

2.2 INDIVIDUAL OVERVIEW OF THE DIRECTORS AND THE NON-VOTING MEMBER



VIRGINIE CAYATTE

INDEPENDENT DIRECTOR

MEMBER OF THE AUDIT COMMITTEE AND THE STRATEGY AND CSR COMMITTEE

Biography

Virginie Cayatte began her career in 1995 as an **analyst** in the **Mergers & Acquisitions** team of the AXA group and then became head of the Asset Management Financing team. From 2002 to 2003, she worked as assistant to the head of the "Savings and Financial Markets" office in charge of regulation relating to management and employee savings, accounting and corporate governance, within the Senior Management of the Treasury then as **head of the "Savings and Financial Markets"** office in charge of the regulation of financial markets and their stakeholders in 2003 until 2005. From 2006 to 2007, she was **Secretary General of the Finance and Innovation Competitiveness division**. In 2007, Virginie Cayatte joined AXA IM as Corporate Finance and Strategy Director, then Chief Financial Officer in 2010. She became Director of AXA IM IF and left the Group at the end of 2014.

From January 2015, Virginie Cayatte held the position of **Chief Financial Officer** in charge of Finance, Real Estate and Purchasing at Solocal Group, which she left at the end of 2017.

In 2018, she joined the **Adisseo** group, majority-owned by the **Chinese group BlueStar SinoChem**, where she held the position of Chief Financial Officer.

Beyond her expertise in the financial and strategic fields, she also brings her knowledge of the Chinese market to the Amundi Board of Directors.

Date of first appointment:

12/11/2015

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2024

Age: 54 years old

Nationality: French

Number of shares held: 250

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Information technology and security



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In other listed companies

Since 2023:

- Chief Financial Officer of BlueStar Adisseo Company Ltd*

In other unlisted companies

Since 2018:

- Financial Director of Adisseo
- Director of Adisseo Animal Nutrition Private Limited*
- Director of Adisseo Asia Pacific Pte Ltd*
- Director of Adisseo Life Science (Shanghai) Co., Ltd*
- Director and Vice-President of Adisseo USA Inc.*
- Member of the Executive Committee of the Drakkar Group S.A branch.*
- Supervisor of Nutriad Holding BV*

Since 2019:

- Director of Adisseo España SA*
- Director of Adisseo Venture*

Since 2021:

- Director Of Nutriad International*

Since 2022:

- Director of BlueStar Adisseo Nanjing Co., Ltd*

Since 2023:

- Director of BlueStar Adisseo Nutrition Group Limited*
- Director of Calysta INC.*
- Director of Drakkar Group S.A.*
- Director of Sinochem BlueStar Adisseo Animal Nutrition Technology (Quanzhou) Co., Ltd*

Since 2024:

- Director of Adisseo España SAS

Offices held and expired in the last five years (2020 to 2024)

In other unlisted companies

From 2018 to 2022:

- Supervisor of BlueStar Adisseo Nanjing Co., Ltd*

From 2019 to 2023:

- Member of the Supervisory Committee of Adisseo Eurasia SARL*

In other structures (excluding asset management structures)

From 2019 to 2023:

- Member of the Management Committee of Association Sportive du Bois de Boulogne

* Company incorporated under foreign law.



BÉNÉDICTE CHRÉTIEN

DIRECTOR
MEMBER OF THE APPOINTMENTS COMMITTEE AND THE COMPENSATION COMMITTEE

Biography

Bénédicte Chrétien holds a Master's degree in Human Resources from the University of Paris. Bénédicte Chrétien began her career at AXA in 1992, within the Human Resources department dedicated to the business lines of IT in insurance. In 1995, she joined the **Human Resources team of AXA Investment Managers**, the asset management entity of the AXA group. In 1998, she participated in the creation of the private management division within AXA Investment Managers, assuming **sales responsibilities**. In 2001, Bénédicte Chrétien became Project Manager alongside the Chief Executive Officer of AXA Investment Managers, more particularly in charge of **acquisitions and restructuring**. In 2003, she returned to Human Resources and three years later was appointed Operational Human Resources Director of AXA Investment Managers where she supported the globalisation of the structure in the **United States, Europe and Asia**. In 2010, Bénédicte Chrétien became Global Human Resources Director of AXA Investment Managers, a member of the Executive Committee and a director of AXA Investment Managers Paris. In 2013, she took up the position of **Global Human Resources Director of the Edmond de Rothschild Group**, based in Geneva and a member of the Executive Committee. In 2014, Bénédicte Chrétien became **Director of International Human Resources of Crédit Agricole S.A.**

Bénédicte Chrétien has been **Group Human Resources Director of Crédit Agricole S.A.** since 14 March 2016. She is a member of the Executive Committee of Crédit Agricole S.A.

In addition to her long-standing expertise in asset management, she brings her expertise in the field of human resources, which are particularly useful to the work of the Appointments Committee and the Compensation Committee.

Date of first appointment:
12/05/2023

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2024

Age: 55 years old

Nationality: French

Number of shares held: 200

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Sales / Marketing



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In other listed companies

Since 2024:

- Director of Pluxee N.V.*

In Crédit Agricole group companies

Since 2016:

- Head of Group Human Resources and member of the Executive Committee of Crédit Agricole S.A.
- Director of the Crédit Agricole Mutuel Training Institute (IFCAM)
- Director of DIFCAM

Since 2018:

- Director of CA Indosuez (formerly CA Indosuez Wealth Group)

In other structures (excluding asset management structures)

Since 2015:

- Director of the Fondation OPEJ - Baron Edmond de Rothschild

Since 2019:

- Director of the Hôpital Fondation Adolphe de Rothschild

Offices held and expired in the last five years (2020 to 2024)

In Crédit Agricole group companies

From 2021 to 2022:

- Director of Credito Valtellinese S.p.A*

From 2019 to 2023:

- Director of Caceis Bank
- Director of Caceis

* Company incorporated under foreign law.



LAURENCE DANON-ARNAUD

**INDEPENDENT DIRECTOR
CHAIRMAN OF THE STRATEGY AND CSR COMMITTEE AND MEMBER
OF THE COMPENSATION COMMITTEE**

Biography

Date of first appointment:
12/11/2015

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2025

Age: 68 years old

Nationality: French

Number of shares held: 480

Laurence Danon started her career in 1984 at the Ministry for Industry. In 1989, she joined the ELF Group where she exercised commercial duties within the Polymer Division. In 1991, she became Director of the Industrial Speciality Division before being appointed in 1994 as Head of the Global Division of Functional Polymers. In 1996, she was entrusted with the Executive Management of Ato-Findley Adhésives, which subsequently became Bostik, a subsidiary of the Total Group, the world number two in adhesives. Appointed as Chairman and CEO of Printemps and member of PPR's Executive Committee in 2001, she left her post in 2007 after the successful sale of Printemps in October 2006.

Laurence Danon then joined Edmond de Rothschild Corporate Finance in 2007 as a Management Board member, and was then Chairman of the Management Board until December 2012. She joined the investment bank Leonardo & Co. in early 2013 as Chairman of the Board of Directors.

Following the sale of Leonardo & Co. SAS to Natixis in June 2015, Laurence Danon joined her *family office Primerose SAS*.

In particular, she brings her skills as a former manager in the strategic and financial fields and oversees gender issues.

Main areas of expertise



Governance
and compensation



Accounting and financial
information



Social and environmental
issues



Strategic planning



Sales / Marketing

Other offices and functions in progress as at 31/12/2024

In other listed companies

Since 2017:

- Director of Gecina

Since 2021:

- Director of Plastiques du Val de Loire

In other unlisted companies

Since 2015:

- Chairman of Primerose SAS

In other structures (excluding asset management structures)

Since 2015:

- Member of the Academy of Technologies

Offices held and expired in the last five years (2020 to 2024)

In other listed companies

From 2017 to 2021:

- Director of Groupe Bruxelles Lambert*

From 2010 to 2022:

- Director and Chairman of the Audit Committee of TF1

* Company incorporated under foreign law.



PATRICE GENTIÉ

DIRECTOR

Biography

Patrice Gentié began his career in 1985 as an oenologist in the Plaimont Group, then in 1986 he joined the family vine nursery business, which he still manages.

He joined Crédit Agricole group in 1998 by becoming a director of the Sainte Livrade local bank, then a director of the Lot-et-Garonne regional bank from 1999 to 2001. In 2004, he was elected Chairman of his local bank, and then became a director of the Aquitaine regional bank in 2007. In parallel, he was Secretary General of the French Federation of Vine Nurseries from 2006 to 2016, and administrator of the French Institute of Vine and Wine from 2012 to 2018.

He was elected Deputy Vice-President of the **Aquitaine** regional bank from 2011 to 2019, and became its **President** in 2019.

Beyond his actions to support **territorial socio-economic development** in the Aquitaine region, Patrice Gentié has personally developed his skills in **the IT field**.

Date of first appointment:
10/05/2021

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2026

Age: 61 years old

Nationality: French

Number of shares held: 200

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Strategic planning



Sales / Marketing



Information technology and security

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 1998:

- Director of the Saint Livrade local bank

Since 2004:

- Chairman of the Saint Livrade local bank

Since 2007:

- Director of the Aquitaine regional bank

Since 2017:

- Permanent representative of the Aquitaine regional bank, Director of CER France 47

Since 2019:

- Chairman of the Aquitaine regional bank
- Permanent representative of the Aquitaine regional bank, member of the Supervisory Board of CA Grands Crus
- Permanent representative of the Aquitaine Regional Bank, Director of Grand Sud-Ouest Capital and GSO Financement
- Director of GSO Innovation

Since 2020:

- Permanent representative of the Aquitaine regional bank, Director of Grands Crus Investissement
- Director of Foncaris

Since 2021:

- Permanent representative of the Aquitaine regional bank, Director of Agri Sud-Ouest Innovation
- Chairman of Foncaris

Since 2022:

- Director of Agrica Gestion

In other structures (excluding asset management structures)

Since 1994:

- Treasurer of Atavit 47

Since 1995:

- Treasurer of Escola Occitana d'estiu

Since 1998:

- Director of CER France 47

Since 2000:

- Manager of Pépinières Viticoles Gentié SARL
- Vice-Chairman of CER France 47

Since 2003:

- Director of the French Federation of Wine Nurseries

Since 2005:

- Deputy Chairman of the Gironde Sud-Ouest Union of Vine Nurseries
- Manager of Pépinières Viticoles Gentié SCA

Since 2006:

- Chairman of the Le Guide group of employers

Since 2010:

- Chairman of the Le Guide partnership

Since 2021:

- Director of CCPMA Prévoyance

Offices held and expired in the last five years (2020 to 2024)

In Crédit Agricole group companies

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In other structures (excluding asset management structures)

From 1987 to 2021:

- Director of CUMA La Vendangeuse Villeneuve

From 1996 to 2024:

- Member of the FranceAgriMer Wood and Seedling Committee

From 2005 to 2021:

- Vice-Chairman of Les Archers du Castel



G RALD GR GOIRE

DIRECTOR

Biography

G rald Gr goire is a graduate of the Ecole Sup rieure de Commerce de Montpellier.

He began his career at Cr dit Agricole du Midi, holding sales positions for professional and corporate clients. He joined the Group General Inspection division at Cr dit Agricole S.A. in 2002. In 2010, he was appointed Director of the Professional Customers Market within the Regional Banks division of Cr dit Agricole S.A. In 2012, he became Deputy Chief Executive Officer of Cr dit Agricole FriulAdria, Italy, in charge of support functions. In 2017, he was appointed Deputy Chief Executive Officer of Cr dit Agricole de l'Anjou et du Maine, in charge of developing the business customers market and banking/insurance services as well as the finance, risk and real estate functions. In 2020 he became Chief Executive Officer of Cr dit Agricole Alsace Vosges. In 2023, he was appointed Deputy General Manager of Cr dit Agricole S.A. in charge of the Customer and Development division.

In addition to his solid sales skills, G rald Gr goire, 50, brings his client knowledge acquired at the heart of the regional banks, as well as his international experience, particularly in Italy.

Date of first appointment:
06/02/2024

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2026

Age: 50 years old

Nationality: French

Number of shares held: 200

Main areas of expertise



Governance
and compensation



Accounting and financial
information



Risk management,
compliance, internal audit



Strategic planning



Sales / Marketing



Legal requirements and
regulatory framework

Other offices and functions in progress as at 31/12/2024

In Cr dit Agricole group companies

Since 2021:

- Director of Adicam

Since 2023:

- Deputy General Manager of Cr dit Agricole S.A. in charge of the Customer and Development division and Member of the Executive Committee of Cr dit Agricole S.A.
- Chairman of Uni-M dias SAS
- Member of the Management Board of Fireca Portages de projets
- Director of Fireca Innovations et Participations
- Director of BforBank: Member of the Audit and Risks Committee of BforBank
- Director of Cr dit Agricole Immobilier
- Director of Cr dit Agricole Services Immobiliers
- Non-voting member of Cr dit Agricole Assurances and Pacifica
- Director of Predica and Cr dit Agricole Assurances Retraite

Since 2024

- President of Cr dit Agricole Sant  et Territoires
- Director of Cr dit Agricole Transitions et Energies
- Director of Cr dit Agricole Payment Services
- Director of Banque Degroof Petercam*

Offices held and expired in the last five years (2020 to 2024)

In Cr dit Agricole group companies

From 2020 to 2023:

- Director of SAS Rue La Bo tie
- Director of CAMCA Mutuelle and CAMCA Courtage
- Director of CA Pleinchamp
- Director of Cofilmo
- Director of CA Titres

- Director of CA Nextbank
- Member of the Management Board of Un-M dias
- Member of the Supervisory Board of CA Titres
- Chief Executive Officer of Cr dit Agricole Alsace Vosges

* Company incorporated under foreign law.



CHRISTINE GRILLET

DIRECTOR

Biography

Christine Grillet was a farmer in the Jura and managed a farm for forty years. She is also a director of Cerfrance Alliance Comtoise, the leading associative network of consulting and accounting expertise in France, serving farmers, the handicraft sector, trade and self-employed professions.

She has also been involved with Crédit Agricole for many years. In 2015, she was appointed director of the Région des Lacs local bank and was then elected as its President.

Christine Grillet has also been **President of the Franche-Comté regional bank** since April 2018.

Beyond **her skills in consulting and accounting**, she contributes her excellent **knowledge of the Crédit Agricole group**. Her local and regional roots are also a source of complementary diversity for the Board.

Date of first appointment:
26/10/2023

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2025

Age: 58 years old

Nationality: French

Number of shares held: 200

Main areas of expertise



Governance and compensation



Accounting and financial information



Risk management, compliance, internal audit



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 2015:

- Director of the Franche-Comté regional bank
- President of the Région des Lacs local bank

Since 2018:

- President of the Franche-Comté regional bank

Since 2019:

- President of SAS Crédit Agricole Logement et Territoires
- Permanent representative of Crédit Agricole Logement et Territoires, Director of the Arcade-Vyv Group
- Director of Crédit Agricole Immobilier

Since 2020:

- Member of the Supervisory Board of CAMCA Courtage
- Director of CAMCA Mutuelle*

Since 2021:

- Director of Crédit Agricole Immobilier
- Director of BforBank
- Director of SAS Rue La Boétie

Since 2022:

- Director of Franche-Comté Crédit Agricole Immobilier

In other structures (excluding asset management structures)

Since 1995:

- Co-manager of the collective farming grouping GAEC Reconnu des Mouraines

Since 2020:

- Director of CER France Alliance Comtoise

Offices held and expired in the last five years (2020 to 2024)

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* Company incorporated under foreign law.



MICHÈLE GUIBERT

DIRECTOR
MEMBER OF THE RISK MANAGEMENT COMMITTEE

Biography

Date of first appointment:
30/07/2020

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2026

Age: 57 years old

Nationality: French

Number of shares held: 200

Having graduated from the Institut Technique de Banque and completed a Masters degree in Applied Mathematics and IT, Michèle Guibert began her career at the Morbihan regional bank, where she held **posts in management control, management and then marketing**. She then joined the Val de France regional bank, where she worked as Specialist Distribution Manager, which included **wealth management**, before becoming **Head of Distribution**. She also held this position at the Vendée regional bank, which she joined in 2005, and was appointed **Director of Development and Client Relations** in 2009, including responsibility for the *retail* markets. In 2012, she became Deputy CEO of the Toulouse 31 regional bank. At the beginning of 2017, she joined Crédit Agricole S.A. where she held the position of **Client Relations and Innovation Director** within the DCI division and Managing Director of FIRECA. Since May 2019, she has worked at the **Côtes d'Armor regional bank**, where she holds the position of **Chief Executive Officer**.

Her career allows her to bring her expertise in the **commercial/retail marketing** fields as well as **digital innovation**.

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Sales / Marketing



Information technology and security



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 2019:

- Chief Executive Officer of the Côtes d'Armor regional bank
- Permanent representative of the Chairman of the Village by CA, Côtes d'Armor
- Member of the Supervisory Board of Square Habitat Bretagne
- Director of Crédit Agricole Protection Sécurité (CAPS-NEXECCUR)
- Director of UNEXO
- Director of the Institut de Formation du Crédit Agricole Mutuel (IFCAM)
- Director of CA Indosuez

Since 2021:

- Director of COFILMO

Since 2023:

- Director of Foncaris
- Member of the Supervisory Committee of Fonds CA Transitions

Since 2024:

- Member of the Risk Management Committee of CA Indosuez

In other structures (excluding asset management structures)

Since 2019:

- Chairman of Côtes d'Armor Business Oscars
- Member of the Côtes d'Armor Tourism Trophies

Since 2020:

- Director of the Association du Statut National des Cadres de Direction (ASNCD)

Offices held and expired in the last five years (2020 to 2024)

In Crédit Agricole group companies

From 2020 to 2022:

- Deputy Secretary General of Crédit Agricole in Brittany

From 2022 to 2024:

- Secretary General of Crédit Agricole in Brittany



ROBERT LEBLANC

INDEPENDENT DIRECTOR
CHAIRMAN OF THE COMPENSATION COMMITTEE, MEMBER OF THE AUDIT COMMITTEE AND THE APPOINTMENTS COMMITTEE

Biography

Date of first appointment: 12/11/2015

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2024

Age: 67 years old

Nationality: French

Number of shares held: 200

Born and raised in Morocco, Robert Leblanc is a graduate of the École Polytechnique and holds a doctorate in organisational strategy from the Université Paris-Dauphine. He started his career as a consultant at Arthur Andersen, before becoming Chief Executive Officer of the Paris Stock Exchange. He then held management positions in major insurance groups (AXA, SIACI and AON, since 1990). In parallel to his professional career, Robert Leblanc was twice Chairman of the **Medef Ethics Committee**, was Chairman of the EDC (Entrepreneurs et Dirigeants Chrétiens) from 2010 to 2014, and was then Chairman of the Fondation Avenir du Patrimoine in Paris from 2014 to 2019.

From 2009 to March 2023, Robert Leblanc served as **Chairman of Aon France**. Author of "Le libéralisme est un humanisme" [Liberalism is a humanism] (Albin Michel, 2017). He has also been Vice-Chairman of Fondation Notre-Dame since 2019.

Robert Leblanc brings to the Board his skills in the field of **governance** and **social issues**.

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Sales / Marketing



Information technology and security



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In other unlisted companies

Since 2007:

- Chairman of RL Conseil (formerly manager)

Since 2024:

- Member of the Supervisory Board of Twenty First Capital

In other structures (excluding asset management structures)

Since 2017:

- Director of Aspen Institute France

Since 2019:

- Vice-Chairman of Fondation Notre-Dame

Offices held and expired in the last five years (2020 to 2024)

In other unlisted companies

From 2019 to 2020:

- Chairman of Chapka, a subsidiary of Aon France
- Chairman of Ovatio, a subsidiary of Aon France
- Chairman of Apollo, a subsidiary of Aon France

From 2021 to 2024:

- Member of the Supervisory Board of Vision d'Entreprise SAS

In other structures (excluding asset management structures)

From 2009 to 2023:

- Manager of Aon Holdings France SNC
- Chairman of Aon France SAS



H  L  NE MOLINARI

INDEPENDENT DIRECTOR
CHAIRMAN OF THE APPOINTMENTS COMMITTEE

Biography

Date of first appointment:
12/11/2015

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2025

Age: 61 years old

Nationality: French

Number of shares held: 200

H  l  ne Molinari began her career in 1985 with Capgemini as information technology consultant. She then joined the Robeco Group in 1987 to develop the institutional sales activity. In 1991, she participated in the creation of AXA Asset Managers (future AXA Investment Managers), and took over the management of the Retail team before becoming **Marketing and e-business Director** in 2000, then **Communication and Brand Director** in 2004, at the global level. In 2005, she joined Laurence Parisot at the head of Medef, of which she was appointed Deputy CEO and member of the Executive Council in 2011.

In 2014, she became a corporate officer of Ahm Conseil, a company specialised in the organisation of cultural events.

H  l  ne Molinari, deeply committed in the **sustainable development** and **biodiversity** fields, has been the co-founding Chairman of the philanthropic association **SUMus** since 2020, whose aim is to jointly construct a new paradigm in harmony with the **Living World with a positive workplace, societal and economic impact**, with Venice as its pilot city.

Beyond her business and marketing expertise, H  l  ne Molinari brings her knowledge of **social and environmental issues** as well as **sustainability** issues more generally.

Main areas of expertise



Governance
and compensation



Social and environmental
issues



Asset management and
financial markets



Strategic planning



Sales / Marketing

Other offices and functions in progress as at 31/12/2024

In other listed companies

Since 2020:

- Member of the Supervisory Board of IDI

Since 2023:

- Chairman of the IDI CSR Committee

In other unlisted companies

Since 2014:

- Chairman of Ahm Conseil (formerly manager)

Since 2017:

- Manager of Ahm Immobilier

Since 2019:

- Director of Albingia
- Member of the Supervisory Board of Financiere de l'  cllosion SAS

In other structures (excluding asset management structures)

Since 2010:

- Member of the Steering Committee of the "Tout le monde chante contre le cancer" association

Since 2013:

- Member of the Steering Committee for the "Prix de la femme d'influence" (Women of Influence Awards)

Since 2020:

- Founding Chairman of the charitable association SUMus

Offices held and expired in the last five years (2020 to 2024)

In other listed companies

From 2012 to 2020:

- Member of the Supervisory Board and Member of the Appointment, Compensation and Governance Committee of Lagard  re SCA

In other unlisted companies

From 2013 to 2020:

- Member of the Strategic Committee of Be-Bound



JOSEPH OUEDRAOGO

DIRECTOR ELECTED BY THE EMPLOYEES

Biography

Joseph Ouedraogo began his career in 2001 at Sungard-Cadextan as an **IT consultant** with Crédit Lyonnais Asset Management. In 2007, he joined the Amundi Group as IT project manager. In 2012, he joined CPR Asset Management as a financial engineer in the quantitative analysis and research department, working on introducing ESG criteria to funds and making use of issuers' non-financial ratings. In 2017, he joined Amundi IT Services, in charge of the Pioneer integration project at Amundi. Since 2018, he has held the position of **Market Risk Project Manager at Amundi Asset Management**.

Elected by the employees of Amundi's Social and Economic Unit on 25 March 2022, Joseph Ouedraogo holds a **Chartered Financial Analyst (CFA) certificate**, a **postgraduate degree in Computer Science**, and in **2023, he obtained the Company Director Certificate from Sciences PO-IFA**.

Date of first appointment:
25/03/2022

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2024**

Age: 50 years old

Nationality: French

Number of shares held: 862.1899 through the Amundi Actionnariat employee savings fund

Main areas of expertise



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Information technology and security

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 2018:

- Head of Market Risk Project Management with Amundi Asset Management SAS*

Since 2022:

- Member of the Supervisory Board of the Amundi Actionnariat Fund*

Offices held and expired in the last five years (2020 to 2024)

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* Amundi Group company.

** Joseph Ouedraogo has been reappointed as director elected by the employees for a period of 3 years, during elections that took place in March 2025.



CHRISTIAN ROUCHON

DIRECTOR

CHAIRMAN OF THE AUDIT COMMITTEE AND THE RISK MANAGEMENT COMMITTEE

Biography

Date of first appointment:
23/12/2009

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2025

Age: 64 years old

Nationality: French

Number of shares held: 200

Christian Rouchon joined Crédit Agricole group in 1988 as Accounting and Financial Manager of the Loire regional bank, then of the Loire Haute-Loire regional bank in 1991, before becoming its **Chief Financial Officer** in 1994. In 1997, he was appointed as **Information Systems Manager** of the Loire Haute-Loire regional bank. In 2003, he became Deputy Chief Executive Officer in charge of the operation of the Savoie regional bank before joining the Sud Rhône-Alpes regional bank in September 2006 as Deputy Chief Executive Officer in charge of development. In April 2007, he became Chief Executive Officer.

Since September 2020, he has been **Chief Executive Officer at the Languedoc regional bank**. At the same time, he has various responsibilities within the national bodies of the Crédit Agricole group, particularly as a member of the Federal Commissions, as well as in the Group's subsidiaries.

His past as Chief Financial Officer and Chief Information Officer, combined with his **15 years of service** as a director of Amundi, allow him to best perform his roles as **Chairman of the Audit Committee and of the Risk Management Committee**.

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Sales / Marketing



Information technology and security



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 2019:

- Non-voting member of Crédit Agricole Corporate and Investment Bank (CA-CIB)

Since 2020:

- Chief Executive Officer of the Languedoc regional bank
- Member of the Supervisory Committee of Fonds CA Transitions

Offices held and expired in the last five years (2020 to 2024)

In Crédit Agricole group companies

From 2007 to 2020:

- Chief Executive Officer of the Sud Rhône Alpes regional bank
- Director of Square Habitat Sud Rhône Alpes

From 2008 to 2020:

- Non-partner manager of Sep Sud Rhône Alpes

From 2010 to 2020:

- Director of BforBank

From 2018 to 2020:

- Director of Crédit Agricole Home Loan SFH



NATHALIE WRIGHT

INDEPENDENT DIRECTOR
MEMBER OF THE RISK MANAGEMENT COMMITTEE AND THE AUDIT COMMITTEE

Biography

Date of first appointment:
09/12/2022

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2026

Age: 60 years old

Nationality: French

Number of shares held: 200

With a Master's degree in economics, and degrees from IEA Paris and INSEAD, Nathalie Wright began her career in 1987 at Digital and then at Newbridge Networks, where she held a number of managerial positions in finance, marketing and operations. From 1999, she held various management positions at Verizon before joining AT&T in 2005 as Chief Executive Officer for France, Southern Europe and the Middle East. In 2009, she joined Microsoft France as Public Sector Director and, from 2011, as Chief Executive Officer in charge of the Large Companies and Strategic Partnerships Division. In 2017 she was appointed VP Software and a member of the Executive Committee of IBM France before joining **Rexel** in 2018 as Group Digital and IT Transformation Director, and a member of the Executive Committee. From January 2022 to October 2023, she held the position of **Chief Digital, IT and Sustainability Officer**.

A member of the Board of Directors of Women in Leadership since 2014, Nathalie Wright is also a member of the ChapterZero Association.

Co-opted in December 2022, she was chosen by the Board to strengthen the Board of Directors' skills in the **Digital and IT** fields, and for her expertise in **climate** and **carbon emissions**.

Main areas of expertise



Governance
and compensation



Accounting and
financial information



Social and
environmental issues



Risk management,
compliance,
internal audit



Strategic planning



Sales / Marketing



Information
technology
and security

Other offices and functions in progress as at 31/12/2024

In other listed companies

Since 2017:

- Member of the Strategic and CSR Committee at Quadiant

In other unlisted companies

Since 2016:

- Member of the Supervisory Board, Chairman of the Innovation and Sustainable Development Committee, member of the Risk and Security Committee of the Keolis Group

In other structures (excluding asset management structures)

Since 2014:

- Member of the Board of Directors of WIL – Women In Leadership

Since 2022:

- Member of the ChapterZero Association

Offices held and expired in the last five years (2020 to 2024)

In other listed companies

From 2019 to 2021:

- Chief Executive Officer in the Nordic region of the Rexel Group

From 2018 to 2022:

- Head of Group Digital and IT Transformation, member of the Executive Committee of the Rexel Group

From 2022 to 2023:

- Chief Digital, IT and Sustainability Officer of Rexel group, member of the Executive Committee of the Rexel group

In other structures (excluding asset management structures)

From 2022 to 2023:

- Member of the "Entreprendre pour Apprendre" Federation



NICOLAS MAURÉ

NON-VOTING MEMBER

Biography

Date of first appointment:
27/07/2023

Expiry of term: Board of Directors' Meeting called to approve the financial statements for the year ended 31/12/2025

Age: 48 years old

Nationality: French

Number of shares held: N/A

Nicolas Mauré holds a Master's degree in Agricultural Economics from the IHEDREA (French Institute of Higher Studies in Rural Law and Agricultural Economics) and a Bachelor's degree in General Biology and Earth Sciences from the Paul Sabatier University in Toulouse. He represents the 8th generation of farmers in his family in cereal production in Castelginest.

He got established in 2003 thanks to the young farmer grant. He is now a managing partner within a family farm and involved in an agricultural cooperative. In a world undergoing profound change, **he encourages democratisation of the use of technological innovations within France.**

In parallel with his agricultural activity, he is a **producer of renewable energy**, and knows the economic world well thanks to his various commitments. He was successively a director of the Toulouse Nord local bank from 2005 to 2008, then President of the Toulouse Nord local bank since 2008. He became a member of the Board of Directors of the Toulouse 31 regional bank in 2009, then Vice-President in March 2017.

Nicolas Mauré has been President of the Toulouse 31 regional bank since April 2020.

He has a perfect knowledge of agriculture and the local economy, as well as an **appetite for innovation, new technologies and renewable energies.**

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Information technology and security



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 2008:

- President of the Toulouse Nord local bank

Since 2020:

- President of the Toulouse 31 regional bank
- President of the Crédit Agricole de Toulouse 31 Foundation
- President of Crédit Agricole Toulouse 31 Initiatives
- Director of Grand Sud-Ouest Capital
- Director of Grand Sud-Ouest Innovation
- Director of Grand Sud-Ouest Financement
- Member of the Supervisory Board of SAS Crédit Agricole Innovation et Territoire

Since 2021:

- Director of Pleinchamp
- Member of the Supervisory Board of Crédit Agricole Technologies et Services

Since 2023:

- Member of the Board of Directors of the Crédit Agricole Grameen Foundation

Since 2024:

- Director of Crédit Agricole Transitions et Energies

In other structures (excluding asset management structures)

Since 2009:

- President of SAS Mauré-Energie

Since 2010:

- Managing Partner of the Mauré Rural Land Group

Since 2012:

- Managing Partner of SCEA Mauré Hers et Girou

Offices held and expired in the last five years (2020 to 2024)

In other structures (excluding asset management structures)

From 2008 to 2020:

- Member of the Board of Arterris

2.3 SENIOR EXECUTIVES, COMPANY OFFICERS AND GROUP MANAGEMENT BODIES

In accordance with Article L. 511-58 of the French Monetary and Financial Code, which stipulates that the Board of Directors of a credit institution cannot be chaired by the Chief Executive Officer, the Board of Directors, at its meeting on 15 September 2015, decided that **the functions of Chairman of the Board of Directors and of Chief Executive Officer of the Company would remain separate.**

The Company is thus managed by a Chief Executive Officer whose functions are separate from those of the Chairman of the Board.

Since April 2022, this Chief Executive Officer has been assisted by a Deputy Chief Executive Officer. Valérie Baudson proposed to the Board to appoint Nicolas Calcoen, Head of Finance, Strategy and Public Affairs, as Deputy Chief Executive Officer. After consulting with the Appointments Committee, the Board of Directors agreed to this proposal and endorsed it on 28 March 2022.

There are therefore three executive company officers: the Chairman of the Board and the two Executive Directors.

2.3.1 The Chairman of the Board and his duties

On 12 May 2023, Philippe Brassac succeeded Yves Perrier as Chairman of the Board of Directors of the Company.

In fulfilment of his legal duties, the Chairman of the Board of Directors:

- organises and directs the work of the Board and reports to the General Shareholders' Meeting;
- oversees the proper functioning of the Company's bodies and, in particular, makes sure that the board members are able to carry out their assignments;
- decides on the Board's agendas and ensures that the information provided to the board members allows them to make an informed decision;
- encourages and promotes dialogue within the Board;
- ensures the clarity of the decisions taken by the Board.

Philippe Brassac has also been a member of the Strategy and CSR Committee since October 2022, when he was appointed a director of the Company.

Given his duties as Chief Executive Officer of Crédit Agricole S.A., in 2024, Philippe Brassac was particularly involved in the work carried out by the Strategy and CSR Committee and the Board on the strategic matters submitted to them.

The personal information concerning Philippe Brassac appears in the following section 2.3.3 relating to "Individual information relating to the Executive Corporate Officers."

In accordance with the recommendations of the AFEP-MEDEF Code, it is recalled that the Chairman of the Board of Directors, from his appointment as director until the end of his duties, is subject to the obligation to hold a minimum of 200 shares pursuant to Article 10 of the Company's Articles of Association.

It is also reminded that Philippe Brassac's office will expire at the end of the next General Shareholders' Meeting. Subject to his appointment by the General Shareholders' Meeting as a director, to succeed Philippe Brassac, **Olivier Gavalda will be appointed as Chairman of the Board of Directors** and as member of the Strategy and CSR Committee **at the end of the General Shareholders' Meeting of May 2025.**

2.3.2 Executive directors and their powers

In 2022, the Board of Directors decided, when Nicolas Calcoen was appointed as Deputy Chief Executive Officer, the Board resolved to follow the recommendations of the Appointments Committee and give him identical powers to those of the Chief Executive Officer.

Valérie Baudson and Nicolas Calcoen, who are in post until the Board decides otherwise, therefore have the powers set out in Article 15 of the Company's Articles of Association: *"The Chief Executive Officer has the broadest powers to act in all circumstances in the name of the Company. They exercise these powers within the limit of the corporate purpose and subject to those powers that the law expressly grants to the shareholders' meetings and the Board of Directors. He/she represents the Company in its dealings with third parties. [...] On the proposal of the Chief Executive Officer, the Board may appoint from one to a maximum of five natural persons who will assist the Chief Executive Officer and have the title of Deputy Chief Executive Officer. The Board will determine the extent and period over which their powers may be exercised, it being however understood that, with regard to third parties, the Deputy Chief Executive Officer(s) will have the same powers as the Chief Executive Officer.*

The Internal Rules of the Board of Directors (Article 3), however, specify, with regard to the Chief Executive Officer and the Deputy

Chief Executive Officer, the need to "obtain the prior agreement of the Board of Directors for the following operations:

- *the establishment, acquisition or disposal of any subsidiaries and investments in France or abroad where the overall investment is over €100 million;*
- any other investment or divestiture of any kind whatsoever of over €100 million;
- any significant operation (including, but not limited to, external acquisition operations, organic growth operations and internal restructuring operations) outside the Company's announced strategy."

It is recalled that the Executive Directors are subject to a retention obligation of 20% of the performance shares acquired, until the end of their duties, under the conditions described in sections 2.4.3.3.3 and 2.4.4.4 below.

The personal information concerning Valérie Baudson and Nicolas Calcoen appears in the following section 2.3.3, after that of the Chairman of the Board.

2.3.3 Individual information regarding senior executives and company officers



PHILIPPE BRASSAC

CHAIRMAN OF THE BOARD OF DIRECTORS
MEMBER OF THE STRATEGIC AND CSR COMMITTEE

Biography

A graduate of the École Nationale de la Statistique et de l'Administration Économique (ENSAE), with a diploma in advanced studies in mathematics, Philippe Brassac joined Crédit Agricole du Gard in 1982. He held several operational positions there before being appointed Deputy Chief Executive Officer of Crédit Agricole des Alpes-Maritimes in 1994, which became Crédit Agricole Provence Côte d'Azur. In 1999, he joined the Caisse Nationale de Crédit Agricole as Director of Relations with the Regional Banks. In 2001, he was appointed CEO of Crédit Agricole Provence Côte d'Azur. In 2010, he also became Secretary General of the National Federation of Crédit Agricole – FNCA and Vice-Chairman of the Board of Directors of Crédit Agricole S.A. In May 2015, he was appointed **Chief Executive Officer of Crédit Agricole S.A.**, a position he will hold until the company's 2025 Annual General Shareholders' Meeting. In 2009, he became an officer of the France's Order of Agricultural Merit, then in 2016, of the National Order of Merit and in 2022, of the National Order of the Legion of Honour.

Having joined the Company's Board in October 2022 and been appointed Chairman in May 2023, Philippe Brassac brings his convictions and skills in the area of ecological transition, social value and financial inclusion, the themes at the heart of the Crédit Agricole group's raison d'être and development strategy.

Date of first appointment:
27/10/2022

Expiry of term: Ordinary General Meeting called to approve the financial statements for the year ended 31/12/2024

Age: 65 years old

Nationality: French

Number of shares held: 200

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Sales / Marketing



Information technology and security



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 2015:

- Chief Executive Officer of Crédit Agricole S.A.
- Chairman and member of the Compensation Committee of Crédit Agricole Corporate and Investment Bank (CA-CIB)
- Chairman of LCL – Le Crédit Lyonnais SA

In other structures (excluding asset management structures)

Since 2015:

- Member of the Executive Committee of the French Banking Federation (FBF)

Offices held and expired in the last five years (2020 to 2024)

In other structures (excluding asset management structures)

From 2020 to 2021:

- Chairman of the Executive Committee of the French Banking Federation (FBF)

From 2022 to 2023:

- Chairman of the Executive Committee of the French Banking Federation (FBF)



VALÉRIE BAUDSON

CHIEF EXECUTIVE OFFICER

Biography

Valérie Baudson began her career in 1995 in the General Inspection Department of Banque Indosuez. She then joined Crédit Agricole Cheuvreux as **Secretary General**, then **Marketing Director for Europe**.

Valérie Baudson joined the Amundi Group in 2007 and oversaw the **creation of the ETF, Index & Smart Beta business line** from 2008. She became a member of the Executive Committee in 2013, then a member of the Executive Committee in 2016 as **Chief Executive Officer of CPR AM**, an active management company recognised in particular for its **thematic & ESG expertise**. In 2020, she also took over management of the new division dedicated to Third-Party Distribution and Private Banking and oversaw the subsidiaries in Germany and Spain.

In parallel, Valérie Baudson held a mandate as Director of the listed entity ERAMET from 2015 to 2016, and became a member of the Strategic Committee of the French Financial Management Association (AFG) in 2018 and Chairman of the Paris Europlace College of Institutional Investors from 2019.

Since 10 May 2021, Valérie Baudson has been **Chief Executive Officer** of Amundi. She is also Deputy General Manager and a member of the Executive Committee of Crédit Agricole S.A.

In 2022, she was promoted to the rank of Chevalier de la Légion d'Honneur, and also received the **2022 Financier of the Year Award**.

Valérie Baudson is a graduate of HEC with a specialisation in Finance and holds the Company Directorship Certificate from the Sciences Po-IFA University in Paris.

Date of first appointment:
10/05/2021

Age: 53 years old

Nationality: French

Number of shares held: 9 010 shares and 1,162.4736 units through the Amundi Actionnariat employee savings fund

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Sales / Marketing



Information technology and security



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 2019:

- Director of CA Indosuez (formerly CA Indosuez Wealth (France))

Since 2021:

- Chairman of Amundi Asset Management SAS*
- Deputy General Manager and a member of the Executive Committee of Crédit Agricole S.A.
- Non-voting member of Prédica

Since 2022:

- Non-voting member of Crédit Agricole Assurances Retraite

In other structures (excluding asset management structures)

Since 2019:

- Chairman of the Paris Europlace College of Institutional Investors

Offices held and expired in the last five years (2020 to 2024)

In Crédit Agricole group companies

From 2017 to 2021:

- Chairman of the Supervisory Board of Amundi Deutschland GmbH*/**

From 2016 to 2021:

- Chief Executive Officer of CPR Asset Management*
- Chairman of the Board of Directors of Amundi Index Solutions*/**

From 2019 to 2021:

- Director of CPR Asset Management*
- Deputy CEO of Amundi Asset Management SAS*

From 2018 to 2021:

- Chairman of the Supervisory Board of Anatec*

From 2016 to 2020:

- Chairman of the Board of Directors of Amundi Switzerland*/**

In other structures (excluding asset management structures)

From 2019 to 2022:

- Member of the Strategic Committee of the French Financial Management Association (AFG)

* Amundi Group company.

** Company incorporated under foreign law.



NICOLAS CALCOEN

DEPUTY CHIEF EXECUTIVE OFFICER

Biography

Nicolas Calcoen began his career at the Budget Department of the French Ministry of Economy, Finance and Industry in 1998. From 2002 to 2005, he was an Economist in the Public Finance Department of the International Monetary Fund (Washington, DC). In 2005, he joined the private staff of the finance Minister and the Minister responsible for the budget, first as a technical advisor and then as Deputy Chief of Staff to the budget Minister and budget advisor to the finance Minister. From 2007 to 2010 he was Deputy Chief of Staff of the Minister for the budget, government accounts, the civil service and state reform. In 2010 he became Head of Strategy and Development at Amundi, then Head of Finance and Strategy in 2012.

Nicolas Calcoen has been **Amundi's Deputy Chief Executive Officer and Head of the Strategy, Finance and Control division** since April 2022. He is also a member of the Management Committee of Crédit Agricole SA

Nicolas Calcoen graduated from the École Nationale d'Administration (ENA) in 1998. He is also a graduate of the Institut d'Études Politiques de Paris (1992) and holds a French postgraduate qualification (DEA) in Economics and International Finance from the Institut d'Études Politiques de Paris (1994).

Date of first appointment:

01/04/2022

Age: 52 years old

Nationality: French

Number of shares held: 12 404 shares and 3 327 units of the Amundi Actionnariat employee savings fund

Main areas of expertise



Governance and compensation



Accounting and financial information



Social and environmental issues



Risk management, compliance, internal audit



Asset management and financial markets



Strategic planning



Legal requirements and regulatory framework

Other offices and functions in progress as at 31/12/2024

In Crédit Agricole group companies

Since 2022:

- Deputy Chief Executive Officer of Amundi Asset Management SAS*
- Member of the Management Committee of Crédit Agricole S.A.

Since 2023:

- Chairman of the Supervisory Committee of Amundi Asset Management SAS*

Offices held and expired in the last five years (2020 to 2024)

In Crédit Agricole group companies

From 2012 to 2022:

- Director of Amundi Intermédiation*

From 2014 to 2022:

- Chief Executive Officer of Amundi Ventures*

From 2016 to 2022:

- Chairman of the Board of Directors of Amundi Finance*
- Director and Chairman of the Audit Committee of KBI Global Investors Ltd **/**

From 2017 to 2022:

- Permanent representative of Amundi, director of CPR AM*

From 2018 to 2022:

- Director of Amundi SGR S.p.A.*/**

From 2019 to 2022:

- Deputy General Manager of Amundi Asset Management*

From 2019 to 2023:

- Chairman of the Board of Directors of Amundi Japan Ltd*/**
- Chairman of the Board of Directors of BFT Investment Managers*

In other structures (excluding asset management structures)

From 2019 to 2021:

- Chairman of the European Fund and Asset Management Association (EFAMA)

* Amundi Group company.

** Company incorporated under foreign law.