

# CRÉDIT AGRICOLE S.A. CAPITAL INCREASE RESERVED FOR GROUP EMPLOYEES



OFFER 2025

## Subscription form to the capital increase reserved for Crédit Agricole group employees

Prior to submitting this form, please review the Information Brochure, the Country Datasheet and the terms and conditions applicable for subscription indicated on the reverse side of this form. In particular, please note the thresholds specified in Section 2 on the reverse side of this form.

Company: ..... Identification N°: .....

☐ Mr. ☐ Mrs. Name: ..... Surname: .....

Address: .....

Postal code: ..... City: ..... Country: .....

My contact details, to reach me if necessary:

Telephone number: Home: ..... Work: ..... Mobile: .....

E-mail address: ..... @ .....

I wish to subscribe: .....  shares of Crédit Agricole S.A.  
(minimum subscription: 1 share)

The total amount of my subscription is: .....  CHF  
(maximum investment: see below)

Please calculate the total amount of your subscription to be paid equal to the number of shares indicated by you above multiplied by the subscription price per share that has been communicated to you in local currency.

**I will pay the amount of my subscription in accordance with the instructions which will be given to me by my employer.**

- I have noted the subscription price.
- I took note that the total of my subscription is capped to €40,000 (equivalent in CHF). In addition, the total amount of my investment shall not exceed 25% of my annual gross salary for the year 2025. (Please see on the reverse side of this form for details regarding the calculation of these thresholds).
- I hereby appoint Uptevia as my agent to subscribe, in my name and on my behalf, for Crédit Agricole S.A. ordinary shares, up to the number of shares indicated above, which will be issued pursuant to the Crédit Agricole S.A. capital increase reserved for employees of Crédit Agricole group companies, which are participating to the International Group Savings Plan of Crédit Agricole (Plan d'Épargne d'Entreprise Groupe International or "PEEGI"). If I am not already member of the PEEGI, my subscription implies membership of the PEEGI.
- I declare that: (i) I meet the conditions required in order to be eligible to the 2025 Offer as specified on the reverse side of this form, (ii) I have complied with the threshold for subscription, (iii) I have received all necessary information in order to make an informed decision in respect of my subscription to the 2025 Offer and (iv) I have issued only one subscription form.
- I have read the Information Brochure, the Country Datasheet and the terms and conditions stated on the reverse side of this form and I agree to be bound by these terms. I acknowledge that the Rules of the PEEGI, which provide for the framework of my subscription, are available upon request from my employer.
- In particular, I note that my subscription is made within the framework of the PEEGI and my assets are thus subject to a lock-up period until 31 May 2030 (inclusive), except occurrence of a permitted early redemption event.
- In order to be valid, this subscription form must be submitted no later than on the last day of the subscription period.
- This subscription request becomes final and irrevocable upon the close of the subscription period.
- I declare that I will retain a copy of this form.

☐ I expressly consent to the use and processing of my personal data under the conditions stated on the reverse side of this form.

Made in (place) .....  
on    2025

Signature  
Preceded by the words "Read and approved – agree for subscription under the above terms".

# CRÉDIT AGRICOLE S.A. CAPITAL INCREASE RESERVED FOR GROUP EMPLOYEES

## Summary of the terms and conditions of subscription

**This form, submitted in order to participate to the Crédit Agricole S.A. capital increase reserved for employees (“2025 Offer”) is subject to the following conditions:**

1. I am aware that in order to be eligible to participate to the 2025 Offer, I shall be on employment with a Crédit Agricole group company participating to the offering and have been employed by a company of Crédit Agricole group during a period of 3 months, whether or not on a continuous basis, since 1<sup>st</sup> January 2024 through the last day of the subscription period.

2. I am aware that the total of my subscription cannot exceed €40,000 (CHF equivalent). This ceiling is calculated taking into account all subscriptions already made in a share offering reserved for employees proposed by a Crédit Agricole group entity in 2025. Moreover, the amount that I can invest in a savings plan during one calendar year (including contributions to all savings plans established under French law to which I have access) is capped at 25% of my gross annual remuneration (including bonuses).

Although I indicate the amount of my investment in the local currency of my country, my subscription will be made in Euros. For that purpose, the amount of my investment will be converted into Euros at the exchange rate that will be communicated to me at the same time as the subscription price. This same exchange rate will be used in order to ensure that the subscription threshold of €40,000 indicated in paragraph above has not been exceeded. Through the life of my investment, the value of my assets will be subject to fluctuations in the exchange rate between the Euro and the currency of my country.

3. I note that I can subscribe online via the site [www.acr.credit-agricole.com](http://www.acr.credit-agricole.com) or, and only if I do not have access to the internet, by submitting the subscription form to my HR contact. If I nevertheless use both means of subscription, the request that will be processed is the order submitted online.

4. I duly note that, should I default on payment, I shall remain liable to my employer for the amounts due. My employer reserves the right, subject to any applicable legislation, to sell or order the sale of my shares, without any prior notice whatsoever, in order to allocate the proceeds towards the payment of the amount of my subscription. If the proceeds generated from this sale are not sufficient to cover the payment, I will remain liable for the corresponding amount.

5. I have been informed of the following:

- That my subscription, which shall not be less than the subscription price of one share of Crédit Agricole S.A., may be disregarded if any of the representations made by me under this form proves to be inaccurate, and, specifically in the case of non-compliance with the 25% limit indicated in Section 2 above;
- My subscription can be reduced to remain within the ceiling €40,000 considering the amount of my subscription to a share offering reserved for employees proposed by a Crédit Agricole group entity in 2025;
- The amount of my subscription may be reduced if the total of the subscription commitments exceeds the maximum amount of the share capital increase set for the offering, i.e., 32 million ordinary shares. These subscription commitments will be reduced in accordance with the following rules:
  - a. the highest individual subscription commitments will be reduced until the subscription threshold after reduction is reached (the “Reduction Threshold”) so that the total individual subscription commitments is less than or equal to the maximum amount offered;
  - b. as a result, all subscription commitments that are less than or equal to the Reduction Threshold will be served entirely and subscription commitments that exceed the Reduction Threshold will be served up to this threshold.
- The ordinary shares of Crédit Agricole S.A. issued under the 2025 Offer will be subscribed at the price fixed by reference to the average of the opening prices of Crédit Agricole S.A. share recorded on the 20 trading days preceding the date of the decision of the Board of Directors of Crédit Agricole S.A., or of its delegate, to set the dates of the subscription period, reduced by the discount of 20%;
- The value of my investment will depend on the evolution of the market value of a Crédit Agricole S.A. share and I am thus exposed to a risk in respect of the value of my subscription amount in the 2025 Offer. I had access to the most recently published Universal Registration Document of Crédit Agricole S.A. which contains financial statements as well as important information on the business, governance and risk factors. I note that neither Crédit Agricole S.A. nor my employer can give me investment or tax advice or any guarantee regarding the future price of a Crédit Agricole S.A. share;
- Participation in the 2025 Offer is not mandatory. My decision will have no impact on my employment with the Crédit Agricole group. Participation in this offering is separate from my employment and it does not confer to me any rights or provide me with any claims in relation to my employment nor does

it provide me with any rights or indemnities associated therewith, including in case of termination. By participating in the offering, I waive any and all rights to compensation or damages in consequence of the termination of my office or employment with any past or present company within the Crédit Agricole group for any reason whatsoever, whether lawfully or otherwise, insofar as those rights arise or may arise from ceasing to have rights under the PEEGI as a result of such termination, or from the loss or diminution in value of such rights or entitlements, including by reason of the operation of the terms of the PEEGI or the provisions of any statute or law relating to taxation;

- I will bear any income tax and social security contributions imposed with respect to the Crédit Agricole S.A. shares which I subscribe for under the 2025 Offer. The amounts payable to me may be reduced accordingly. For participants who are foreign nationals not having a Swiss residence permit, deductions and withholdings will be made by the employer from the regular salary. I will bear the consequences (if any) of any change to the tax or social security legislation and/or regulations affecting the Crédit Agricole S.A. shares or any transfer fees applicable to the payment of my investment;
- No prospectus has been filed or registered with the authorities in my country in relation to the 2025 Offer.

6. This form is governed by French law and the French Courts will have exclusive jurisdiction in relation to any dispute arising in connection with its performance or interpretation.

7. This form is subject to the data protection provisions applicable in France, Switzerland and the European Union. In accordance with the EU Regulation 2016/679 dated 27th April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, I am informed that my personal data will be collected by Uptevia, acting as the processor for Crédit Agricole S.A., which is the entity responsible for data processing. Collection and processing of the personal data is necessary in order to execute the instructions that I give through this form, considering the terms and conditions applicable to the 2025 Offer, and will be limited to the purpose of completion of the 2025 Offer described above, management of my assets resulting from this offering and for purposes necessary for compliance with legal obligations applicable to Crédit Agricole S.A.. I can refer to the Charter on protection of personal data of Crédit Agricole group employees, which is made available on the HR Group intranet that I can access at <https://ca-sa-ca-mocca.com/site/intranetRH/votre-quotidien/chartes-groupe> and on [www.acr.credit-agricole.com](http://www.acr.credit-agricole.com) (section Documentation). I can exercise my data subject rights, including rights of access, rectification and erasure of any personal data concerning me, by writing to the following address:

**Uptevia**  
**Service Offres aux salariés ACR 2025**  
**12, place des Etats-Unis**  
**92230 Montrouge France**

Finally, in accordance with Swiss Data Protection Act, I expressly consent to the use of my personal data contained in this document as well as the information provided in the event of early exit (among other things the event triggering the early exit) for data processing for this 2025 Offer as described above and to their transfer in France to the persons indicated above.

I have the right to lodge a complaint with the French supervisory authority, the CNIL (<https://www.cnil.fr>) concerning the protection of my personal data.

I have taken note that my employer is required to certify my participation in the 2025 Offer to the tax authorities in accordance with the Federal Act on the Taxation of Employee Participations and the Ordinance on the Obligation to Issue Certificates for Employee Shareholdings.

### 8. Specific restrictions

I duly note that pursuant to provisions of Regulation (EC) n°833/2014 and Regulation (EC) n°765/2006, as amended, the 2025 Offer is not made to Russian nationals and persons residing in Russia, nor to Belarusian nationals and persons residing in Belarus, except (i) in case of Russian nationals, if those persons are nationals of a EU Member State, of a country member of the European Economic Area or Switzerland, or have a temporary or permanent residence permit in a EU Member State, a country member of the European Economic Area or in Switzerland and (ii) in case of Belarusian nationals, if those persons are nationals of a EU Member State or have a temporary or permanent residence permit in a EU Member State.

Consequently, I hereby confirm that this restriction does not apply to me.