



GOVERNANCE OF AMUNDI COMPANY

**Extracts from the
Universal Registration
Document 2024**

BOARD OF DIRECTORS

At 31/12/2024



PHILIPPE BRASSAC
Chairman since 2023
Chief Executive Officer
of Crédit Agricole S.A.



VIRGINIE CAYATTE
Independent Director
since 2015



BÉNÉDICTE CHRÉTIEN
Director since 2023
Head of Human Resources,
Crédit Agricole S.A. Group



LAURENCE DANON-ARNAUD
Independent Director
since 2015



PATRICE GENTIÉ
Director since 2021
Chairman of the Aquitaine
Regional Bank of Crédit Agricole



GÉRALD GRÉGOIRE
Director since 2024
Deputy General Manager
of Crédit Agricole S.A..



CHRISTINE GRILLET
Director since 2023
Chair of the Franche-Comté
Regional Bank of Crédit Agricole



MICHÈLE GUIBERT
Director since 2020
Chief Executive Officer
of the Côtes d'Armor Regional
Bank of Crédit Agricole



ROBERT LEBLANC
Independent Director
since 2015



HÉLÈNE MOLINARI
Independent Director
since 2015



CHRISTIAN ROUCHON
Director since 2009
Chief Executive Officer
of the Languedoc Regional Bank
of Crédit Agricole



NATHALIE WRIGHT
Independent Director
since 2022



JOSEPH OUEDRAOGO
Director elected
by the employees since 2022
Head of Investment Risk business
team, Amundi Asset Management



NICOLAS MAURÉ
Non-voting member
since 2023
Chairman of the Toulouse 31
Regional Bank of Crédit Agricole

MAIN CHANGES

There were few changes in 2024. For the record, Gérald Grégoire, Deputy General Manager of Crédit Agricole S.A., in charge of the Customer and Development division, succeeded Michel Mathieu, who retired.

In addition, at its last meeting of the year, the Board decided to strengthen its Audit Committee's sustainability skills by appointing Nathalie Wright as the fourth member of the Committee, for her expertise in this area.

12+1

Directors⁽¹⁾

41.7%

Independent Directors⁽²⁾

58.4 years

Average age

1

Non-voting member

4.8 years

Average time spent on the Board

58%

Women⁽²⁾

42%

Men⁽²⁾

MATRIX OF BOARD MEMBERS' COMPETENCIES

	Governance and compensation	Accounting and financial reporting	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
	92.85%	92.85%	85.71%	85.71%	64.28%	78.57%	71.42%	64.28%	64.28%
Philippe Brassac	●	●	●	●	●	●	●	●	●
Virginie Cayatte	●	●	●	●	●	●		●	●
Bénédicte Chrétien	●	●	●	●	●	●	●		●
Laurence Danon-Arnaud	●	●	●			●	●		
Patrice Gentié	●	●	●	●		●	●	●	
Gérald Grégoire	●	●		●		●	●		●
Christine Grillet	●	●		●					●
Michèle Guilbert	●	●	●	●	●	●	●	●	●
Robert Leblanc	●	●	●	●	●	●	●	●	●
Hélène Molinari	●		●		●	●	●		
Joseph Ouedraogo		●	●	●	●			●	
Christian Rouchon	●	●	●	●	●	●	●	●	●
Nathalie Wright	●	●	●	●		●	●	●	
Nicolas Mauré	●	●	●	●	●	●		●	●

As in 2023, the majority of Board members considered that they had made progress in the area of social and environmental matters during the year. With regard to each of the ESG themes covered by this expertise:

- competence in environmental matters progressed further in 2024. The Directors have continued to develop their expertise on climate matters during 2024, in line with the commitments they made as part of the Say on Climate initiative. At the end of the year, they took part in a training session on climate change, advances and prospects, which complemented the discussions on Responsible investment

matters at Board meetings. They also devoted part of their strategy seminar to the major themes of Responsible investment, and in particular to the development of more specific areas of investment on climate and nature/biodiversity;

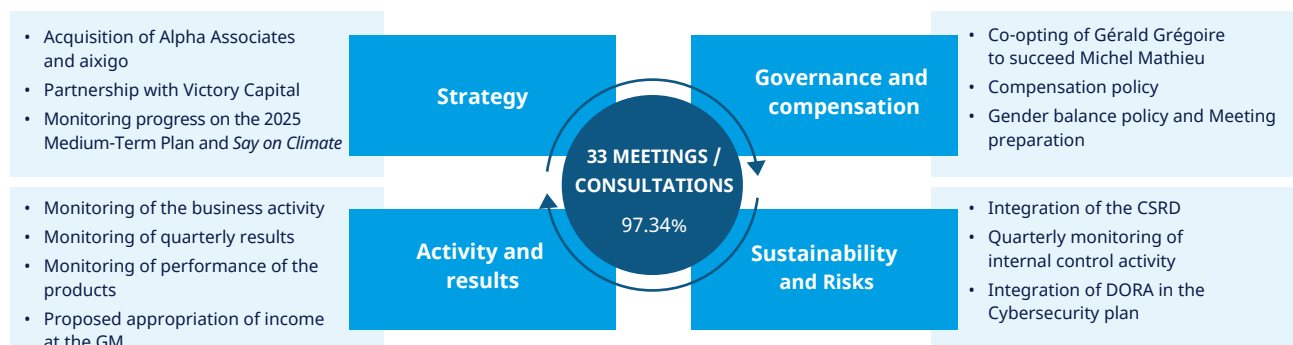
- competence in social matters remain essential, in particular since the arrival of Bénédicte Chrétien, who brings a specific perspective to this subject;
- expertise in governance continues to be strong, particularly as it is culturally prevalent in the banking sector.

(1) Twelve directors are appointed by the Annual General Meeting and one is elected under the employee representation scheme.

(2) Not including the employee-elected director. In the absence of regulatory constraints, non-voting directors are not included in the calculations.

2.1.2 Activities of the Board of Directors during 2024

In 2024, the activity of the Board of Directors was supported with **9 Board meetings**. The involvement of the directors was tangible, the overall attendance rate at 33 meetings / written consultations of the Committees and Boards during the year being **97.34%**. The attendance records of each of the directors are given in the summary table set about above.



Strategic guidelines

In accordance with its **2025 Medium-Term Plan** announced in June 2022, the Board of Directors has monitored the progress of the various strategic areas it has defined fully, and this, in line with mega-trends in the sector.

During the 2024 financial year, the Board achieved the following major advances:

- **Strengthening the Group's leadership in asset management:** this continued with several business developments in 2024. First of all, the Board of Directors noted that, in Fixed Income and Credit, in which Amundi was already the leader in Europe in 2023 for maturity funds and fixed income and credit ETFs, its success extended to other fixed income strategies in 2024. The board also focused on monitoring the progression of ETFs (+30% year-on-year), driven by diversified inflows in terms of client segments and types of equity and bond products. Finally, the Board of Directors worked on the development of third-party distribution in all regions and asset classes: active management, ETFs, treasury products, via an increasing number of digital players, which also demonstrates the real progress made in this first strategic area;
- **Continuing to lead the way in responsible investment:** Amundi was one of the first asset managers to have defined and submitted its Climate Strategy to its shareholders for their opinion in 2022. In 2024, the Board continued to closely monitor the progress of each indicator specific to *Say On Climate* during quarterly updates, in accordance with its commitments. This monitoring allowed it to report on its progress in this area at the 2024 General Shareholders' Meeting. The resolution approved with 96.73% in favour reflects the Board's desire to ensure total transparency on its progress, with respect to its shareholders and the various

players in the market. In addition to monitoring its climate commitments, the Board also ensures that its non-financial commitments under the ESG Ambition 2025 plan are met. It thus noted that the **share of ETFs meeting the ESG criteria of the SFDR regulation reached 37% at the end of 2024** and that **scope 1, 2 and 3 greenhouse gas emissions per employee have fallen by -62% since 2018**. Finally, the Board closely monitored regulatory developments in responsible investment, as well as Amundi's strategic positioning in this unstable and competitive environment;

- **Asserting itself as a leading provider of technology and services throughout the savings value chain:** the Board focused on following the advances of Amundi Technology, which recorded an increase of its revenues of 33.8 % in 2024. It also helped strengthen its offering through the acquisition of the European wealth tech leader, aixigo.
- **Pursuing external growth transactions that create value:** the Board has worked on many external growth or partnership projects, with the constant aim of generating value for the Company. In 2024, it thus achieved **three external growth operations:** the acquisition of the private assets multi-management specialist **Alpha Associates**, closed in April 2024, the partnership with the US asset manager **Victory Capital**, signed in July and expected to be completed toward the end of the first quarter of 2025, and finally the acquisition of the **Wealth Tech aixigo**, closed in November 2024. These three operations are in line with the strategic and financial objectives of the plan Ambitions 2025, that it had defined in June 2022.

In addition to the achievements of its 2025 Medium-Term Plan, the Board of Directors has begun discussions aimed at defining future strategic priorities.

2.1.1.1.2 Summary table as at 31 December 2024

2024

						Term of office		
	Age	Sex	Nationality	Number of offices in listed companies	Number of shares held	Start of 1 st term	End of current term	Years of presence on the Board
CHAIR OF THE BOARD OF DIRECTORS								
Philippe Brassac	65	M	French	2	200	2022	2025 AGM	2
DIRECTORS								
Bénédicte Chrétien	55	F	French	2	200	2023	2025 AGM	1
Patrice Gentié	61	M	French	1	200	2021	2027 AGM	3
Gérald Grégoire	50	M	French	1	200	2024	2027 AGM	Eleven months ⁽¹⁾
Christine Grillet	58	F	French	1	200	2023	2026 AGM	1
Michèle Guibert	57	F	French	1	200	2020	2027 AGM	4
Christian Rouchon	64	M	French	1	200	2009	2026 AGM	15
INDEPENDENT DIRECTORS								
Virginie Cayatte	54	F	French	1	250	2015	2025 AGM	9
Laurence Danon-Arnaud	68	F	French	3	480	2015	2026 AGM	9
Robert Leblanc	67	M	French	1	200	2015	2025 AGM	9
Hélène Molinari	61	F	French	2	200	2015	2026 AGM	9
Nathalie Wright	60	F	French	2	200	2022	2027 AGM	2
DIRECTOR ELECTED BY THE EMPLOYEES								
Joseph Ouedraogo	50	M	French	1	862.1899 Amundi Actionnariat employee savings fund ⁽²⁾	2022	Election before GM 2025 ⁽³⁾	2
NON-VOTING MEMBER								
Nicolas Mauré	48	M	French	1	N/A ⁽²⁾	2023	Board of Directors 2026	1

(1) Gérald Grégoire was co-opted at the Board of Directors' meeting of 6 February 2024.

(2) The Director elected by the employees and the non-voting member are not required to hold shares of the Company.

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

	Participation and attendance at the meetings of the Specialised Board Committees					Board of Directors
	Audit Committee	Risk Management Committee	Strategy and CSR Committee	Compensation Committee	Appointments Committee	Attendance rate at Board meetings
NON-EXECUTIVE CORPORATE OFFICER						
Philippe Brassac <i>Chairman of the Board of Directors</i>			✓ 100%			100%
DIRECTORS						
Bénédicte Chrétien				✓ 100%	✓ 100%	88.9%
Patrice Gentié						100%
Gérald Grégoire⁽¹⁾						100%
Christine Grillet						100%
Michèle Guibert		✓ 100%				88.9%
Christian Rouchon	✓ Chairman 100%	✓ Chairman 100%				100%
INDEPENDENT DIRECTORS						
Virginie Cayatte	✓ 83%		✓ 100%			88.9%
Laurence Danon-Arnaud			✓ Chairman 100%	✓ 100%		100%
Robert Leblanc	✓ 100%			✓ Chairman 100%	✓ 100%	88.9%
Hélène Molinari					✓ Chairman 100%	100% ⁽²⁾
Nathalie Wright		✓ 100%				88.9%
DIRECTOR ELECTED BY THE EMPLOYEES						
Joseph Ouedraogo						100%
NON-VOTING MEMBER						
Nicolas Mauré						77.8%

(1) Gérald Grégoire was co-opted at the Board of Directors' meeting of 6 February 2024.

(2) Hélène Molinari's attendance rate has been calculated based on the number of Board meetings she could attend, given a potential conflict of interests situation.

Skills matrix for members of the Board of Directors

Skills matrix ⁽¹⁾ for members of the Board of Directors									
	Governance and compensation	Accounting and financial information	Social and environmental issues	Risk management, compliance, internal audit	Asset management, management and financial markets	Strategic planning	Sales / Marketing	Information technology and security	Legal requirements and regulatory framework
	92.85%	92.85%	85.71%	85.71%	64.28%	78.57%	71.42%	64.28%	64.28%
Philippe Brassac	●	●	●	●	●	●	●	●	●
Virginie Cayatte	●	●	●	●	●	●		●	●
Bénédicte Chrétien	●	●	●	●	●	●	●		●
Laurence Danon-Arnaud	●	●	●			●	●		
Patrice Gentié	●	●	●	●		●	●	●	
Gérald Grégoire	●	●		●		●	●		●
Christine Grillet	●	●		●					●
Michèle Guibert	●	●	●	●	●	●	●	●	●
Robert Leblanc	●	●	●	●	●	●	●	●	●
Hélène Molinari	●		●		●	●	●		
Joseph Ouedraogo		●	●	●	●			●	
Christian Rouchon	●	●	●	●	●	●	●	●	●
Nathalie Wright	●	●	●	●		●	●	●	
Nicolas Mauré	●	●	●	●	●	●		●	●

(1) See the above developments, for more details on each of the themes covered by the notion of social and environmental issues.

Plurality of cultures

The Board of Directors' diversity policy seeks, through the profile of each of its members (presented in the "Individual presentation of the directors and the non-voting member" of section 2.2), to ensure a **diversity of cultures, in line with the needs of the Company**.

Although all members are French nationals, some of them have a real international culture or professional experience, especially in **Asia and Europe, aligned with Amundi's development strategy**. For example, Virginie Cayatte is Chief Financial Officer of a major **Chinese** listed player, BlueStar Adisseo Company Ltd. Nathalie Wright has worked for a large US company, so she strengthens the Board's culture in this area. Gérald Grégoire brings his international experience, particularly in **Italy**, where he was Deputy Chief Executive Officer of Crédit Agricole FriulAdria, in charge of support functions. Finally, and in line with the area for improvement it had identified on this subject, the Board's international expertise should be further strengthened if the 2025 General Shareholders' Meeting approves the appointment of Jean-Christophe Mieszala as a new independent director⁽¹⁾.

The four directors and the non-voting member, who come from the Crédit Agricole regional banks, add a local and regional culture.

For more details, with regard to the profiles of each of the members of the Amundi Board, see section 2.2.

Diversity policy

The Board has set the objective of achieving parity as far as possible. The Board nevertheless seeks to prioritise the profile of its members over their gender and the percentage of **women on the Board is 58.33%**⁽²⁾. This percentage remained **stable** in 2024 as the Board included seven women and six men.

The Board also ensures diversity within each of its specialised committees. At the end of 2024, and in line with the profile of the Board, each Committee was composed of at least one women and one man.⁽³⁾

The desire for balanced representation of women and men is also reflected in the Company's internal organisation (see section 2.3.4 – The Group's Management Bodies). The gender equality policy, and specifically the objectives of this policy, the methods of implementation and the results achieved during the past financial year, are discussed each year by the Board of Directors when reviewing the Report on Professional Equality, after an in-depth analysis conducted by the Compensation Committee.

(1) Jean-Christophe Mieszala's personal background and professional experience, particularly within the McKinsey group (which he left in 2024), would strengthen the Board of Directors' international culture.

(2) In accordance with Article L. 225-27 of the French Commercial Code, the director elected by the employees is not taken into account in the calculation of the gender representation percentage required under Article L. 225-18-1 of the French Commercial Code. If this director were taken into account in this calculation, the percentage of women present on the Board would be **53.85%**.

(3) For the composition of the Specialised Committees - see section 2.1.3.

Holding of shares

In accordance with Article 10 of the Articles of Association and the AFEP-MEDEF Code (corporate governance code of reference for publicly traded companies), each director must hold at least 200 shares throughout their term of office.

Independent directors

The process of evaluating the independence of directors is overseen by the Appointments Committee.

Indeed, each year, the Appointments Committee, taking into account the annual individual declarations of each member, carries out an analysis of the criteria provided for by the AFEP-MEDEF Code, a summary of which is presented below.

With regard to possible business relations with companies in which the board members, considered independent, hold other offices or functions, the Committee analyses the possible financial flows identified by the Amundi Group's billing monitoring tool.

Note that the Board of Directors refers to the following eight criteria as stipulated by Article 10 of the AFEP-MEDEF Code presented below:

Summary of Article 10.5 of the AFEP-MEDEF Code:

Criteria No. 1. Employee or company officer in the last five years: Not to be or have been in the last five years:

- an employee or executive company officer of the Company;
- an employee, executive company officer or director of a company consolidated by the Company;
- employee, executive company officer or director of the parent company of the Company or of a company consolidated by this parent company.

Criteria No. 2. Directorships in other companies: not be an executive company officer of a company in which the Company directly or indirectly holds a position as director or in which an employee appointed as such or an executive company officer of the Company (current or having been for less than five years) holds a position as director.

Criteria No. 3. Significant business relationships: not be a client, supplier, investment banker, financing banker, significant adviser⁽⁴⁾ to the Company or its Group, or for which the Company or its Group represents a significant share of the activity. The evaluation of the significant or non-significant relationship with the Company or its Group must be debated by the Board, and the quantitative and qualitative criteria that led to the evaluation (continuity, economic dependence, exclusivity etc.) must be explicitly stated in the report on corporate governance.

The Committee continues to focus on sums above €20,000, as in previous years. In light of the results for the 2024 financial year, only one financial flow was greater than this amount. As this was an incoming flow, it was compared with Amundi's 2023 revenue. This results in a zero ratio. As in the previous year, with regard to both the quantitative criterion mentioned above and the qualitative criteria related to the nature of the contractual relationship in question (management of employee savings, current contract concluded under normal market conditions), the Committee considered that there was no commitment constituting a situation of dependency or generating conflicts of interest.

Thus, at its meeting of 3 February 2025, the Board of Directors was able to draw on the work of its Appointments Committee to consider **Virginie Cayatte, Laurence Danon-Arnaud, Robert Leblanc, Hélène Molinari and Nathalie Wright** as meeting all the criteria required to be qualified as independent members under the AFEP-MEDEF Code⁽¹⁾. This results in a percentage of **41.67%** of independent directors⁽²⁾⁽³⁾.

Criteria No. 4. Family tie: not having a close family relationship with a company officer.

Criteria No. 5. Statutory Auditor: not having been an auditor of the company during the previous 5 years.

Criteria No. 6. Term lasting more than 12 years: not be a director of the Company for more than 12 years. The loss of the status of independent director occurs on the 12-year anniversary date.

Criteria No. 7. Status of non-executive company officer: a non-executive company officer cannot be considered independent if they receive variable compensation in cash or securities or any compensation related to the performance of the Company or the Group.

Criteria No. 8. Status of the significant shareholder: Directors representing significant shareholders of the Company or its parent company may be considered independent as long as these shareholders do not participate in the control of the Company. However, above a 10% threshold of capital or voting rights, the Board, on the basis of a report from the Appointments Committee, shall systematically query whether the person can be considered as independent, taking into account the composition of the Company's capital and the existence of any potential conflict of interest.

(1) The Appointments Committee meeting of 30 January 2025 carried out the same analysis with regard to the candidacy of Jean-Christophe Mieszala as a potential director, which enabled the Board of Directors to classify him as independent.

(2) In accordance with recommendation 10.3 of the AFEP-MEDEF Code, the director elected by the employees is not taken into account for calculating the percentage. It should be noted that if this director were taken into account in this calculation, the percentage of independent directors on the Board would be 38.46%.

(3) In the absence of regulatory constraints, non-voting members are not taken into account in the calculations.

(4) Or be directly or indirectly related.

The table below summarises the individual analysis of each director in relation to these eight criteria:

	Criteria No. 1	Criteria No. 2	Criteria No. 3	Criteria No. 4	Criteria No. 5	Criteria No. 6	Criteria No. 7	Criteria No. 8
Directors / Independence criteria ⁽¹⁾	Employee or Corporate Officer in the last five years	Cross-directorships	Significant business relations	Family ties	Statutory Auditor	Term lasting more than 12 years	No variable compensation for Chairman	Not representing a shareholder holding more than 10%
Philippe Brassac		●		●	●	●	●	
Virginie Cayatte	●	●	●	●	●	●	N/A	●
Bénédicte Chrétien		●		●	●	●	N/A	
Laurence Danon-Arnaud	●	●	●	●	●	●	N/A	●
Patrice Gentié		●		●	●	●	N/A	
Gérald Grégoire		●		●	●	●	N/A	
Christine Grillet		●		●	●	●	N/A	
Michèle Guibert		●		●	●	●	N/A	
Robert Leblanc	●	●	●	●	●	●	N/A	●
Hélène Molinari	●	●	●	●	●	●	N/A	●
Christian Rouchon		●		●	●		N/A	
Joseph Ouedraogo		●		●	●	●	N/A	●
Nathalie Wright	●	●	●	●	●	●	N/A	●

(1) In this table, ● represents a respected independence criterion.

2.1.1.1.5 Director elected by the employees

It should be remembered that under Article L. 225-27-1, section I, paragraph 3 of the French Commercial Code, the Company is not required to include a director representing employees on its Board of Directors, as the parent company, Crédit Agricole SA, is itself subject to this obligation. Amundi is therefore exempt from the AFEF-MEDEF Code requirements on this point.

Nevertheless, the Board of Directors wished to use the optional regime set out in Article L. 225-27 of the French Commercial Code, under which a director may be elected by the Company's employees, if permitted by the Company's Articles of Association. Since the General Shareholders' Meeting of 2016 that approved the amendment to the Articles of Association to this end, the Board includes a director elected by the employees. The aforementioned article also states that the director elected by the employees should not be taken into account when applying the rules relating to the requirement for gender balance under Article L. 225-18-1 of the same Code.

It is recalled that **Joseph Ouedraogo, Risk Project Manager**, was elected on 25 March 2022 as **director chosen by the employees of Amundi**. He has been **reappointed for a period of 3 years**, during elections that took place in March 2025. Following what had been done for his predecessors, the Board of Directors awarded to Joseph Ouedraogo the time and resources necessary for the preparation of the company director's certificate dispensed by the IFA-Sciences Po, which he obtained during the 2023 financial year.

2.1.1.1.6 Non-voting member

At 31 December 2024, the Board of Directors included a non-voting member, **Nicolas Mauré**, Chairman of the Crédit Agricole Toulouse 31 regional bank. At 48 years old, Nicolas Mauré shows a clear appetite for innovation, new technologies and renewable energies, which is a valuable asset for the work of the Board.

Under the Articles of Association, the non-voting member, nominated by the Board, is invited to attend meetings of the Board of Directors in a consultative capacity. In this way, observer fulfil his role as advisor to the Board of Directors and may give advice and recommendations.

It is specified that the non-voting member complies with all the charters applicable to directors (Stock Market Ethics Charter and Directors' Charter).

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)

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

-

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



GÉRALD GREGOIRE

DIRECTOR

Biography

Gérald Grégoire is a graduate of the Ecole Supérieure de Commerce de Montpellier.

He began his career at Crédit Agricole du Midi, holding sales positions for professional and corporate clients. He joined the Group General Inspection division at Crédit Agricole S.A. in 2002. In 2010, he was appointed Director of the Professional Customers Market within the Regional Banks division of Crédit Agricole S.A. In 2012, he became Deputy Chief Executive Officer of Crédit Agricole FriulAdria, Italy, in charge of support functions. In 2017, he was appointed Deputy Chief Executive Officer of Crédit 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 Crédit Agricole Alsace Vosges. In 2023, he was appointed Deputy General Manager of Crédit Agricole S.A. in charge of the Customer and Development division.

In addition to his solid sales skills, Gérald Grégoire, 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 Crédit Agricole group companies

Since 2021:

- Director of Adicam

Since 2023:

- Deputy General Manager of Crédit Agricole S.A. in charge of the Customer and Development division and Member of the Executive Committee of Crédit Agricole S.A.
- Chairman of Uni-Médias 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 Crédit Agricole Immobilier
- Director of Crédit Agricole Services Immobiliers
- Non-voting member of Crédit Agricole Assurances and Pacifica
- Director of Predica and Crédit Agricole Assurances Retraite

Since 2024

- President of Crédit Agricole Santé et Territoires
- Director of Crédit Agricole Transitions et Energies
- Director of Crédit Agricole Payment Services
- Director of Banque Degroof Petercam*

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

In Crédit Agricole group companies

From 2020 to 2023:

- Director of SAS Rue La Boétie
- 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-Médias
- Member of the Supervisory Board of CA Titres
- Chief Executive Officer of Crédit Agricole Alsace Vosges

* Company incorporated under foreign law.



CHRISTINE GRILLET

DIRECTOR

Biography

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

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.

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)

-

* Company incorporated under foreign law.



MICHÈLE GUIBERT

DIRECTOR

MEMBER OF THE RISK MANAGEMENT COMMITTEE

Biography

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**.

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

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-NEXESECUR)
- 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



HÉLÈNE 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

Hélène 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.

Hélène 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, Hélène 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 Financière de l'Écllosion 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 Lagardère 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)

-

* 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

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**.

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

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 Quadient

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

2.1.3.1 Strategy and CSR Committee

Composition and changes

The composition of the Strategy and CSR Committee did not change in 2024. Chaired by an independent director, duly qualified for the role, the Committee also includes the Chairman of the Board in order to ensure overall alignment of the Company's strategic vision with its majority shareholder.

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MEMBERS

9

MEETINGS

100%

OVERALL ATTENDANCE RATE

Name <i>Individual attendance rate</i>	Status	Position	Overview of the main areas of expertise	
LAURENCE DANON-ARNAUD Chairman 100%	Independent director	Company manager	 Governance and compensation  Accounting and financial information  Social and environmental issues	 Strategic planning  Sales / Marketing
PHILIPPE BRASSAC 100%	Chair of the Board of Directors	Chief Executive Officer of Crédit Agricole S.A., majority shareholder	 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
VIRGINIE CAYATTE 100%	Independent Director	Chief Financial Officer	 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

At the request of the Committee, the Chief Executive Officer and the Deputy Chief Executive Officer also Director of the Strategy, Finance and Control division systematically attend the meetings of the Strategy and CSR Committee. Other individuals may be required to make one-off presentations at the express request of the Committee.

2024 missions and activities

The missions entrusted to the Strategic and CSR Committee by the Board of Directors are detailed in Article 5.3 of the Internal Rules featured in Chapter 8 of this Universal Registration Document. It was very active in 2024 with nine meetings on the work described below.

Work generated by its recurring missions:

- analysis of the progress report contained in chapter 3 of the Universal Registration Document on social and environmental responsibility policies and the Climate Strategy; analysis of the draft resolution "Say on Climate".

Specific in-depth analyses:

- acquisition of the Swiss company Alpha Associates, specialised in private assets multi-management;
- partnership with US asset manager **Victory Capital**, signed in July and expected to be finalised towards the end of the first quarter of 2025;
- acquisition of the **wealth tech firm aixigo**, finalised in November 2024;
- changes in relations with distribution partners, particularly international;
- other studies of growth operations projects under consideration, in progress or for exploratory purposes.

2.1.3.3 Audit Committee

Composition and changes

The composition of the Audit Committee changed at the end of 2024 to **integrate Nathalie Wright**, in order to strengthen the committee's **skills in sustainability matters**. **Three-quarters of its members are independent directors** and it comprises experts in all the areas it covers. It is chaired by Christian Rouchon, who is not an independent director. This deliberate choice by the Board of Directors is explained by his specific qualities. Indeed, 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 role as Chairman of the Audit Committee.

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MEMBERS

6*

MEETINGS/Written CONSULTATION

94.44%

OVERALL ATTENDANCE RATE

Name <i>Individual attendance rate</i>	Status	Position	Overview of the main areas of expertise	
CHRISTIAN ROUCHON Chairman 100%	Director representing Crédit Agricole group	CEO of a regional bank	 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
VIRGINIE CAYATTE 83%	Independent Director	Chief Financial Officer	 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
ROBERT LEBLANC 100%	Independent director	Company manager	 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
NATHALIE WRIGHT**	Independent Director	Company Director	 Governance and compensation  Accounting and financial information  Social and environmental issues  Risk management, compliance, internal audit	 Strategic planning  Sales / Marketing  Information technology and security

* Out of the 6 meetings/written consultations, a Joint Risk and Audit Committee met on 11 December 2024.

** Nathalie Wright was appointed a member of the Audit Committee on 12 December 2024. No meeting of this Committee took place between this date and the end of the 2024 financial year, hence her individual attendance rate is not shown.

2.1.3.2 Risk Management Committee

Composition and changes

The composition of the Risk Management Committee did not change in 2024. It is recalled that the existence and composition of this Committee are subject to banking regulations.



Name	Status	Position	Overview of the main areas of expertise	
Individual attendance rate				
CHRISTIAN ROUCHON Chairman 100%	Director representing Crédit Agricole group	CEO of a regional bank	<div> <div>Governance and compensation</div> <div>Accounting and financial information</div> <div>Social and environmental issues</div> <div>Risk management, compliance, internal audit</div> <div>Asset management and financial markets</div> </div>	<div> <div>Strategic planning</div> <div>Sales / Marketing</div> <div>Information technology and security</div> <div>Legal requirements and regulatory framework</div> </div>
MICHÈLE GUIBERT 100%	Director representing Crédit Agricole group	CEO of a regional bank	<div> <div>Governance and compensation</div> <div>Accounting and financial information</div> <div>Social and environmental issues</div> <div>Risk management, compliance, internal audit</div> <div>Asset management and financial markets</div> </div>	<div> <div>Strategic planning</div> <div>Sales / Marketing</div> <div>Information technology and security</div> <div>Legal requirements and regulatory framework</div> </div>
NATHALIE WRIGHT 100%	Independent Director	Company Director	<div> <div>Governance and compensation</div> <div>Accounting and financial information</div> <div>Social and environmental issues</div> <div>Risk management, compliance, internal audit</div> </div>	<div> <div>Strategic planning</div> <div>Sales / Marketing</div> <div>Information technology and security</div> </div>

* Out of the 6 meetings, a Joint Risk Management and Audit Committee met on 11 December 2024.

2.1.3.4 Compensation Committee

Composition and changes

The composition of the Compensation Committee did not change in 2024. **Two thirds of its members are independent and it is chaired by one of them.** Its three members have areas of expertise that are of specific use for the work of the Committee. It is also reminded that under Article L. 225-27-1, section I, paragraph 3 of the French Commercial Code, the Company is not required to include a director representing employees on its Board of Directors, as the parent company, Crédit Agricole SA, is itself subject to this obligation. Thus, Amundi is not bound by the recommendation of the AFEF-MEDEF Code relating to the presence of an employee director within its Compensation Committee.

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MEMBERS

2

MEETINGS

100%

OVERALL ATTENDANCE RATE

Name	Status	Position	Overview of the main areas of expertise	
Individual attendance rate				
ROBERT LEBLANC Chairman 100%	Independent director	Company manager	<div> Governance and compensation </div> <div> Accounting and financial information </div> <div> Social and environmental issues </div> <div> Risk management, compliance, internal audit </div> <div> Asset management and financial markets </div>	<div> Strategic planning </div> <div> Sales / Marketing </div> <div> Information technology and security </div> <div> Legal requirements and regulatory framework </div>
LAURENCE DANON-ARNAUD 100%	Independent director	Company manager	<div> Governance and compensation </div> <div> Accounting and financial information </div> <div> Social and environmental issues </div>	<div> Strategic planning </div> <div> Sales / Marketing </div>
BÉNÉDICTE CHRÉTIEN 100%	Director	Group Human Resources Director of Crédit Agricole S.A.	<div> Governance and compensation </div> <div> Accounting and financial information </div> <div> Social and environmental issues </div> <div> Risk management, compliance, internal audit </div>	<div> Asset management and financial markets </div> <div> Strategic planning </div> <div> Sales / Marketing </div> <div> Legal requirements and regulatory framework </div>

2.1.3.5 Appointments Committees

Composition and changes

The composition of the Appointments Committee, in accordance with the AFEP-MEDEF Code, did not change in 2024. The three members possess expertise specifically useful to the Committee's missions.



Name	Status	Position	Overview of the main areas of expertise	
Individual attendance rate				
HÉLÈNE MOLINARI Chairman 100%	Independent Director	Company manager	<div> <div>Governance and compensation</div> <div>Social and environmental issues</div> <div>Asset management and financial markets</div> </div>	<div> <div>Strategic planning</div> <div>Sales / Marketing</div> </div>
ROBERT LEBLANC 100%	Independent director	Company manager	<div> <div>Governance and compensation</div> <div>Accounting and financial information</div> <div>Social and environmental issues</div> <div>Risk management, compliance, internal audit</div> <div>Asset management and financial markets</div> </div>	<div> <div>Strategic planning</div> <div>Sales / Marketing</div> <div>Information technology and security</div> <div>Legal requirements and regulatory framework</div> </div>
BÉNÉDICTE CHRÉTIEN 100%	Director	Group Human Resources Director of Crédit Agricole S.A.	<div> <div>Governance and compensation</div> <div>Accounting and financial information</div> <div>Social and environmental issues</div> <div>Risk management, compliance, internal audit</div> </div>	<div> <div>Asset management and financial markets</div> <div>Strategic planning</div> <div>Sales / Marketing</div> <div>Exigences juridiques et cadre réglementaire</div> </div>