

# Société Générale

Founded: 1864

Headquarters: Paris, France

CEO: Frédéric OUDEA

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

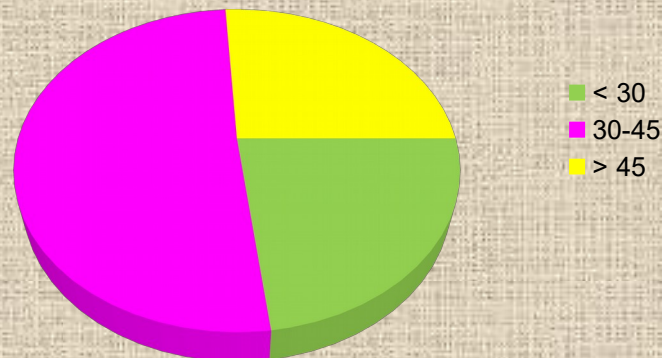


# Société Générale. Some key figures

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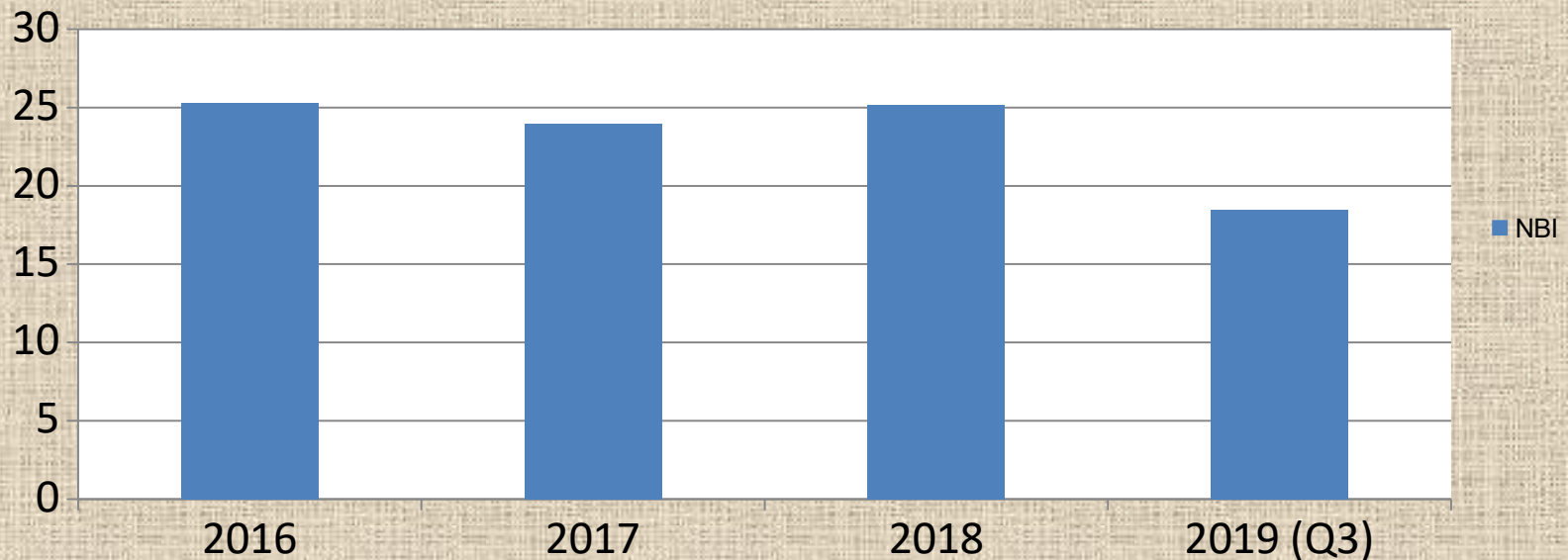
- Number of clients: 31 000 000
- Number of countries: 67, worldwide
- The SG Group employs 142 different nationalities and 58% of its employees are not French. 24% of the Management Committee's members have an international profile.
- Number of employees: 145.700. The average age is 37.8
- 23% of staff are under 30, 51% are between 30 and 45, and 26% of staff are over 45.

**Staff age distribution**



# Société Générale. Some key figures

**NBI evolution 2016 - 2019 (Q3)**



- NBI 2016: 25.298 billion EUR
- NBI 2017: 23.954 billion EUR
- NBI 2018: 25.205 billion EUR
- NBI 2019 (Q3): 18.458 billion EUR



# Société Générale. Social commitment

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- The Société Générale Group signed in 2015 and has renewed in 2019 an agreement with UNI Global Union on freedom of association, fundamental freedoms, living conditions at work, non-discrimination and the Duty of Care Plan in the field of human rights.
- In 2016 Société Générale signed the WOMEN'S EMPOWERMENT PRINCIPLES (WEP), under the aegis of the UN Global Compact, addressing gender equality in the workplace. NB: The agreement on gender equality in the workplace signed in 2016 was renewed on 19 December 2018, for Societe Generale SA in France (only).
- The Group signed the ILO Global Business & Disability Network Charter in 2016.
- In 2016, Societe Generale SA France co-founded public interest group GEN (*Grande École du Numérique* or Elite Digital School). GEN is an accreditation body enabling people from different backgrounds (unemployed young people, Group staff seeking to advance their careers etc) to develop digital and IT skills.
- An agreement on changes to professions, skills and employment was signed in 2016 and renewed in 2019, calling for provisions targeting older staff members of Societe Generale SA France (only).



# Société Générale. Important events

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- December 2017: SG Group sold SG Croatia to OTP Group Hungary.
- July 2018:
  - SG Group bought EMC Division of Commerzbank Germany;
  - SG Group sold Private Banking Division of SG Belgium to ABN AMRO.
- August 2018:
  - SG Group sold SG Expressbank Bulgaria to OTP Group Hungary;
  - SG Group sold Banka SG Albania to OTP Group Hungary.
- November 2018: SG Group sold Euro Bank Poland to Millennium BCP Portugal.
- February 2019:
  - SG Group sold Mobiasbanca Moldavia to OTP Group Hungary;
  - SG Group sold SG Montenegro to OTP Group Hungary;
  - SG Group sold Ohridska Banka Macedonia to OTP GROUP Hungary.



# Société Générale. Important events

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- April 2019:
  - SG Group sold SG Albania to OTP Group Hungary;
  - 1600 jobs cut worldwide, of which 750 in France.
- May 2019: SG Group sold SKB Banka Slovenia to OTP Group Hungary.
- Who's next: BRD-Groupe Société Générale Romania, KB Czech Republic, Rosbank Russia?



# Société Générale. EWC problems

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- SG EWC is an instance of information only, not consultation!
- Only 4 official languages accepted:
  - 2 standard languages - French & English;
  - 2 additional ones that change from one mandate to another (currently they are Italian and Norwegian).
- Cooperation to improve:
  - with French trade unions (especially with ones affiliated to UNI);
  - with SG TUA (SG Trade Union Alliance).
- Objectives to accomplish:
  - involving all EWC members in the negotiation of the future EWC agreement (not only French unions);
  - application of the right of consultation, as provided by European and French legislation;
  - extending the number of official languages of the committee to at least 10.



# Société Générale

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**Thank you for watching!**

