

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



ACR2025

COUNTRY DATA SHEET FOR IRELAND

You have been invited to invest in shares of Crédit Agricole S.A. in the context of the offering reserved for Crédit Agricole group employees (“2025 Offer”).

This document is provided to you in addition to the documents relating to the 2025 Offer (and in particular, the Brochure and the subscription form). It contains a brief summary of the specific conditions applicable to the 2025 Offer in your country and the principal tax consequences relating to your investment. For a more complete description of the 2025 Offer, please refer to the offering documents as well as to the Rules of the International Group Savings Plan of Crédit Agricole (Plan d’Épargne d’Entreprise Groupe International or “PEEGI”) made available to you on the website www.acr.credit-agricole.com.

It is your decision whether or not to subscribe to the 2025 Offer. Neither Crédit Agricole S.A., nor your employer, nor any local authority is providing you any investment advice. Participation in the 2025 Offer is not mandatory and your decision to participate or not will have no impact, either positive or negative, on your employment within the Crédit Agricole group.

Crédit Agricole S.A. shares are listed on Euronext Paris. Your investment is linked to and will fluctuate with the market price of the Crédit Agricole S.A. share and therefore is at risk. No entity of the Crédit Agricole group will be liable if you suffer any loss in case of decrease of the market price of shares subscribed by you.

Information relating to Crédit Agricole S.A. is available on its Internet website (www.credit-agricole.com). You are encouraged to consult in particular the Universal Registration Document for the financial year 2024 filed with the AMF (the French securities authority) and its updates. These documents contain important information, in particular, in relation to the business of the Crédit Agricole group, its financial results as well as the risk factors associated with its activity.

INFORMATION ON THE 2025 OFFER

Securities laws information

This 2025 Offer is made in reliance on the exemption from publishing a prospectus provided for in Article 1(4) (i) of the EU Prospectus Regulation 2017/1129.

Eligibility

In order to be eligible to participate in the 2025 Offer, you must meet the following conditions:

- have an employment agreement in force on at least one day of the Subscription Period with a Crédit Agricole group company participating to the offering, and
- have been employed during at least 3 months by a company of the Crédit Agricole group, whether or not on a continuous basis, between 1st January 2024 and the last date of the Subscription Period.

Dates of subscription and subscription price

The subscription price will correspond to 80% of the average of the market prices of the Crédit Agricole S.A. share on the 20 trading days prior to the decision of the Board of Directors, or its delegate, establishing the start date of the Subscription Period. You will be informed of the subscription price via www.acr.credit-agricole.com.

You will be able to subscribe for Crédit Agricole S.A. shares during the Subscription Period, which is expected to start on 24 June 2025 and end on 8 July 2025 (inclusive). These dates are indicative and may be subject to change.

Subscription process

You can submit your subscription order on the website of the 2025 Offer www.acr.credit-agricole.com, using the login and the password provided to you. You will be able to modify the amount of your subscription online until the last day of the Subscription Period. Your subscription will be processed for the last recorded amount.

A paper subscription form may also be provided to you upon request to your employer.

If you submit a paper form and also record an order online, only your online subscription will be processed. Your subscription order becomes final and irrevocable at the close of the Subscription Period.

Your investment is capped

Your investment in the 2025 Offer is capped at €40,000. In addition, your investment cannot exceed 25% of your annual gross compensation (including bonuses) for the year 2025.

In determining whether you comply with the €40,000 maximum limit, you must take into account all subscriptions made during the same calendar year in all share offerings proposed to you by a Crédit Agricole group entity. The 25% cap applies more broadly on all contributions made in the same calendar year in savings plans established pursuant to French law.

Method of payment

The payment methods available to pay for the amount of your subscription will be communicated to you by your employer.

Custody

Your shares will be held in registered form in a share account maintained by Uptevia.

As any shareholder of Crédit Agricole S.A., you will benefit from the right to receive dividends, if any are paid out by Crédit Agricole S.A., and the right to vote in the general shareholders' meetings.

The lock-up period and cases of early redemption

In consideration of the benefits granted to you under this 2025 Offer, your investment is subject to a lock-up period until 29 August 2030 (inclusive). During this period, you cannot redeem your investment. However, in the case of your death, your heirs can request release of your investment.

Labor law disclaimer

This 2025 Offer is made to you by Crédit Agricole S.A., not by your employer. Eligibility criteria for this 2025 Offer or any offer that may be proposed in the future are set by a discretionary decision of Crédit Agricole S.A. This 2025 Offer does not form part of your employment agreement and does not amend or supplement such agreement.

The launch of this 2025 Offer results from a decision taken at the discretion of Crédit Agricole S.A. It does not constitute a vested right and participation in this 2025 Offer in no way confers to you any right to participate in similar schemes. There is no obligation for Crédit Agricole S.A. to launch new offerings in subsequent years. Benefits or payments that you may receive or be eligible for under the 2025 Offer will not be taken into consideration in determining the amount of any future compensation, payments or other entitlements that you may be owed (including in cases of termination of employment).

TAX INFORMATION FOR EMPLOYEES

The summary hereunder sets forth general principles that are expected to apply to employees who subscribed to the 2025 Offer and who (i) are resident in Ireland for the purposes of the tax laws of Ireland and the Convention between Ireland and the French Republic for the avoidance of double taxation (the “Treaty”) and (ii) are entitled to the benefits of the Treaty, but may not apply in all specific cases.

This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. The tax treatment that applies to you may differ from the regime described in this summary depending on your personal situation, and in particular if you are internationally mobile. For definitive advice regarding the tax consequences of participation to the 2025 Offer, employees should consult their own tax advisors.

The tax consequences specified hereunder are described in accordance with Irish and certain French tax law and tax practices, as well as with the Treaty, all of which are applicable at the time of the 2025 Offer. These laws, practices and the Treaty may change over time.

Will I be required to pay any tax and social charges with respect to subscription for shares of Crédit Agricole S.A.?

At the time of subscription, it is expected that the share price discount is treated as a benefit in kind and will be taxable at your marginal income tax rate of 20% or 40% (for 2025). The taxable amount on subscription is also subject to the Universal Social Charge (“USC”). The USC is currently 0.5%, 2% 3% or 8% depending on your level of income for the tax year in question. Employee Pay Related Social Insurance (“PRSI”) will also apply at a rate of 4.1%.

The taxable amount is calculated based on the difference between the market value of the shares at the date of subscription, i.e., the date on which the shares are delivered to you (28 August 2025) and the subscription price (which is calculated by reference to an average of share prices on 20 trading days minus a discount of 20%).

For income tax purposes, the taxable amount may be abated by 60% where certain conditions are satisfied on the basis that the shares are subject to a lock-up period until 29 August 2030 inclusive. In order for the abatement to apply, certain conditions must be satisfied including that early redemption has been limited to the death of the employee.

Employer PAYE withholdings are required for taxable benefits arising from share subscriptions to employees and directors. USC and Employee PRSI must also be collected at source by the employer as part of the normal payroll withholding tax system. Details of the income tax, USC and PRSI collected at source will be included in the employee’s end of year statement available from the Revenue Commissioners. The employer’s monthly return of salary payments will include details of share based emoluments paid to employees. Your employer will also report the award of the discounted shares to Revenue on a Form ESA by 31 March in the year following the subscription.

Will I be required to pay tax and social charges on dividends?

Dividends will be subject to a withholding tax in France.

Under French domestic law, dividends paid by a French company to non-residents of France are generally subject to a withholding tax in France at the time of their payment. The rate of the French withholding tax is 12.80%¹.

In Ireland, dividends will be taxable at your marginal income tax rate of 20% or 40% for 2025. USC and PRSI will also apply (for the applicable rates, please see the discussion above regarding taxation of discount). It is expected that a credit for the French withholding tax suffered on the dividend should be available against your Irish tax liability.

¹The dividend withholding tax rate is increased to 75% when the dividends are paid to a bank account opened in a Non-Cooperative State or Territory (“NCST”), unless the distribution of the dividends in a NCST has neither the object nor the effect of locating the dividends in such a NCST for tax evasion purposes. The list of NCSTs is published through a ministerial decree and updated from time to time.

Will the shares held by me be considered for the purposes of a wealth tax?

No wealth tax exists in Ireland.

Will I be required to pay any tax and social charges at the time of sale of my shares?

Gains (defined as the total value of the cash received at sale of shares, less the amount paid by you at subscription and the amount of the benefit you have already paid tax on) are subject to Capital Gains Tax at a rate of 33%. The first €1,270 of gains in a tax year is exempt from Capital Gains Tax. You are required to report and pay any amounts directly to the Revenue Commissioners.

In the event that you are tax resident in Ireland, but not Irish domiciled, you should only be liable to pay Capital Gains Tax on the gain realized on the sale of shares to the extent that the proceeds of the redemption are remitted to Ireland. This is on the assumption that the shares do not constitute Irish property. There is no social security (PRSI) charge on redemption.

What are my reporting obligations with respect to the holding of my Crédit Agricole S.A. shares, receipt of dividends and sale of these shares?

You may be required to report the benefit of the shares in your annual tax return (due by 31 October in the year following the subscription).

You will be required to report any dividend payment and pay the tax arising to the Revenue Commissioners in your annual tax return (due by 31 October in the year following the payment of the dividend).

You should also report any chargeable gain or losses arising on the sale of your shares in your annual tax return (due by 31 October in the year following the sale). You will be required to pay any capital gains tax arising by 15 December if the sale was made between 1 January – 30 November. If the sale occurred in December, you will be required to pay any capital gains tax arising by 31 January in the following year. Details of the relevant return on which the chargeable gain must be reported can be found on the Revenue Commissioners website at the following link (<https://www.revenue.ie/en/gains-gifts-and-inheritance/transferring-an-asset/when-and-how-do-you-pay-and-file-cgt.aspx>).