

That offers multiple opportunities

- Over 157,000 FTE employees (of which 27% work outside France), present in over 45 countries
- Working in a wide variety of companies and roles
- 42,349 new permanent positions filled, of which:
 - ✓ Over 30,000 job transfers from employees already within the Group, representing 71% of permanent positions filled
 - ✓ 12,272 recruitments from outside the Group

That fosters equal opportunities by training its employees and taking part in collective development

- Over 6 million hours of training provided, of which 60% concerned the development of hard skills
- IFCAM, University of the Group, delivers training programmes tailored to meet new challenges
- Partnerships with renowned higher education institutions
- All active employees undergo an annual appraisal

That takes part in social progress

- 559 corporate agreements signed (443 in France and 116 outside France)
- 100%⁽³⁾ of employees worldwide covered by a fully paid 28-day paternity leave
- 100%⁽³⁾ of employees worldwide covered by a fully paid 16-week maternity leave

That shares value creation

Profit-sharing mechanisms in place in all companies of Crédit Agricole Group:

- Recognised profit-sharing practices that include incentives
- Capital increase: an annual discounted share offer made available to the Group's current and retired employees in 20 countries, representing over 90% of Crédit Agricole Group employees, with 6.53% of capital held by employees and former employees

That nurtures diversity in its human capital

- Women in the Top Management ⁽¹⁾: 24%
- Promotions that concerned women⁽²⁾: 59%
- Employment rate of disabled people in 2024⁽²⁾: 6.43%
- Over 55s among Crédit Agricole Group employees: 16%

That commits to young people

- 23,519 young people welcomed within Crédit Agricole Group throughout the year
- Under-30s in permanent recruitments within Crédit Agricole Group: nearly 50%
- Under 30s in permanent employment within Crédit Agricole Group: 14.9%
- Recruitments following on from a previous contract within Crédit Agricole Group: 28.6%



A RESPONSIBLE EMPLOYER

2024 data

That offers an attractive and secure working environment

A team dynamic that is recognised by all according to annual employee surveys:

- Commitments that foster work-life balance and quality of life at work (flexibility, childcare, soft mobility, academic support, leisure activities for employees and their children, healthcare provisions, sports offer etc.)
- Environmental certifications for a number of the Group's campuses as regards bird life, biodiversity and ecological site management

That helps us work every day in the interest of our customers and society

Impact on 6 of the UN's
17 Sustainable Development Goals



- (1) Chief Executive Officers, Deputy General Managers and Directors appointed by internal processes.
- (2) Scope covered: Crédit Agricole Group in France
- (3) Excluding entities currently being integrated (roll-out underway)

