<b>141 Total</b>			
Technical staff	2,494	1,839	1,628
Executive staff	1,286	950	818
<b>Total</b>	<b>3,780</b>	<b>2,789</b>	<b>2,446</b>
<b>142 Number of resignations</b>			
Technical staff	307	295	265
Executive staff	415	351	285
<b>Total</b>	<b>722</b>	<b>646</b>	<b>550</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	96	84	90
Executive staff	76	95	88
<b>Total</b>	<b>172</b>	<b>179</b>	<b>178</b>
<b>145 Number of fixed-term contracts completed</b>			
Technical staff	861	750	672
Executive staff	274	187	180
<b>Total</b>	<b>1,135</b>	<b>937</b>	<b>852</b>
<b>146 Number of uncompleted trial periods</b>			
Technical staff	277	194	160
Executive staff	123	96	63
<b>Total</b>	<b>400</b>	<b>290</b>	<b>223</b>
<b>147 Number of voluntary retirements and early retirements</b>			
Technical staff	889	464	384
Executive staff	380	202	179
<b>Total</b>	<b>1,269</b>	<b>666</b>	<b>563</b>
<b>148 Number of deaths</b>			
Technical staff	64	52	57
Executive staff	18	19	23
<b>Total</b>	<b>82</b>	<b>71</b>	<b>80</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>5,000</b>	4,897	4,238
Technical staff promoted to executive level	367	401	318

## 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*</b> Number of disabled employees at December 31st	<b>640</b>	1,207	731
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## 18 Absenteeism

<b>181 Number of days absent/Total number of days paid (as %)</b>			
Technical staff	5.16	5.23	5.05
Executive staff	3.52	3.39	3.39
<b>Total</b>	<b>4.51</b>	<b>4.53</b>	<b>4.44</b>
<b>181 bis Number of days absent</b>			
Technical staff	422,181	432,319	420,243
Executive staff	189,136	171,423	164,652
<b>Total</b>	<b>611,317</b>	<b>603,742</b>	<b>584,895</b>
<b>182 Number of days absent due to illness</b>			
Technical staff	259,539	275,947	277,304
Executive staff	71,803	67,816	66,783
<b>Total</b>	<b>331,342</b>	<b>343,763</b>	<b>344,087</b>
<b>183 Breakdown of absences due to illness by duration up to 3 days</b>			
Technical staff	11,692	11,663	10,545
Executive staff	4,553	4,561	3,865
<b>Total</b>	<b>16,245</b>	<b>16,224</b>	<b>14,410</b>

### 171\*

All entities of more than and fewer than 20 employees are considered in the official report. Furthermore, for 2006, disabled people who had not been with the company for six months are not counted (the same applies to employees hired after 1st July 2006). NB: On an indicative basis, as at 31 December 2006, the number of disabled employees was 1,721, as defined in Article L.323-3 of the Labour Code.





18 Absenteeism (continued)		2006	2005	2004
4 to 30 days	Technical staff	75,151	79,636	77,832
	Executive staff	23,455	23,120	21,714
	Total	98,606	102,756	99,546
31 to 60 days	Technical staff	37,168	37,638	37,447
	Executive staff	12,655	11,279	10,775
	Total	49,823	48,917	48,222
Over 60 days	Technical staff	135,528	147,010	151,480
	Executive staff	31,140	28,856	30,429
	Total	166,668	175,866	181,909
<b>184 Number of days absent due to work-related/commuting accidents</b>				
	Technical staff	11,658	12,654	11,027
	Executive staff	3,025	2,478	2,210
	Total	14,683	15,132	13,237
<b>185 Number of days absent for maternity leave</b>				
	Technical staff	124,943	117,389	106,632
	Executive staff	98,064	85,304	81,307
	Total	223,007	202,693	187,939
<b>186 Number of days absent on authorised leave (family events, special leave of absence for heads of family, etc.)</b>				
	Technical staff	20,165	19,686	18,673
	Executive staff	13,745	13,413	12,518
	Total	33,910	33,099	31,191
<b>187 Number of days absent for other reasons (exams, holiday camps, youth sports and recreation programmes, etc.)</b>				
	Technical staff	5,876	6,643	6,607
	Executive staff	2,499	2,412	1,834
	Total	8,375	9,055	8,441

## Employee compensation and related expenses

21 Compensation		2006	2005	2004
<b>211 bis* Average monthly compensation (in euros)</b>		<b>3,704</b>	3,597	3,500
Level A, B, C technical staff				
	Male	1,602	1,658	1,643
	Female	1,674	1,705	1,691
Level D, E technical staff				
	Male	2,400	2,402	2,355
	Femmes	2,311	2,313	2,264
Level F, G technical staff				
	Male	3,008	2,980	2,899
	Female	2,816	2,792	2,724
Level H, I executive staff				
	Male	4,463	4,413	4,408
	Female	3,717	3,758	3,736
Level J, K executive staff				
	Male	7,864	7,443	7,291
	Female	6,906	6,804	6,650
Senior managers				
	Male	15,396	14,665	13,997
	Female	13,279	12,681	11,209
<b>212 bis Proportion of bonus payments in the annual declaration (as %)</b>		<b>18.6</b>	18.3	16.8
Level A, B, C technical staff				
	Male	4.7	5.9	4.9
	Female	5.1	6.2	5.2
Level D, E technical staff				
	Male	9.1	10.2	8.6
	Female	8.6	9.8	8.2
Level F, G technical staff				
	Male	10.8	11.6	9.7
	Female	9.2	10.0	8.1
Level H, I executive staff				
	Male	19.4	19.5	19.3
	Female	11.3	13.0	12.2
Level J, K executive staff				
	Male	31.3	28.9	28.2
	Female	24.4	24.2	22.7
Senior managers				
	Male	41.5	39.9	36.2
	Female	38.0	36.4	32.0

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



## 21 Compensation (continued) 2006 2005 2004

<b>213 Breakdown of annual compensation in euros (as % of corresponding employees)</b>			
Compensation brackets			
Under 18,000	4.4	3.7	3.6
18,000 to 21,000	2.6	3.1	2.8
21,000 to 24,000	6.6	6.0	7.0
24,000 to 27,000	10.7	12.0	14.3
27,000 to 36,000	32.6	33.6	33.2
36,000 to 54,000	24.9	24.2	22.7
Over 54,000	18.2	17.3	16.4

## 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>	7.8	7.0	6.8
<b>222* Total of the ten highest compensation packages (in 000s of euros)</b>	54,605	47,012	40,369

## 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	10,591	10,105	10,040
Executive staff	0	0	0
Total	10,591	10,105	10,040
<b>232 Percentage of employees paid on an hourly basis for the month</b>	0	0	0

## 24 Related expenses

<b>241 Staff benefits in the company</b>			
See the brochures:			
- Supplementary insurance			
- Articles of association and Rules of the Mutual Insurance plan			
- Prospectus of the Mutual Insurance plan			
<b>242 Total payments to temp agencies (in millions of euros)</b>	25.6	21.5	18.9

## 25 Total payroll expense

<b>251 Personnel expenses (as %) / Net banking income</b>	38.1	41.3	46.9
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## 26 Employee profit-sharing

<b>261* Special profit-sharing reserve</b>	26.4	20.0	15.4
of which:			
contribution for the FY	26.1	19.8	0.0
Reminder in respect of previous years	0.0	0.0	13.1
Penalty interest	0.3	0.2	2.3
<b>Supplemental profit sharing</b>	88.4	74.1	50.4
<b>Extraordinary bonus (Work dividend, "Villepin" bonus, "Breton" bonus)</b>	9.2	18.2	8.2
<b>Total Financial Payment</b>	124.0	112.3	74.0
<b>262 Average amount in profit-sharing per participating employee (in euros)</b>			
Total	637	499	409
Technical staff	487	385	321
Executive staff	860	681	557
<b>262 bis Average amount in incentive schemes per participating employee (in euros)</b>			
Total	2,214	1,823	1,349
Technical staff	1,537	1,381	991
Executive staff	3,163	2,492	1,954
<b>262 ter Value of the extraordinary bonus per beneficiary employee (in euros)</b>	220	500	200
<b>263 Proportion of capital held by employees through ESOP Employee Share Ownership Plan (as %)</b>	6.13	6.77	6.88
<b>264 Employer contributions paid into mutual funds (in millions of euros)</b>	73.4	77.8	72.2

### 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.

### 261\*

(in millions of euros)

# Health & safety

## 31 Work-related and commuting accidents 2006 2005 2004

<b>311</b>	<b>Number of work-related accidents resulting in a leave of absence</b>			
	Technical staff	.142	167	149
	Executive staff	.48	33	27
	Total	.190	200	176
<b>312</b>	<b>Number of days absent for work-related accidents</b>			
	Technical staff	.4,774	5 859	4 227
	Executive staff	.1,476	848	959
	Total	.6,250	6,707	5,186
<b>313</b>	<b>Number of cases of permanent disability (partial or total) declared to the company</b>			
	French	.0	3	2
	Foreign	.0	0	0
	Total	.0	3	2
<b>314</b>	<b>Number of fatal accidents</b>			
	Work-related accidents			
	Technical staff	.1	1	0
	Executive staff	.1	0	1
	Total	.2	1	1
	Commuting accidents			
	Technical staff	.1	0	1
	Executive staff	.0	1	1
	Total	.1	1	2
<b>315</b>	<b>Number of commuting accidents resulting in a leave of absence</b>			
	Technical staff	.192	210	219
	Executive staff	.59	62	44
	Total	.251	272	263
<b>316</b>	<b>Number of accidents involving temporary employees or service providers</b>	.11	7	2

## 32 Breakdown of work-related accidents by material element

<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>	.58	64	59
<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>	.138	140	143
<b>325*</b>	<b>Number of accidents caused by accidental movement of objects (Code 05)</b>	.3	5	5
<b>326*</b>	<b>Other cases</b>	.254	356	258
	including declarations following holdup	.155	277	216

## 33 Occupational disease

<b>331</b>	<b>Number of cases of occupational disease declared to Social Security</b>	.4	4	4
<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

## 34 Committees for health, safety and working conditions

<b>341</b>	<b>Number of CHSCT meetings</b>	.733	746	725
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## 35 Expenditure on safety

<b>351</b>	<b>Staff training on safety</b>	.9,275	9,510	10,986
<b>352*</b>	<b>Estimate of expenditure on safety budgeted for the following year (in millions of euros)</b>	.94.2	82.5	80.6
<b>353*</b>	<b>Actual expenditure over the year in question (in millions of euros)</b>	.80.0	77.9	74.5

### 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	2006	2005	2004
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 .1,222 Executive staff .132 Total .1,354	1,063 131 1,194	1,487 218 1,705
	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 .6,773 Executive staff .988 Total .7,761	6,959 940 7,899	6,631 848 7,479
414	<b>Number of staff employed part-time at December 31st</b>	Technical staff .2,663 Executive staff .704 Total .3,367	2,760 614 3,374	2,826 577 3,403
	of which half-time (= (1)+(2)+(3)):	Technical staff .641 Executive staff .63 Total .704	687 49 736	724 75 799
	*Société Générale (1)	Technical staff .290 Executive staff .22 Total .312	338 23 361	366 31 397
	**Illness (2)	Technical staff .229 Executive staff .14 Total .243	234 13 247	228 17 245
	***Social security (3)	Technical staff .122 Executive staff .27 Total .149	115 13 128	130 27 157
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>	.28	29	31
	Including bank holidays on:			
	Saturday	.8.0	6.0	7.0
	Monday	.4.0	4.0	7.0
42	<b>Organisation and quality of work</b>			
421	<b>Number of employees on shift work or working nights</b>	Technical staff .199 Executive staff .4 Total .203	217 5 222	241 7 248
43	<b>Physical working conditions</b>			
431	<b>Number of employees regularly exposed to noise levels of over 85 decibels at their workstation</b>	.9	8	9
432	<b>Number of samples, toxic chemical analyses and measurements</b>	.1,893	1,805	1,760
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 .345 - Regrouping and reorganisation of departments .2,902 - Integration of IT procedures .477 - Computerisation .13,523 Total .17,247	390 5,380 1,123 5,960 12,853	479 6,574 114 1,580 8,747
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>	.85.1	71.3	55.1
452*	<b>Expenditure over the year in question</b>	.48.5	50.4	53.3

## 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 for the executives on a lump sum basis (25 days) and employees working in the branches at 37hrs22m (19 days).

## 451\* and 452\*

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

# Training

51	Continuous vocational training	2006	2005	2004
511	Percentage of total payroll dedicated to continuous vocational training	4.18%	3.83%	3.20%
512*	Amount (in millions of euros) dedicated to continuous vocational training			
	- Workshops organised within the company	16.3	19.3	14.2
	- Compensation paid to trainees	35.0	30.1	25.1
	- Transportation and accommodation expenses	-	-	2.0
	- Depreciation of equipment and premises	-	-	0.1
	- Training carried out in line with agreements	13.1	5.4	3.9
	- FONGECIF payments	3.7	3.5	3.4
	- Payments to the French Treasury and other bodies (including 0.5% contribution)	9.3	8.8	6.8
	Total	77.3	67.2	55.5
513	Number of staff trained	34,446	28,399	27,407
	Male			
	Technical staff	7,951	6,516	6,715
	Executive staff	7,708	6,818	6,156
	Total	15,659	13,334	12,871
	Female			
	Technical staff	14,222	11,281	11,209
	Executive staff	4,565	3,784	3,327
	Total	18,787	15,065	14,536
514	Number of hours of training			
	<b>Paid</b>	1,105,148	963,165	891,087
	Male			
	Technical staff	231,091	204,180	203,132
	Executive staff	256,402	215,597	201,003
	Total	487,494	419,777	404,135
	Female			
	Technical staff	442,708	390,164	357,958
	Executive staff	174,947	153,224	128,994
	Total	617,654	543,388	486,952
	<b>Unpaid</b>	0	0	0
	Male			
	Technical staff	0	0	0
	Executive staff	0	0	0
	Total	0	0	0
	Female			
	Technical staff	0	0	0
	Executive staff	0	0	0
	Total	0	0	0
515	Breakdown by type of training			
	<b>Number of participants</b>	135,519	70,960	63,896
	Preventive training			
	Male	83	73	0
	Femmes	83	112	0
	Job retraining			
	Male	35,089	11,560	13,916
	Female	43,406	12,438	15,452
	Professional advancement			
	Male	2,123	1,755	1,799
	Female	3,764	3,218	2,850
	Knowledge maintenance, improvement			
	Male	24,211	19,440	14,055
	Femmes	26,760	22,364	15,824
	Total			
	Male	61,506	32,828	29,770
	Female	74,013	38,132	34,126
	<b>Paid hours:</b>	1,105,148	963,166	891,087
	Preventive training			
	Male	325	214	0
	Female	302	482	0
	Job retraining			
	Male	245,725	136,842	141,810
	Female	309,225	186,397	161,342
	Professional advancement			
	Male	33,245	37,175	43,946
	Female	70,878	76,677	76,318
	Knowledge maintenance, improvement			
	Male	208,199	245,547	218,379
	Femmes	237,249	279,832	249,293
	Total			
	Male	487,494	419,778	404,135
	Female	617,654	543,388	486,952
	<b>Unpaid hours:</b>	0	0	0
	Preventive training			
	Male	0	0	0
	Femmes	0	0	0

## 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 (continued)</b>		<b>2006</b>	<b>2005</b>	<b>2004</b>
Job retraining	Male	.0	0	0
	Femmes	.0	0	0
Professional advancement	Male	.0	0	0
	Femmes	.0	0	0
Knowledge maintenance, improvement	Male	.0	0	0
	Femmes	.0	0	0
Total	Male	.0	0	0
	Femmes	.0	0	0

<b>52 Training leave</b>				
<b>521*</b>	<b>Number of employees benefiting from paid training leave</b>	<b>.22</b>	19	22
<b>522*</b>	<b>Number of employees benefiting from unpaid training leave</b>	<b>.1</b>	8	12
<b>523</b>	<b>Number of employees refused training leave</b>	<b>.0</b>	0	0

<b>53 Apprenticeships</b>				
<b>531</b>	<b>Number of apprenticeship contracts completed during the year</b>	<b>.618</b>	432	310

**521\* and 522\***  
Not including initiatives from the training plan.

## Employee relations

<b>61 Employee representatives</b>				
<b>611</b>	<b>Participation in elections (by college) for works councils renewed over the year (as %)</b>			
Employee representatives	Technical staff	.77.5	80.0	78.1
	Executive staff	.46.3	47.0	39.8
Works Council	Technical staff	.77.5	79.4	76.9
	Executive staff	.45.6	46.5	39.2
<b>612*</b>	<b>Total number of hour credits awarded during the year</b>			
CE	(number of members)	.153,600	159,840	159,840
		.640	666	666
Employee representatives	(number of representatives)	.143,820	142,380	146,340
		.799	791	813
Union delegates	(number of representatives)	.91,600	95,020	97,000
		.419	443	446
CHSCT	(number of representatives)	.39,024	38,376	38,304
		.542	533	532
<b>613*</b>	<b>Number of meetings with employee representatives</b>			
CCE	Ordinary meetings	.6	6	6
	Extraordinary meetings	.2	6	4
	Constitutive meeting	-.	1	-
Committee for approving minutes of CCUES		.6	6	6
		.1/month	1/month	1/month
CE	(number of CE)	.132	139	140
	Specialised commissions			
[Commissions and sub-commissions of the CCE]		.204	193	195
	Group Committee	.2	2	3
European Works Council		.2	1	1
	Employee representatives	.1/month	1/month	1/month
National trade union representatives	(number of meetings)	.147	155	156
		.34	30	38
UES representatives		.9	11	10

**612\***  
– Not included the time spent in meetings with the employer, and the special CHSCT credit.  
– CHSCT: Committee on Health, Safety and Working Conditions.

**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) 2006 2005 2004**

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

2006	2005	2004
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**1- ELECTORAL CONSENT PROTOCOLS**

- 83 protocols for the elections of staff representatives	- 55 agreements on employee representative elections	- 90 agreements on employee representative elections
- 72 protocols for the elections of the unit works councils	- 55 agreements on works council elections	- 79 agreements on works council elections

**2- PAY AGREEMENTS**

**6 January 2006**

(Société Générale)

Following the pay negotiations for 2006, the agreement signed on 6 January 2006 included:

- A 1.9% increase in base pay, with a floor of EUR 500 and a cap of EUR 1000. This measure, affecting all employees of the classification counting 3 months of service as at 1 January 2006 and who in 2005 received a variable portion below EUR 12,000, is applied in two phases:

- on 1st January - 1.5% (with a floor of EUR 400 and a cap of EUR 800)
- on 1st September - 0.4% (with a floor of EUR 100 and a cap of EUR 200)

Employees on apprenticeship are eligible for a special bonus of EUR 250 paid with their January wage.

- A special bonus of EUR 500 under the so-called "Villepin" bonus scheme.

This special bonus is provided to employees of the classification listed on the staff roll on 1 March 2006 and who have been with the company for three months as at 31 December 2005.

For employees who wish to have the advantages associated with the capital increase, this bonus can be invested in the company savings plan ["Plan d'Épargne d'Entreprise"] according to the same procedure and the same timetable as the supplemental profit-sharing bonus.

**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.





2006

2005

2004

### 3- MISCELLANEOUS AGREEMENTS WITHIN THE PROFESSION

**11 January 2006**

Agreement amending Appendix V of the collective bargaining agreement for banking.

**11 January 2006**

Agreement amending the 29 March 2005 agreement concerning inducing staff to retire.

**11 January 2006**

Transposition agreement amending the 11 January 2006 collective bargaining agreement for banking amending the 29 March 2005 agreement concerning inducing staff to retire.

**27 March 2006**

Amendment to the agreement on the industry-wide inter-company savings plan ["Plan d'Épargne Interentreprises"] for business units.

**15 November 2006**

Occupational equality between women and men.

**15 November 2006**

Safety of employees and customers in bank branches.

**15 November 2006**

Reducing the occurrence of rude or aggressive behaviour.

**15 November 2006**

2006 pay agreement.

**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.

### 4- AGREEMENTS SIGNED WITHIN THE COMPANY

**6 January 2006**

Amendment no. 4 to the staff agreement dated 7 July 2000.

**27 April 2006**

Amendment no. 2 to the agreement on the procedure for forming the Société Générale group works council entered into on 22 May 1998.

**31 May 2006**

Amendment to the 31 May 1995 agreement and its amendment dated 30 October 1998 on the subsidy for the operation of the unit works councils and the companies' central works councils. Amendment to the 30 October 1998 agreement on the funding granted to the representative trade union organisations at Société Générale.

**14 June 2006**

Agreement on occupational training.

**10 July 2006**

Agreement on the use of electronic voting.

**12 July 2006**

Collective bargaining agreement setting up a mandatory medical costs system for Société Générale staff.

**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 Pèrival 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).

**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**

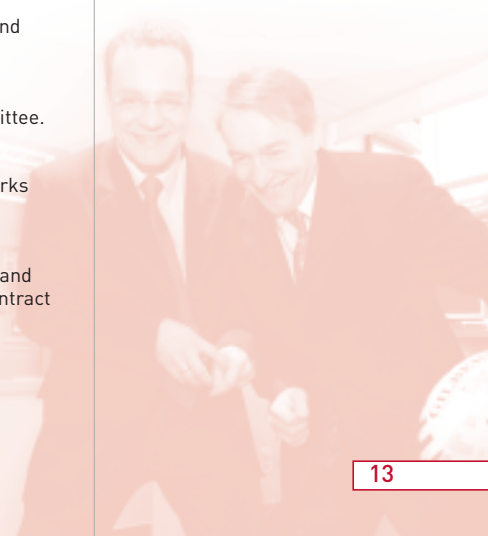
Renewal of Group Committee.

**May 11th 2004**

Renewal of European Works Council.

**June 2nd 2004**

Agreement on part-time and reduced working days contract





2006	2005	2004
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#### 4- AGREEMENTS SIGNED WITHIN THE COMPANY (continued)

Collective bargaining agreement on a Société Générale pension fund.

Amendment to the 14 June 2005 company-wide agreement on the supplementary retirement schemes for Société Générale employees.

##### 25 September 2006

Amendment to the 26 September 1994 agreement on the procedures for organising elections for the Works Council/Staff Representative bodies of the Paris central departments.

##### 29 September 2006

Amendment to the 10 July 2006 agreement on the use of electronic voting.

##### 3 October 2006

Amendment to the 6 March 2003 agreement on project 4D.

##### 9 October 2006

Amendment no.3 on the agreement on reorganising and reducing working time dated 12 October 2000.

##### 8 December 2006

Amendment no. 2 to the agreement on the operation of the Société Générale group works council of 21 May 1998.

##### 18 December 2006

Amendment no. 1 to the 12 July 2006 collective bargaining agreement setting up a mandatory medical costs system for Société Générale staff.

##### 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.

##### 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).

##### 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.

##### 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.

#### 61 Employee representatives (continued) 2006 2005 2004

615	Number of employees benefiting from economic, social and union training leave	164	184	240
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#### 62 Information and communication

621	Number of hours dedicated to the various types of employee meetings			
	Employees' freedom of expression	288	166	432
	(number of groups)	182	210	268

#### 622 Induction procedures

The following documents are provided:

- Collective labour agreement for the banking profession
- Corporate brochure
- "Société Générale 140 ans" DVD ("140 years of Société Générale")
- "Carnet de voyage" DVD ("Travel Notebook")
- "Vous rejoignez la Société Générale" ("You're joining SG") (a presentation of the staff benefits and instructions via the intranet sites "HR online," "Sogénews" and "DocRef")
- "Le développement durable à la Société Générale" ("Sustainable development at SG")
- "Talents & Partage, qui sommes-nous?" ("Talents & Partage; Who are we?") (a brochure presenting the association of solidarity between employees and retirees of the SG Group)
- Code of Conduct
- Articles of Association and Rules of the Mutual Insurance plan
- Prospectus of the Mutual Insurance plan
- Brochure on supplementary insurance
- Internal rules in effect and charter on the use of means of electronic communication

## 62 Information and communication (continued)

2006 2005 2004

- List of company-wide collective bargaining agreements in effect at Société Générale
- Excerpt from Law 84-46 dated 23 January 1984 on the oversight of credit institutions
- Prospectus concerning opinion surveys carried out by outside bodies

### 623 Bottom-up and top-down information procedures

- In-house company newspaper "Sogéchos"
- In-house company newspaper devoted to the French network, "Réseau&Co"
- "Réussir"
- Instructions
- Société Générale intranet sites

### 624 System of one-on-one meetings

At the annual employee appraisal meeting for technical and executive staff, and upon request.

## 63 Proceedings

### 631 Number of instances of arbitration before national or regional joint arbitration boards

1 3 1

### 632 Number of court cases where the company was found at fault

with an employee	44	29	32
with a trade union	7	16	8
other	3	7	5

### 633 Number of formal notices and reports received from the Labour Inspection office

0 0 0

# Health & welfare

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

2006 2005 2004

### 711 Breakdown of expenditure

- Accommodation: payments and miscellaneous expenses	15.3	14.8	14.3
- Transportation	42.9	40.1	37.3
- Medical and social services	8.6	8.1	7.9
- Long-service awards	8.9	9.6	11.7
- Miscellaneous subsidies	7.3	4.9	4.7
- Holiday allowances	4.1	4.2	3.8
- Study grants	3.6	3.7	3.7
- Day-care and child-minding allowances	6.3	5.7	5.5
Total	96.9	91.1	88.9

- Accommodation: total advances as at December 31st	633.8	572.6	515.5
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### 712 Payments made

to the CCE	"Social and cultural activities" of CCE and CE	17.3	16.8	14.3
	of which CE budget	8.6	8.4	7.1
Relating to the CCE:	Insurance company	8.7	8.7	8.7
	Catering subsidy	33.8	33.3	33.5
to the CCUES	Works council operating subsidy	2.4	2.4	2.0
to the CCE	Works council operating subsidy	1.6	1.5	1.3
	Total	63.8	62.7	59.8

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

### 721 Total employer contributions to health and welfare benefit plans

of which payments to the National Social Security Fund	270.5	260.7	248.6
	242.3	228.3	217.4

### 722 Total employer pension contributions

of which payments to the National Social Security Fund	293.0	283.1	280.0
	119.7	112.9	108.9