

DECISION OF THE BOARD OF DIRECTORS OF DECEMBER 16th, 2025 REGARDING THE REMUNERATION OF CORPORATE OFFICERS

In anticipation of the end of Mr. Dominique LEFEBVRE's term of office on December 31st, 2025, the Board of Directors of Crédit Agricole S.A., during its meeting on December 16th, 2025, decided to appoint, in accordance with Article L225-47 of the French Commercial Code, Mr. Eric VIAL as Chairman of the Board of Directors effective January 1st, 2026.

Upon recommendation of the Compensation Committee, the Board of Directors of Crédit Agricole SA on December 16th, 2025 approved the compensation of the Chairman of the Board of Directors effective January 1st, 2026. This will be subject to a resolution that will be submitted for approval to the shareholders at the General Meeting on May 20th, 2026.

In this regard:

EX-ANTE REMUNERATION POLICY 2026

2026 remuneration of the Chairman of the Board of Directors

Mr. Eric VIAL's annual fixed remuneration is set at 625,000 euros effective January 1st, 2026.

To ensure his independence, Mr. Eric VIAL does not receive any variable compensation. His compensation consists exclusively of an annual fixed component.

Furthermore, Mr. Eric VIAL has expressly waived his right to receive any compensation related to his directorships within Crédit Agricole Group companies, both during his term of office and upon its conclusion. Additionally, Mr. Eric VIAL does not benefit from any severance payment, any non-compete clause, nor supplementary pension schemes in effect at Crédit Agricole S.A.

This compensation policy is identical to that of his predecessor.